

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:
19TH JULY, 2023

REFERENCE FROM CABINET: 22ND JUNE, 2023

“C32 Q4 SICKNESS ABSENCE REPORT 2022/2023 (EL/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The Leader presented the report, the purpose of which was to update Cabinet on the sickness absence statistics for the 1st April, 2022 to 31st March, 2023.

The Leader commented that one of the major challenges facing the Council was workforce resilience, particularly in the context of budget reductions and issues with recruitment and retention following Covid-19. That meant that there were added pressures on staff.

The report contained 4 Appendices (A to D), with Appendix A being a breakdown of absence by service area and Appendix B showing the overall sickness absence rates. The Leader stated that since the lifting of the Covid restrictions, the most common reason for sickness was non work-related stress, the reasons for that were complex but which were likely as a result of things such as people recovering from the impacts of Covid and the cost of living crisis. It was therefore important for the Corporate Performance and Resources Scrutiny Committee Scrutiny Committee to look at the sickness absence figures in more detail and to forward their suggestions or queries back to Cabinet.

The Cabinet Member for Neighbourhood and Building Services in referring to his service areas, stated that sickness absence was always a challenge given the nature of work, which was mainly front line and in all weathers. The roles were very demanding with a lot of time pressures particularly to meet expectations with the collection of household waste and recycling as well as garden waste. Staff at times would also have periods of sickness due to muscular issues, which was why the Council had a programme of manual handling training. The Cabinet Member agreed with the comments of the Leader regarding life challenges such as the cost of living crisis and long Covid, and so he would be meeting with Directors to look at the issues more closely.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the report and the April 2022 to March 2023 sickness absence figures provided in Appendix A be noted.
- (2) T H A T the report be referred to Corporate Performance & Resources Scrutiny Committee for consideration, with any comments referred back to Cabinet for further consideration.

Reasons for decisions

- (1) To bring matters to the attention of Members of the Cabinet in line with corporate objectives.
- (2) To enable the Scrutiny Committee to maintain a continued focus on the management of sickness absence throughout all services of the Council and to make recommendations to Cabinet, as appropriate.”

Attached as Appendix: Report to Cabinet: 22nd June, 2023

Name of Committee:	Cabinet
Date of Meeting:	22/06/2023
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Q4 Sickness Absence Report 2022/2023
Purpose of Report:	To update Cabinet on the sickness absence statistics for the 1st April, 2022 to 31st March, 2023
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Rob Thomas – Chief Executive
Elected Member and Officer Consultation:	The overall sickness absence figures are reported quarterly through the Corporate Performance Indicators
Policy Framework:	This is a matter for Executive decision by the Cabinet
<p>Executive Summary:</p> <ul style="list-style-type: none"> The report sets out the sickness absence figures for the period 1st April, 2022 to 31st March, 2023 as part of the agreed performance management arrangements. The previous year (2021/2022) saw low levels of absence, this was due to the Covid pandemic. Absence rates now seem to be increasing year on year. 	

1. Recommendations

- 1.1 That the report and the April 2022 to March 2023 sickness absence figures provided in Appendix A be noted.
- 1.2 That the report be referred to Corporate Performance and Resources Scrutiny Committee for consideration, with any comments referred back to Cabinet for further consideration.

2. Reasons for Recommendations

- 2.1 To bring matters to the attention of Cabinet in line with corporate objectives.

- 2.2 To enable the Scrutiny Committee to maintain a continued focus on the management of sickness absence throughout all services of the Council and to make recommendations to Cabinet, as appropriate.

3. Backgrounds

- 3.1 The levels of sickness absence within the Council are reported to Cabinet every six months.
- 3.2 This report sets out the sickness absence information for the period 1st April, 2022 to 31st March 2023, including corporate and school employees. It also includes details of sickness absence figures for previous years for comparison.
- 3.3 This report acknowledges the work and commitment of all managers, employees and trade union colleagues in relation to the continual management of sickness absence.

4. Impact of Covid-19 Pandemic

- 4.1 Although Covid-19 restriction are now lifted, the overall absence rates compared to previous years had started to rise.
- 4.2 A number of initiatives have been introduced by the Council to manage the key drivers in tackling presenteeism, such as – improving digital applications/access, lifestyle and wellbeing programmes and managing the use of annual leave. Line managers are always instrumental in looking after employee health and wellbeing.
- 4.3 The Council considers it very important that staff are given the support they require and Human Resources are working with colleagues within Health & Safety, Occupational Health and Organisational Development & Learning to support our staff who are working from home. Support is also provided to staff that have continued to work in the front line, especially in Waste, Social Care and Schools.
- 4.4 The Human Resources Business Partnership (HRBP) team continues to work closely with Occupational Health and Managers on an individual case management basis and the prompt action of Managers is prioritised to keep absences within target. A new HRBP dashboard has been created to assist with the monitoring of absences within services.
- 4.5 Members will be aware that in all cases of stress or anxiety, employees are automatically referred to occupational health for advice, offered counselling support and managers are offered training and support in completing stress risk assessments. A revised Mental Health & Wellbeing Policy incorporates detailed advice and guidance as well as the responsibilities of managers, Occupational Health and staff in recognising and dealing with stress. The policy also provides clear expectations in responding to issues of stress and associated mental health issues.

- 4.6** The Care First Employee Assistance Programme continues to be available to all employees within the Council and is promoted via Staff net, the Well-being Champions, Occupational Health, Health Safety and Well-being and HR Teams. A review of this service is being undertaken but hasn't progressed due to workloads so the current contract has been extended until September 2023 whilst alternatives are fully explored.

5. Positive Health Promotion

- 5.1** Work is continuing to develop positive health support as follows:-
- 5.2** Flu vaccinations were being delivered, both Corporately and in Schools/Residential Settings during October and November 2022.
- 5.3** A new Occupational Health booking system is currently being implemented with a view to roll out by July 2023, which will enable administration time of the nurses and doctors to be reduced, and thereby increasing the number of appointments
- 5.4** The Occupational Health Department is intending to offer Wellbeing/Health Screening to all employees (subject to other work commitments). This includes height, weight, BMI, Blood Pressure, Cholesterol and Blood Sugar Tests. Appointments, when available, can be made via iDev and if employees do not have access to iDev their Manager can book an appointment on their behalf. Alternatively, employees can contact the OH Department directly to book an appointment.
- 5.5** An extended Wellbeing package was rolled out to all employees across the Council from November 2020 focusing on physical, mental and financial wellbeing. This includes online virtual fitness sessions, yoga and stretching in addition to sessions on mindfulness, resilience and coping at times of change. This has continued during the last 6 months with activities promoted to staff. It is important that these activities continue for the foreseeable future and become part of the general wellbeing support for employees across the Council.
- 5.6** The HSW team promote, monitor and review workstation assessments for all staff whether they are working from home, a council building or elsewhere. The Display Screen Equipment and Eye test procedures has recently been updated to support this work.
- 5.7** The Council's Stress Management Procedures have been updated so that they can be more effectively monitored and managed, and staff can access the support that they need. To date this system is working well with some staff not requiring stress risk assessments as these are about work-related issues but being sign posted to well-being action plans to support health and home related issues.

- 5.8** In addition the HSW Team and Occupational health team have commenced a joint piece of work to normalise menopause across the Council following attendance of a menopause conference provided by Senedd insight.
- 5.9** The Council now has nearly 40 trained (via Time to Change Wales) mental health champions whose primary role involves:
- Promoting health campaigns e.g. World Mental Health Day.
 - Encouraging colleagues to participate in the Council's wellbeing initiatives / challenges.
 - Involvement in events and collaborative working with other Champions across the Council and other organisations.
 - Role modelling and promoting a healthy culture within the workplace.
 - Organising activities which will now take place online, such as online Yoga classes.
 - Signposting colleagues to relevant services
- 5.10** A full report containing the breakdown of sickness absence levels per FTE across all Directorates and services continues to be reviewed by the Council's Strategic Leadership Team each quarter and any required action is taken. The main performance management elements of the management of sickness absence is set out below:-
- All Directorates continue to review absence levels within Directorate management Teams on a monthly basis and in accordance with a service-based action plan.
 - The focus on absence has been based on the scrutiny of priority absence reports within each directorate and service area. This has been helpful in focusing attention and support on particular absence cases.
 - Long-term absence cases continue to be dealt with on an individual case management basis. Human Resource Business Partners work closely with managers to maintain communication with employees, along with Occupational Health, to support employees' wellbeing and their return to work.
 - The management of sickness absence continues to be a high priority for the Council and an important 'Corporate Health' indicator.

6. Appendices for Consideration

- 6.1** Appendix A – Breakdown of Absence by Service Area
- 6.2** Appendix B – Overall Sickness Rates

The total days/shifts lost per FTE for the period April 2022 to March 2023 indicate an increase in absence levels compared to same period in 2022. In addition, this is higher than performance in 2021.

It should be noted that this was expected due to the removal of restrictions within Wales in relation to Covid-19.

All directorates are above their target figures except for Learning and Skills and Place in relation to days lost per FTE.

Stress (non-work related) continues to be the most common reason for sickness absence at 24%. This is followed by Viral Infections (17%) and Other Musculoskeletal (10%). For 2021 and 2022, Stress (non-work related) was also the most common reason for sickness absence. Viral infection is the highest reason for short term absence (37%). Stress (non-work related) continues to be the most common long term reason for sickness absence (31%).

6.3 Appendix C – Sickness Breakdown by Directorate

Data showing the top 5 reasons for sickness absence for each Directorate, including the breakdown of reason for stress related absence.

6.4 Appendix D – Sickness by Age

7. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

7.1 Long Term

Sickness reporting is reportable as part of the Public Accountability Measures (PAM's) which has been developed by the WLGA led task and finish group. It demonstrates how authorities are contributing to the well-being goals. Sickness has been identified as contributing to a Prosperous Wales and Healthier Wales. Reporting accurate data will help the Council account for future trends and the need to undertake regular reviews of the policies that impact on sickness rates

7.2 Prevention

The management of sickness absence together with wellbeing initiatives will help support service delivery including the meeting of corporate / service objectives

7.3 Integration

The management of absence identifies a range of issues that affect all areas of the Council's workforce. The objectives aim to identify what can be achieved when absence is managed effectively.

7.4 Collaboration

A key factor in managing sickness absence is the support from Corporate Management Team, Managers, HR, Occupational Health and Trade Unions.

7.5 Involvement

Regular reporting and management of absence ensures that we are open and transparent in relation to our approach to sickness absence. Any changes to the Attendance and Wellbeing Policy will be subject to the usual consultation process with Cabinet, Scrutiny, Managers and Trade Unions.

8. Climate Change and Nature Implications

- 8.1** Human activity is cited as the main cause of climate change, but organisations also contribute significantly, with businesses contributing 17% of the greenhouse gas emissions in the UK in 2019. Organisations emit greenhouse gases through their energy and resource use, transport and travel, waste management and supply chain.
- 8.2** HR practitioners are in a unique position due to their connections across their organisations, through their roles and the requirement to engage with all levels, disciplines and sectors. Every employee will have contact with aspects of HR throughout their employment through to the point at which they leave.
- 8.3** HR practitioners have the potential to play a significant leadership role in implementing all aspects of environmental sustainability through policies and procedures relating to.
- recruitment and selection
 - performance management
 - learning and development
 - leadership and engagement.
- 8.4** The values of the Council include environmental sustainability, the culture of the organisation is formed when these values are put into action. For HR practitioners, this means the integration of environmental sustainability throughout all of our policies, procedures and practices, and then clearly articulating this to all stakeholders.

9. Resources and Legal Considerations

Financial

- 9.1** The need to continue to maintain reasonable levels of absence will be important as the Council responds to ongoing financial pressures.

Employment

- 9.2** The incidence of high levels of absence has significant resource implications and places constraints on the continued delivery of high-quality service provision.

Legal (Including Equalities)

- 9.3** All legal implications including the Equality Act, Human Rights Act and General Data Protection Regulations have been considered within the implementation of policy provisions.

10. Background Papers

None.

Appendix A - Sickness Absence Breakdown by Service Area (2022/23)

Period 01-APRIL-2022 to 31-MAR-2023

Period 01-APRIL-2022 to 31-MAR-2023							COMPARISON	
Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	22/23 Days Lost per FTE	22/23 Annual Target	21/22 Days Lost Per FTE	20/21 Days Lost Per FTE
Environment & Housing Services	Building Services	144.79	3.70	9.55	13.25	12.50	13.91	14.13
	Director's Office - EHS	33.36	1.09	9.80	10.88	5.90	6.41	6.48
	Housing Services	66.15	3.31	13.04	16.35	9.00	8.69	17.91
	Neighbourhood Services and Transport	265.26	4.61	14.28	18.89	14.50	18.56	13.62
	Shared Regulatory Services	171.94	2.78	7.69	10.47	7.50	10.11	6.32
Environment & Housing Services Totals		681.50	3.66	11.27	14.93	11.18	13.83	11.93
Learning & Skills	Additional Learning Needs and Wellbeing	55.37	2.67	2.42	5.09	9.00	8.11	7.31
	Director's Office - L&S	10.84	0.31	0.00	0.31	5.90	3.82	3.08
	Standards and Provision	55.45	3.95	10.87	14.82	11.50	17.40	11.85
	Strategy, Community Learning and Resources	88.30	2.15	3.19	5.34	9.00	5.68	6.41
Learning & Skills Totals		209.96	2.67	4.85	7.52	9.47	9.73	8.16
Resources	Director's Office - RES	21.99	0.59	0.00	0.59	5.90	6.98	7.48
	Financial Services	108.66	2.45	9.13	11.58	5.90	12.40	10.94
	Human Resources Service	45.97	1.06	14.23	15.29	5.90	9.98	3.33
	ICT Services	44.07	2.47	1.97	4.45	5.90	3.11	1.25
	Legal and Democratic Services	48.82	1.93	3.28	5.21	5.90	6.11	3.65
	Policy and Business Transformation	56.06	5.38	8.31	13.69	5.90	14.87	12.03
Resources Totals		325.57	2.56	7.25	9.80	5.90	8.30	6.29
Place	Directors Office - Place	0.50	0.00	0.00	0.00	0.00	0.00	0.00
	Regeneration and Planning	87.51	2.04	0.93	2.97	5.90	2.10	1.65
Place Totals		88.01	2.03	0.93	2.96	5.90	2.10	1.65
Social Services	Adult Services	232.83	5.46	18.51	23.97	15.00	19.39	17.57
	Children and Young People Services	225.59	3.53	12.53	16.06	12.00	12.17	8.43
	Director's Office - SS	12.00	2.00	3.50	5.50	5.90	6.52	9.73
	Resource Management and Safeguarding	177.19	5.07	11.95	17.02	13.00	15.01	14.79
Social Services Totals		647.61	4.62	14.36	18.97	13.29	15.55	13.66
Corporate Total - Excluding Schools		1952.65	3.61	10.47	14.08	10.36	12.73	10.80
Schools		1822.48	4.17	7.31	11.48	8.00	9.85	6.13
Total Including Schools		3775.13	3.88	8.94	12.82	9.20	11.35	8.59

Rates

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2022 to 31st March 2023 are set out in the table below with comparative data for the same period in 2020/2021 and 2021/2022.

Total days / shifts lost per FTE (total days lost)	April to March			Target 2023 Q4
	2020/2021	2021/2022	2022/2023	
Environment & Housing	11.93 (7873)	13.83 (9279)	14.93 (10174)	11.18
Learning and Skills	8.16 (1696)	9.73 (2007)	7.52 (1579)	9.47
Corporate Resources	6.29 (2603)	8.30 (3434)	9.80 (3192)	5.90
Place	1.65 (144)	2.10 (183)	2.96 (260)	5.90
Social Services	13.66 (7980)	15.55 (9475)	18.98 (12286)	13.29
Corporate Total - excluding Schools	10.80 (20151)	12.73 (24195)	14.08 (27491)	10.36
Schools	6.13 (10286)	9.85 (17105)	11.48 (20921)	8.00
Total Absence	8.59 (30437)	11.35 (41300)	12.82 (48412)	9.20

A more detailed breakdown of absence in each Service area is included within Appendix A.

Rates

The following table shows a breakdown of each month in Quarter 4 for 2021 / 2022 / 2023. The figures for July / August / September / March show higher days lost in 2023 compared to 2022 and 2021. This is a trend that will need to be reduced.

Month	2021 *		2022 *		2023	
	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	198	1987	432	2982	504	3068
May	182	1944	470	3232	560	3569
June	207	1933	466	3118	588	3572
July	199	1940	392	2965	711	4284
August	187	1787	230	2579	300	3042
September	442	2517	583	3176	571	3709
October	446	2859	669	3908	883	4804
November	445	2863	702	3907	753	4132
December	402	3344	607	3925	1051	5369
January	313	3245	499	3714	706	4340
February	305	2750	488	3566	621	3823
March	404	3268	551	4228	626	4500

* Reported at Q2

Number of Absences = Number of Absent Employees in each individual month (i.e. an absence 15th April to 2nd June will be reported in April / May / June respectively)

Days Lost = this is the total days lost in each individual month

Rates

The reasons for sickness absence across the authority (including in Schools) over the period April 2022 to March 2023 are listed in the below table compared to 2021 and 2022. The figures include both the total FTE days lost and percentages.

In reference to the length of absence, members will note from the below table that 76% of all absence are categorised as long term (i.e. over 4 weeks in duration), compared with 24% short term absence.

Note that the percentages are added up separately for the short-term, long term and total absences. Due to the fact that short-term absence is 24% of absence, the total of short-term and long term won't add up to the total percentage figure. This is also the case for the Directorate tables on the following pages.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Stress Non Work	598 10%	1030 10%	1126 8%	7409 30%	9023 29%	10356 31%	8007 26%	10053 24%	11482 24%
Viral Infection	1634 28%	3822 37%	5483 37%	1165 5%	1461 5%	2882 9%	2799 9%	5283 13%	8366 17%
Musculo-skeletal	622 11%	811 8%	746 5%	4143 17%	5034 16%	4240 13%	4766 16%	5845 14%	4987 10%
Operations / Recovery	249 4%	521 5%	584 4%	2266 9%	3569 11%	4333 13%	2515 8%	4090 10%	4917 10%
Stress Work	208 4%	211 2%	345 2%	3588 15%	5163 17%	4061 12%	3795 13%	5373 13%	4406 9%
Pandemic	622 11%	857 8%	2809 19%	1294 5%	1435 5%	1432 4%	1916 6%	2293 6%	4240 9%
Back Problems	282 5%	420 4%	347 2%	860 4%	1356 4%	1941 6%	1142 4%	1776 4%	2288 5%
Stomach Ailments	564 10%	985 10%	1362 9%	721 3%	583 2%	681 2%	1285 4%	1568 4%	2043 4%
Headache / Migraine	366 6%	539 5%	432 3%	940 4%	878 3%	1347 4%	1306 4%	1417 3%	1778 4%

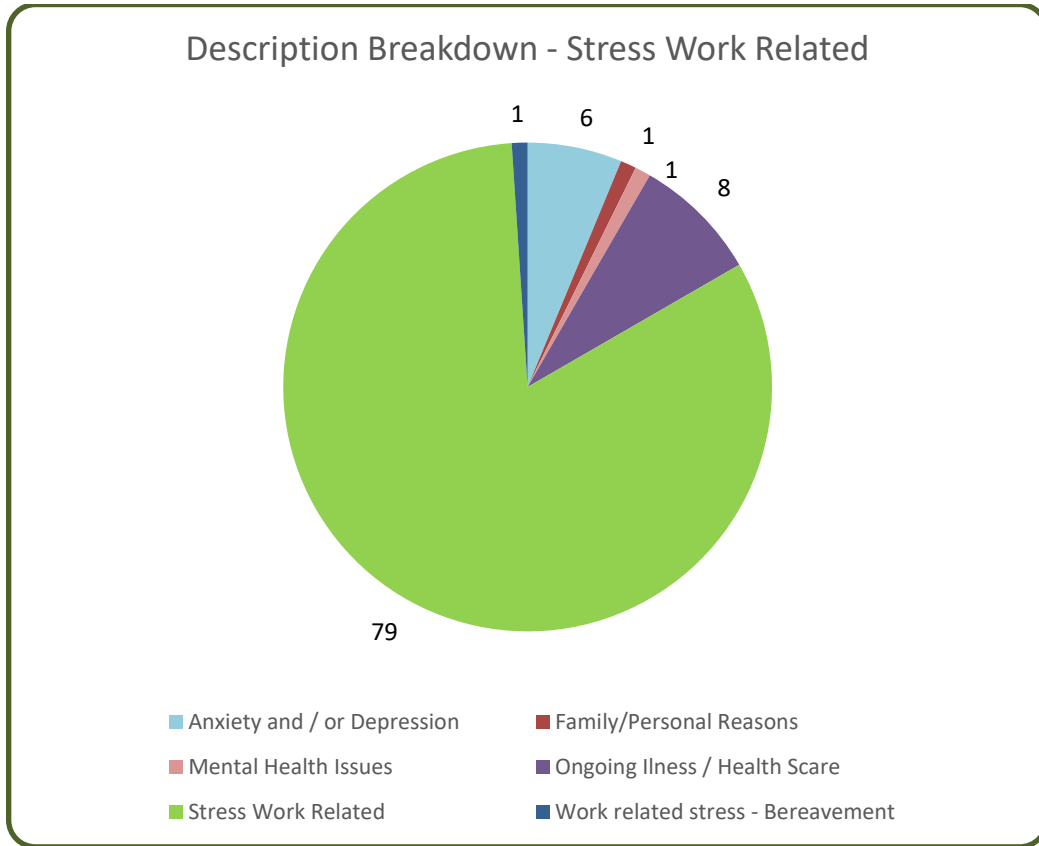
Agenda Item: Appendix B – Overall Sickness

Rates

Chest Problems	201 3%	464 5%	668 5%	200 0.8%	307 1%	443 1%	401 1%	771 2%	1111 1%
Heart Problems	33 0.6%	72 0.7%	60 0.4%	549 2%	866 3%	870 3%	583 2%	938 2%	930 2%
Genito-Urinary	73 1%	212 2%	204 1%	247 1%	387 1%	424 1%	320 1%	598 1%	628 1%
Pregnancy Related	176 3%	194 2%	301 2%	387 2%	351 1%	290 1%	563 2%	545 1%	590 1%
Undisclosed	185 3%	41 0.4%	148 1%	742 3%	353 1%	367 1%	927 3%	294 1%	515 1%
RTA / Whiplash	38 0.6%	34 0.3%	46 0.3%	55 0.2%	273 0.8%	83 0.2%	93 0.3%	307 0.7%	129 0.3%
% of overall absence (Total Days)	5870	10230	14660	24567	31070	33752	30437	41300	48412

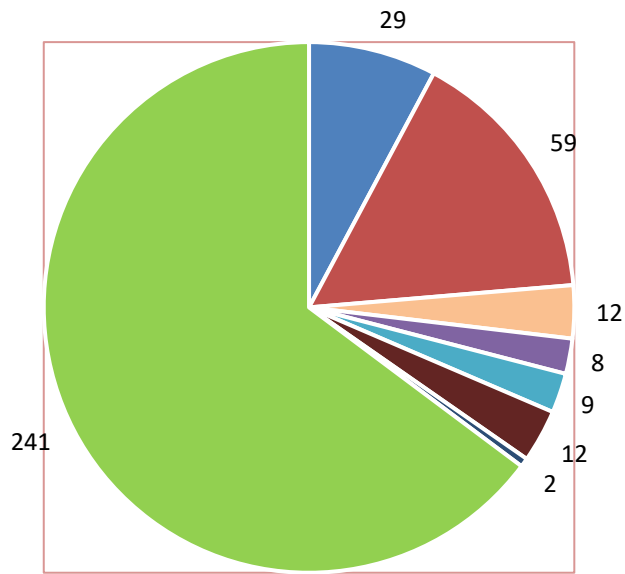
Rates

The following graphs show the breakdown of Stress Work Related and Stress Non Work Related descriptions for the Council from April 2022 - March 2023



Rates

Description Breakdown - Stress Non Work Related



- Anxiety and / or Depression
- Family Illness / Caring Responsibilities
- Ongoing Illness / Health Scare
- Post natal anxiety / depression
- Bereavement
- Mental Health Issues
- Personal / Domestic Issues
- Stress - Personal Reasons

Rates

All Wales Comparative Sickness Data 2021/22 and data from 2022/23 where available		
	2021/22	2022/23
Flintshire	-	
Rhondda Cynon Taf	-	
Ceredigion	8.7	12.7
Isle of Anglesey	8.8	9.2
Merthyr Tydfil	9.2	
Denbighshire	9.8	
Pembrokeshire	10.0	10.0
Newport	10.0	
Gwynedd	10.1	
Conwy	10.5	10.4
Powys	11.2	10.3
Carmarthenshire	11.4	
Vale of Glamorgan	11.4	12.8
Swansea	12.0	
Bridgend	12.4	13.2
Torfaen	12.4	12.5
Cardiff	12.7	12.0
Monmouthshire	13.1	12.7
Neath Port Talbot	13.3	12.8
Wrexham	13.6	
Caerphilly	14.1	
Blaenau Gwent	16.5	15.45
Wales	11.8	

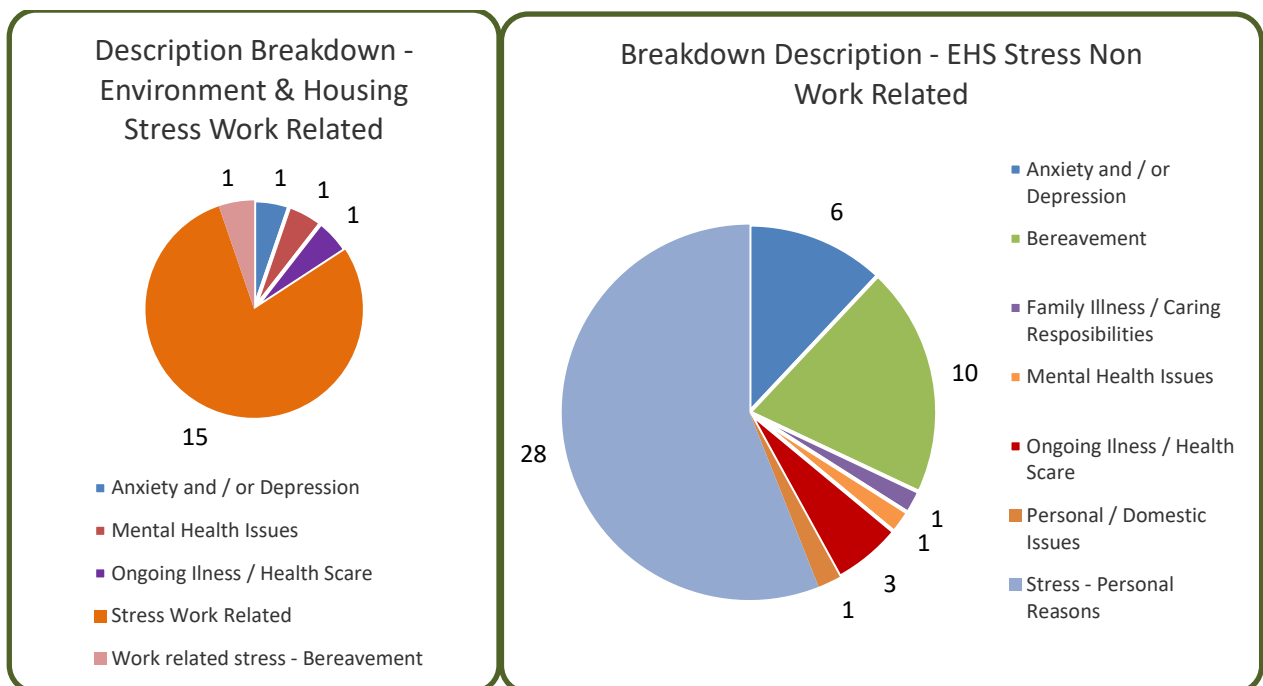
Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2022 to March 2023

The Top 5 reasons for Environment and Housing show that Stress - Non Work Related has become the highest reported reason for absence in Q4 for 2023 (29%). It can be noted that this is based on an increase in long term sickness related to this absence type.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
EHS - Top 5 Absence									
Stress Non Work Related	57 4%	127 7%	121 9%	1926 30%	1367 18%	1968 34%	1983 25%	1494 16%	2089 29%
Operations and Recovery	69 5%	34 2%	97 7%	490 8%	772 10%	1332 23%	559 7%	806 9%	1428 20%
Musculo-skeletal	226 17%	249 14%	269 21%	1105 17%	1781 24%	1005 17%	1331 17%	2030 22%	1274 18%
Stress Work Related	58 4%	61 3%	72 6%	1109 17%	1812 24%	1142 19%	1167 15%	1872 20%	1214 17%
Viral Infections	342 25%	650 37%	748 57%	288 4%	124 2%	417 7%	630 8%	774 8%	1166 16%

The following graphs show the breakdown of Stress Work Related and Stress Non Work Related descriptions for Environment & Housing from April 2022- March 2023

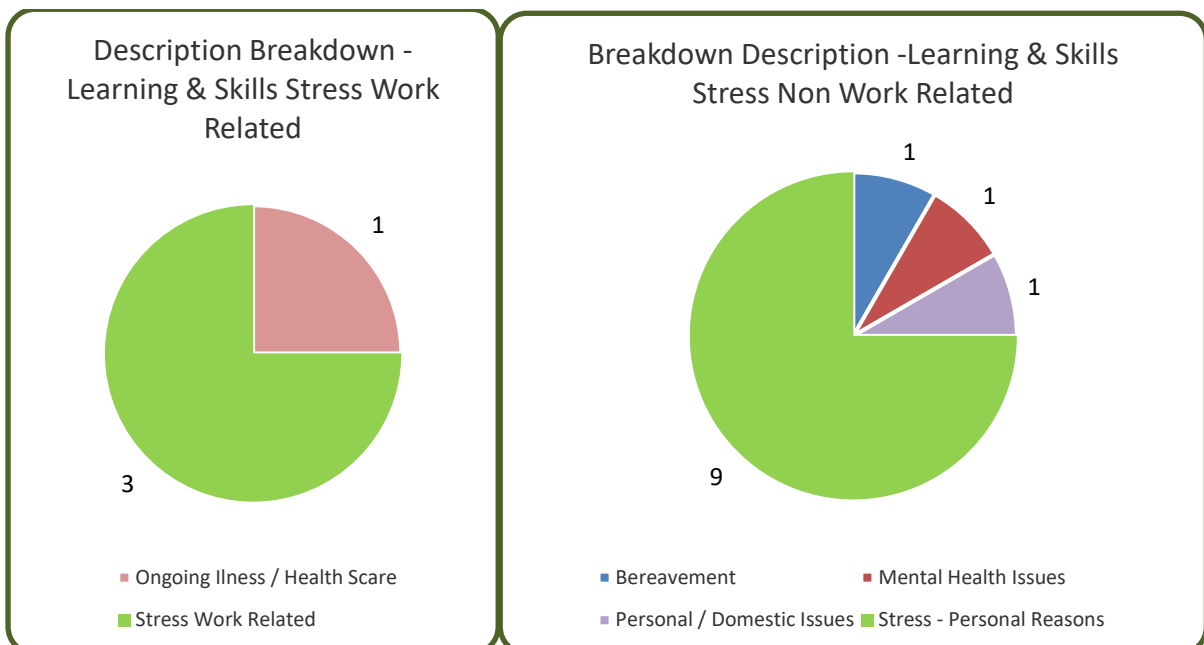


Learning and Skills - Top 5 Reasons - April 2022 to March 2023

The Top 5 reasons for Learning and Skills show that Stress Non Work Related with the highest sickness reasons at 40%. We have seen significant increases in Stress Non Work Related and Viral Infections from 2022 figures. Sickness within Learning and Skills has declined since 2020 which may be linked to the implementation of Big Fresh Catering Company Ltd.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
LS - Top 5 Absence									
Stress Non Work Related	41 24%	21 6%	47 10%	382 25%	610 37%	452 59%	423 25%	632 31%	499 40%
Viral Infections	69 40%	125 36%	229 50%	22 1%	55 3%	4 1%	91 5%	180 9%	233 19%
Musculoskele tal	15 9%	20 6%	27 6%	347 23%	314 19%	156 20%	363 22%	334 17%	183 15%
Pandemic	17 10%	34 10%	158 34%	239 16%	61 4%	20 3%	256 15%	95 5%	178 14%
Stress Work Related	0 0%	5 1%	0 0%	0 0%	304 18%	139 18%	0 0%	309 15%	139 11%

The following graphs show the breakdown of Stress Work Related and Stress Non Work Related descriptions for Learning & Skills from April 2022 – March 2023

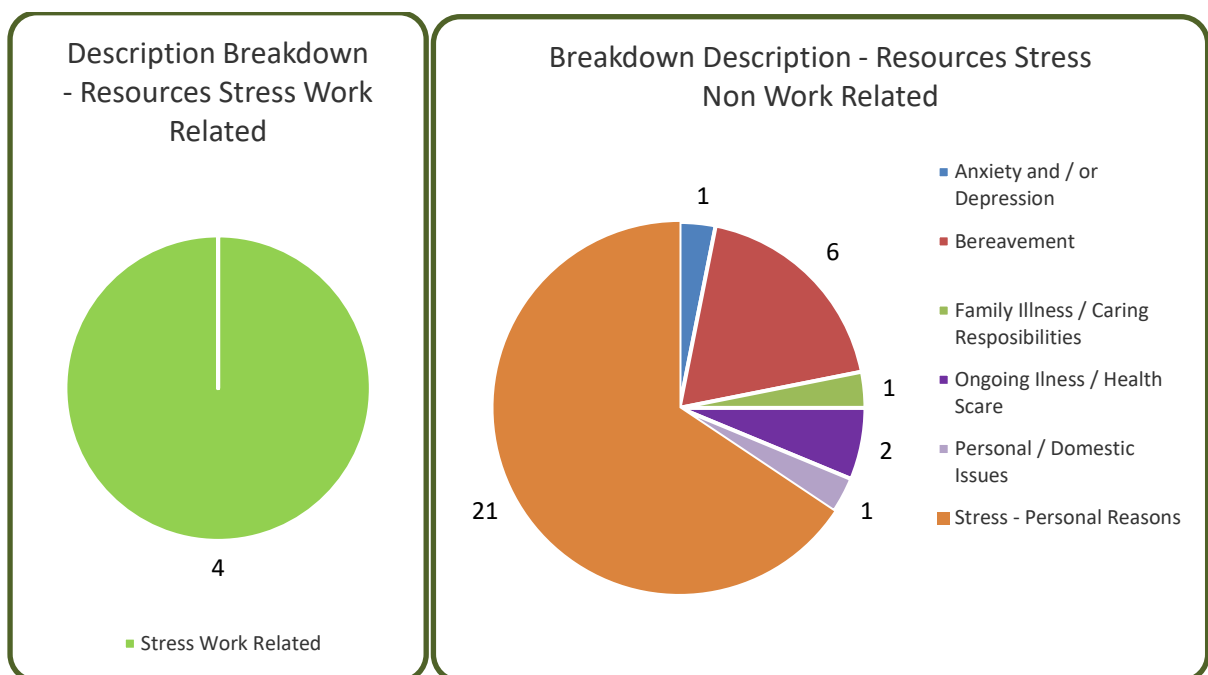


Corporate Resources - Top 5 Reasons - April 2022 to March 2023

The Top 5 reasons for Resources shows Stress Non-Work Related as the highest contributor to absence, which has increased by 26% since 2022. Stomach Ailments and the Pandemic have seen significant increases since 2022 - Stomach Ailments from 3% to 14% and the Pandemic from 2% to 12% but this may be related to individual cases.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
RES - Top 5 Absence									
Stress Non Work Related	106 18%	103 16%	95 16%	827 41%	665 24%	1097 57%	932 36%	768 22%	1192 48%
Stress Work Related	29 5%	36 5%	17 3%	406 20%	495 18%	348 18%	435 17%	531 15%	365 15%
Stomach Ailments	69 12%	51 8%	44 8%	54 3%	48 2%	300 16%	123 5%	99 3%	344 14%
Viral Infections	149 25%	227 34%	303 52%	4 0%	82 3%	0 0%	153 6%	309 9%	303 12%
Pandemic	24 4%	64 10%	119 21%	16 0.8%	0 0%	175 9%	40 2%	64 2%	294 12%

The following graphs show the breakdown of Stress Work Related and Stress Non Work Related descriptions for Resources from April 2022 - March

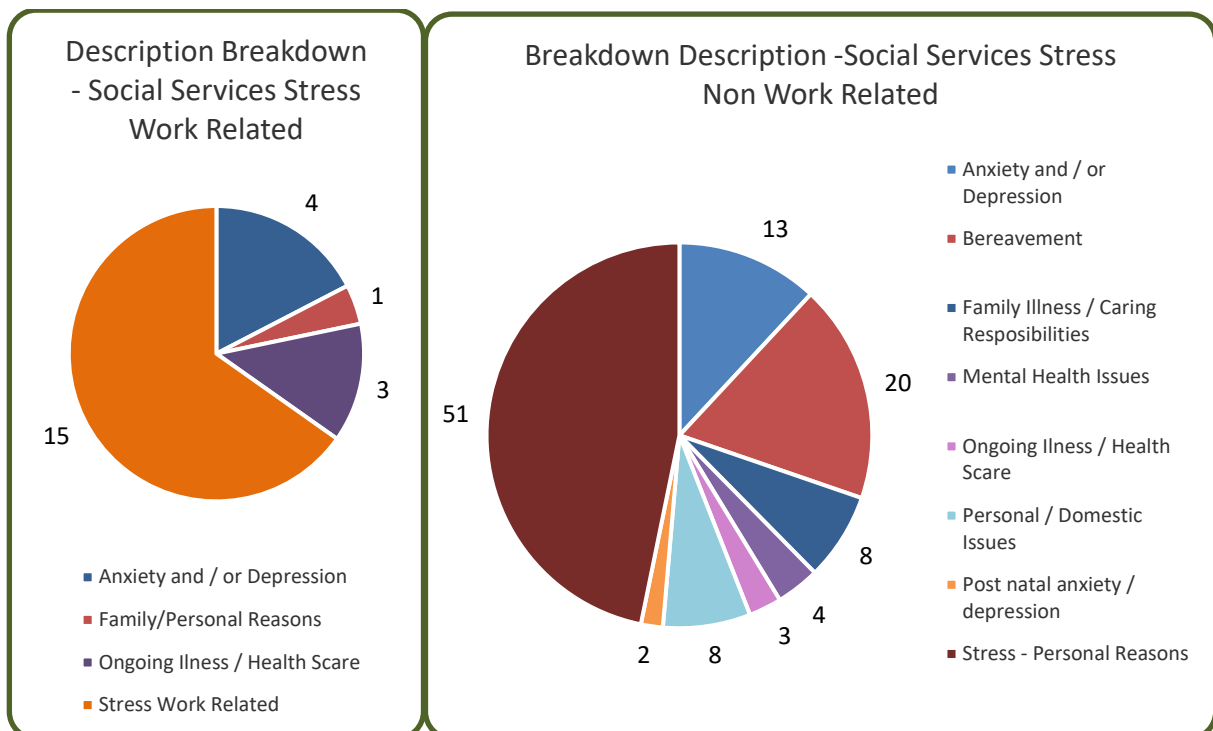


Social Services - Top 5 Reasons - April 2022 to March 2023

The Top 5 reasons for Social Services shows Stress Non Work Related as the highest contributor to absence and has seen a marked increase since 2021. Viral Infections have also seen a marked increase from 6% in 2021 to 21% in 2023. Operations and Recovery has moved from the top 5 reasons which is encouraging.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
SS - Top 5 Absence									
Stress Non Work Related	186 14%	258 12%	350 16%	2043 31%	2822 38%	3377 48%	1384 16%	2228 28%	3727 40%
Viral Infection	258 19%	702 33%	1008 45%	214 3%	323 4%	964 14%	472 6%	1025 11%	1973 21%
Musculo-skeletal	198 15%	186 9%	105 5%	1432 22%	1347 18%	1307 19%	1630 20%	1533 16%	1412 15%
Pandemic	94 7%	156 7%	663 30%	418 6%	251 3%	460 7%	511 6%	407 4%	1122 12%
Stress Work Related	63 5%	20 1%	105 5%	1031 16%	926 13%	873 13%	1094 14%	946 10%	977 11%

The following graphs show the breakdown of Stress Work Related and Stress Non Work Related descriptions for Social Services from April 2022 – March 2023



Place - Top 5 Reasons - April 2022 to March 2023

The Directorate of Place was newly formed in 2022 and therefore no comparative data is available for 2020 and 2021. The Top 5 reasons for Places shows Viral Infections as the highest contributor to absence in 2023 at 49%, which is also the highest short term absence and the join highest long term absence.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
PLC - Top 5 Absence									
Viral Infection	0 0%	0 0%	67 48%	0 0%	0 0%	41 50%	0 0%	0 0%	108 49%
Stress Work Related	0 0%	0 0%	6 4%	0 0%	0 0%	41 50%	0 0%	0 0%	47 21%
Pandemic	0 0%	0 0%	30 22%	0 0%	0 0%	0 0%	0 0%	0 0%	30 14%
Musculoskele tal	0 0%	0 0%	18 13%	0 0%	0 0%	0 0%	0 0%	0 0%	18 8%
Operations and Recovery	0 0%	0 0%	18 13%	0 0%	0 0%	0 0%	0 0%	0 0%	18 8%

The following graphs show the breakdown of Stress Work Related. No instances of Stress Non Work Related descriptions for Place from April 2022 – March 2023

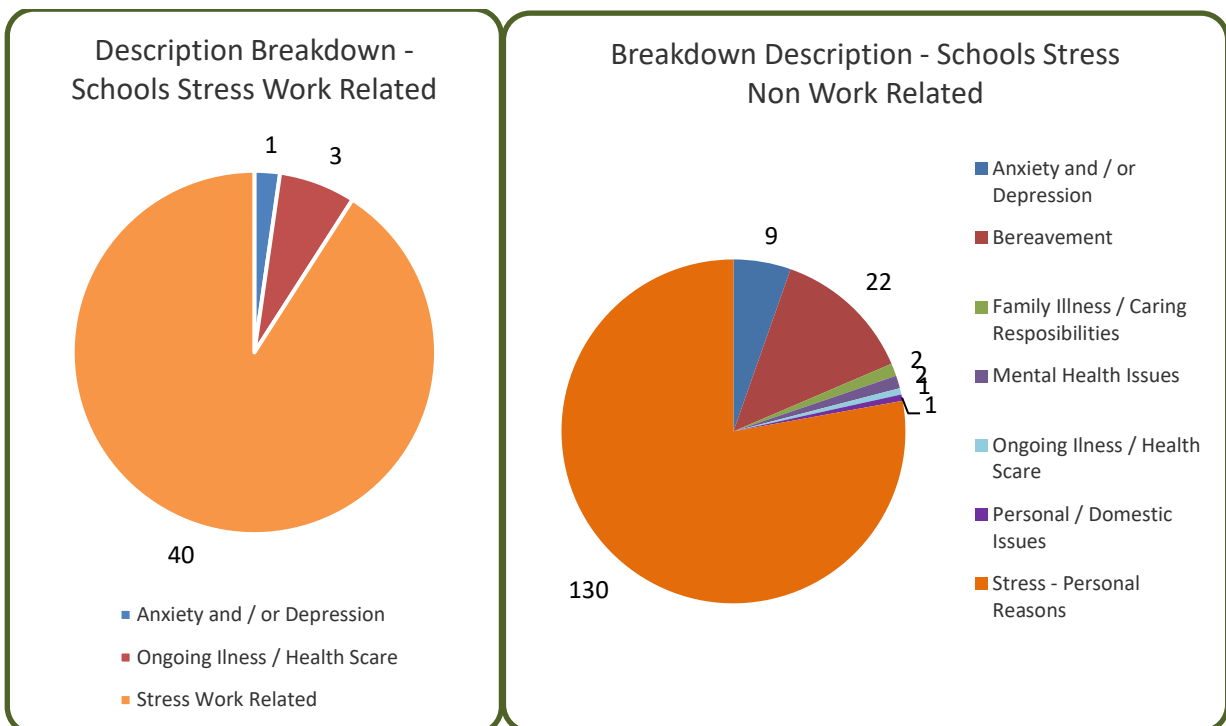


Schools - Top 5 Reasons - April 2022 to March 2023

The Top 5 reasons for Schools shows Viral Infections as the highest contributor to absence in 2023 (31%) and increased since 2021 (14%). Operations and Recovery has increased since 2021 (7%) to 2022 (9%) to 15% in 2023. Viral Infections is still the highest short term absences at 56%

Days Lost (%)	Short Term			Long Term			Total Absence		
	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023	2020/ 2021	2021/ 2022	2022/ 2023
SCH - Top 5 Absence									
Viral Infection	816 34%	2118 40%	3127 56%	638 8%	878 7%	1456 16%	1453 14%	2996 18%	4583 31%
Stress Non Work	209 9%	521 10%	505 9%	2231 28%	3558 30%	3462 38%	2440 24%	4079 24%	3967 27%
Operations & Recovery	113 5%	303 6%	333 6%	631 8%	1270 11%	1901 21%	744 7%	1573 9%	2234 15%
Musculoskeletal	132 5%	337 6%	310 6%	1118 14%	1419 12%	1730 19%	1250 12%	1756 10%	2040 14%
Pandemic	430 18%	461 9%	1301 23%	580 7%	920 8%	636 7%	1010 10%	1381 8%	1937 13%

The following graphs show the breakdown of Stress Work Related. No instances of Stress Non Work Related descriptions for Schools from April 2022 – March 2023



Sickness by Age Range

It is also noted that sickness rates generally increase with age. The following showing a comparison related to age groups across the Council and Schools.

Age Group	FTE number	FTE Sickness Days Lost	Days lost per person (FTE days lost / FTE)
16-24	136	1248	9.19
25-34	718	5408	7.53
35-49	1437	15251	10.61
50-64	1434	24119	16.82
65 and over	114	2386	20.87