

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:  
13<sup>TH</sup> DECEMBER, 2023

REFERENCE FROM CABINET: 16<sup>TH</sup> NOVEMBER, 2023

**“C156 Q2 SICKNESS ABSENCE REPORT 2023/2024 (EL/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The Leader presented the report, the purpose of which was to update Members of the Cabinet on the sickness absence statistics for 1st April, 2023 to 30th September, 2023, where it was recognised that absence figures had improved on the same period last year.

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 2023 to September 2023 sickness absence figures provided in Appendix A be noted.
- (2) T H A T the report be referred to Corporate Performance and Resources Scrutiny Committee for consideration, with any comments referred 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: 16<sup>th</sup> November, 2023

Name of Committee:	<b>Cabinet</b>
Date of Meeting:	<b>16/11/2023</b>
Relevant Scrutiny Committee:	<b>Corporate Performance and Resources</b>
Report Title:	Q2 Sickness Absence Report 2023/2024
Purpose of Report:	To update Members of the Cabinet on the sickness absence statistics for 1st April, 2023 to 30th September, 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"> <li>• The report sets out the sickness absence figures for the period 1st April, 2023 to 30th September, 2023 as part of the agreed performance management arrangements.</li> <li>• Absence figures have improved based on the same period as last year.</li> <li>• The previous year (2022/2023) saw increased levels of absence, this was due to coming out of the pandemic and absence increasing across all organisation groups including the public sector.</li> </ul>	

## 1. Recommendations

- 1.1 That the report and the April 2023 to September 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 Members of the 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. Background**

- 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, 2023 to 30th September, 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 restrictions are now lifted, the overall absence rates compared to previous years had started to rise, and this was apparent in the outturn figures for 2022/23.
- 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 we 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 our Waste, Social Care and Schools teams.
- 4.4 The Human Resources Business Partnership 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 Vale of Glamorgan Council have now ended their association with Care Firsts Employee Assistance Programme (EAP) in relation to providing a 24-hour advice line for staff. A new provider has been sourced in Westfield Health and arrangements for this new advice line to be put in place are being made and it is hopeful this will begin on 1st November, 2023. Whilst the transition to the service is carried out, staff can contact our Occupational Health Unit with any queries or concerns.

## **5. Positive Health Promotion**

Work is continuing to develop positive health support as follows:-

- 5.1** Flu vaccinations are again being delivered, both corporately and in Schools/Residential Settings during October and November 2023. Take up has been very good across the organisation, and is likely that all vaccines will be used up.
- 5.2** A new Occupational Health booking system is currently being implemented with a view to roll out by 1st November, 2023, which will enable administration time of the nurses and doctors to be reduced, and will thereby provide a more efficient and streamlined process within the Occupational Health Unit.
- 5.3** 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 contacting Occupational Health (OH). Alternatively, employees can contact the OH Department directly to book an appointment. Wellbeing appointments are also available, these can be booked by contacting OH Admin.
- 5.4** 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.
- 5.5** The Health, Safety and Wellbeing (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.
- 5.6** 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.

- 5.7** 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. Menopause drop-in sessions are also available via Occupational health
- 5.8** 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
- 5.9** 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.
  - Absence information is now input directly into fusion, and therefore, real time data is available to HR and Managers, including schools.

## **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 2023 to September 2023 indicate a decrease in absence levels compared to same period in 2022 and 2021.

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 Musculoskeletal (16%) and Viral Infections (14%). Viral infection is the highest reason for short term absence (25%). Stress (non-work related) continues to be the most common long term reason for sickness absence (29%).

## **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.

## Appendix A - Sickness Absence Breakdown by Service Area (2023/24)

Period 01-APRIL-2023 to 30-SEP-2023

Q2 COMPARISON

Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	23/24 Days Lost per FTE	23/24 Annual Target	22/23 Days Lost Per FTE	21/22 Days Lost Per FTE
Environment & Housing Services	Building Services	140.28	1.76	6.44	8.20	12.50	5.82	6.72
	Director's Office - EHS	32.73	0.36	6.66	7.02	5.90	4.47	1.20
	Housing Services	63.77	1.56	7.03	8.59	9.00	4.61	4.11
	Neighbourhood Services and Transport	273.81	1.62	5.87	7.49	14.50	9.37	8.33
	Shared Regulatory Services	176.23	0.75	1.54	2.29	7.50	6.29	3.76
<b>Environment &amp; Housing Services Totals</b>		<b>686.82</b>	<b>1.36</b>	<b>5.02</b>	<b>6.38</b>	<b>11.18</b>	<b>7.11</b>	<b>6.05</b>
Learning & Skills	Additional Learning Needs and Wellbeing	63.20	0.98	2.22	3.20	9.00	2.92	4.08
	Director's Office - L&S	11.89	0.50	0.00	0.50	5.90	0.33	0.26
	Standards and Provision	53.57	1.68	1.83	3.51	11.50	7.14	7.66
	Strategy, Community Learning and Resources	91.38	0.74	1.11	1.85	9.00	2.49	1.87
<b>Learning &amp; Skills Totals</b>		<b>220.04</b>	<b>1.02</b>	<b>1.54</b>	<b>2.57</b>	<b>9.47</b>	<b>3.81</b>	<b>4.05</b>
Resources	Director's Office - RES	20.44	0.87	0.00	0.87	5.90	0.09	6.18
	Financial Services	108.91	0.91	2.68	3.59	5.90	7.29	6.55
	Human Resources Service	45.76	0.94	1.01	1.95	5.90	8.18	7.77
	ICT Services	45.86	0.92	1.96	2.88	5.90	0.94	0.24
	Legal and Democratic Services	50.24	0.53	0.63	1.16	5.90	3.12	4.74
	Policy and Business Transformation	59.63	1.05	3.35	4.41	5.90	6.43	8.15
<b>Resources Totals</b>		<b>330.84</b>	<b>0.88</b>	<b>1.99</b>	<b>2.88</b>	<b>5.90</b>	<b>5.31</b>	<b>5.81</b>
Place	Directors Office - Place	3.00	0.67	0.00	0.67	0.00	0.00	0.00
	Regeneration and Planning	93.12	0.16	1.35	1.51	5.90	0.86	0.53
<b>Place Totals</b>		<b>96.12</b>	<b>0.18</b>	<b>1.31</b>	<b>1.49</b>	<b>5.90</b>	<b>0.86</b>	<b>0.53</b>
Social Services	Adult Services	235.22	2.11	4.73	6.84	15.00	12.57	10.25
	Children and Young People Services	243.01	1.28	3.86	5.15	12.00	8.25	5.25
	Director's Office - SS	13.00	0.38	0.00	0.38	5.90	5.17	0.00
	Resource Management and Safeguarding	176.84	1.57	6.25	7.83	13.00	8.12	10.39
<b>Social Services Totals</b>		<b>668.07</b>	<b>1.63</b>	<b>4.73</b>	<b>6.36</b>	<b>13.29</b>	<b>9.71</b>	<b>8.47</b>
<b>Corporate Total - Excluding Schools</b>		<b>2001.89</b>	<b>1.28</b>	<b>3.86</b>	<b>5.14</b>	<b>10.36</b>	<b>7.02</b>	<b>6.30</b>
<b>Schools</b>		<b>2086.09</b>	<b>1.06</b>	<b>2.69</b>	<b>3.75</b>	<b>8.00</b>	<b>4.65</b>	<b>3.48</b>
<b>Total Including Schools</b>		<b>4087.98</b>	<b>1.17</b>	<b>3.27</b>	<b>4.43</b>	<b>9.20</b>	<b>5.87</b>	<b>4.95</b>



Rates

**Overall Sickness Rates**

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2023 to 30<sup>th</sup> September 2023 are set out in the table below with comparative data for the same period in 2021/2022 and 2022/2023.

Total days / shifts lost per FTE (total days lost)	April to March			Target 2023 Q2
	2021/2022	2022/2023	2023/2024	
Environment & Housing	6.05 (4041)	7.11 (4790)	6.38 (4383)	5.29
Learning and Skills	4.05 (818)	3.81 (791)	2.57 (565)	4.05
Corporate Resources	4.66 (1947)	5.31 (1735)	2.88 (952)	2.23
Place	0.53 (91)	0.86 (74)	1.49 (143)	2.23
Social Services	8.47 (5074)	9.71 (6131)	6.36 (4249)	6.76
Corporate Total - excluding Schools	6.30 (11879)	7.02 (13522)	5.14 (10291)	4.83
Schools	3.48 (6059)	4.65 (8491)	3.75 (7830)	3.37
Total Absence	4.95 (17939)	5.87 (22013)	4.43 (18121)	4.15

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 2 for 2021 / 2022 / 2023. The figures show lower days lost in 2023 compared to 2022 and 2021, which is encouraging.

Month	2021 *		2022 *		2023*	
	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	432	2983	504	3317	372	2959
May	470	3241	555	3635	457	3369
June	465	3146	495	3631	418	3409
July	388	3006	709	4389	460	3031
August	233	2703	303	3254	252	2636
September	390	2860	480	3792	554	3711
<p>* Reported at Q2</p> <p>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)</p> <p>Days Lost = this is the total days lost in each individual month</p>						

Rates

The reasons for sickness absence across the authority (including in Schools) over the period April 2023 to September 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
Absence Reason									
Stress Non Work	447 13%	445 9%	318 6.7%	4777 33%	5155 31%	3187 23.9%	5224 29%	5600 25%	3505 19.3%
Viral Infection	1086 31%	1494 29%	1283 26.9%	263 2%	809 5%	1139 8.5%	1349 8%	2303 10%	2423 13.4%
Operations / Recovery	145 4%	182 3%	262 5.5%	1531 11%	2222 13%	1756 13.2%	1676 9%	2404 9%	2018 11.1%
Other	0%	0%	484 10.1%	0%	0%	1280 9.6%	0	0	1764 9.7%
Musculo-skeletal	377 11%	328 6%	414 8.7%	2677 19%	2235 13%	1180 8.8%	3054 17%	2563 12%	1594 8.8%
Stress Work	107 3%	118 2%	84 1.8%	2047 14%	2309 14%	1482 11.1%	2155 12%	2427 11%	1565 8.6%
Undisclosed	34 1%	28 1%	207 4.3%	253 2%	82 0%	837 6.3%	287 2%	344 2%	1044 5.8%
Stomach Ailments	407 12%	572 11%	572 12.0%	324 2%	553 3%	299 2.2%	731 4%	1125 5%	871 4.8%
Stress	0	0	55 1.2%	0	0	536 4.0%	0	0	591 3.3%
Back Problems	183 5%	173 3%	209 4.4%	621 4%	785 5%	344 2.6%	804 4%	958 4%	552 3.0%

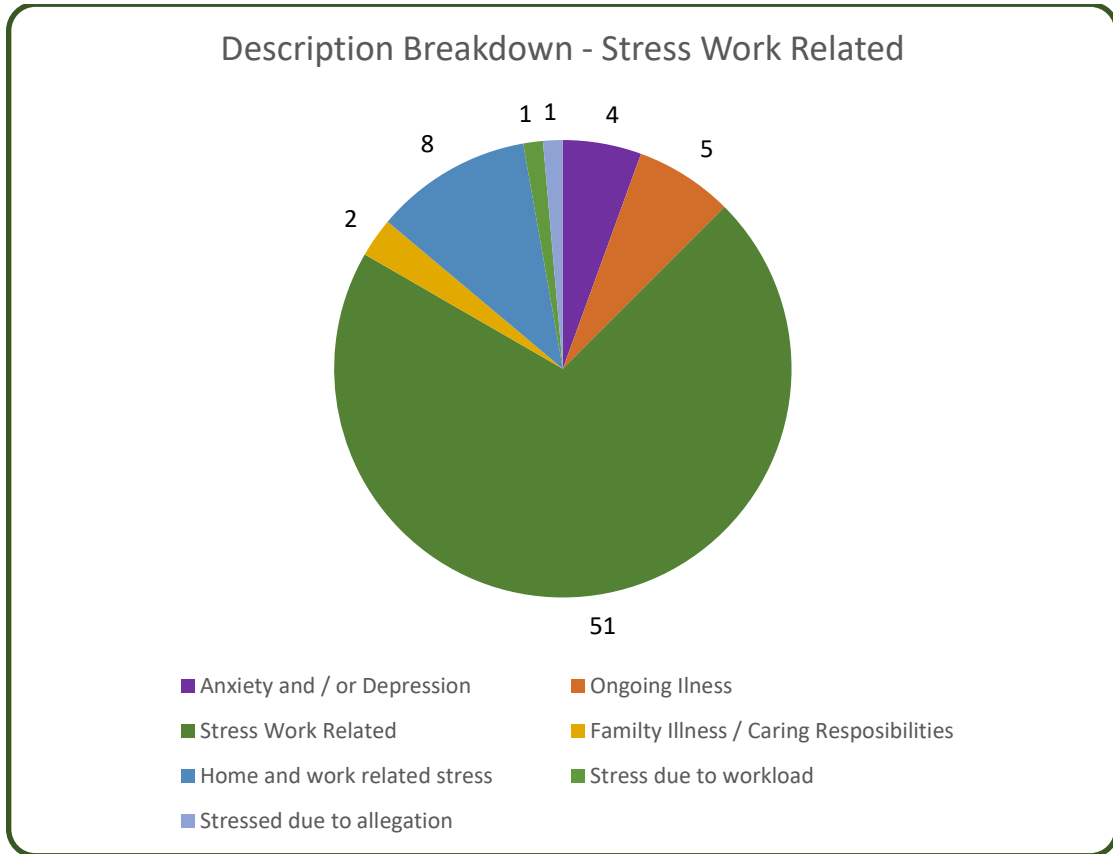
Agenda Item: Appendix B – Overall Sickness

Rates

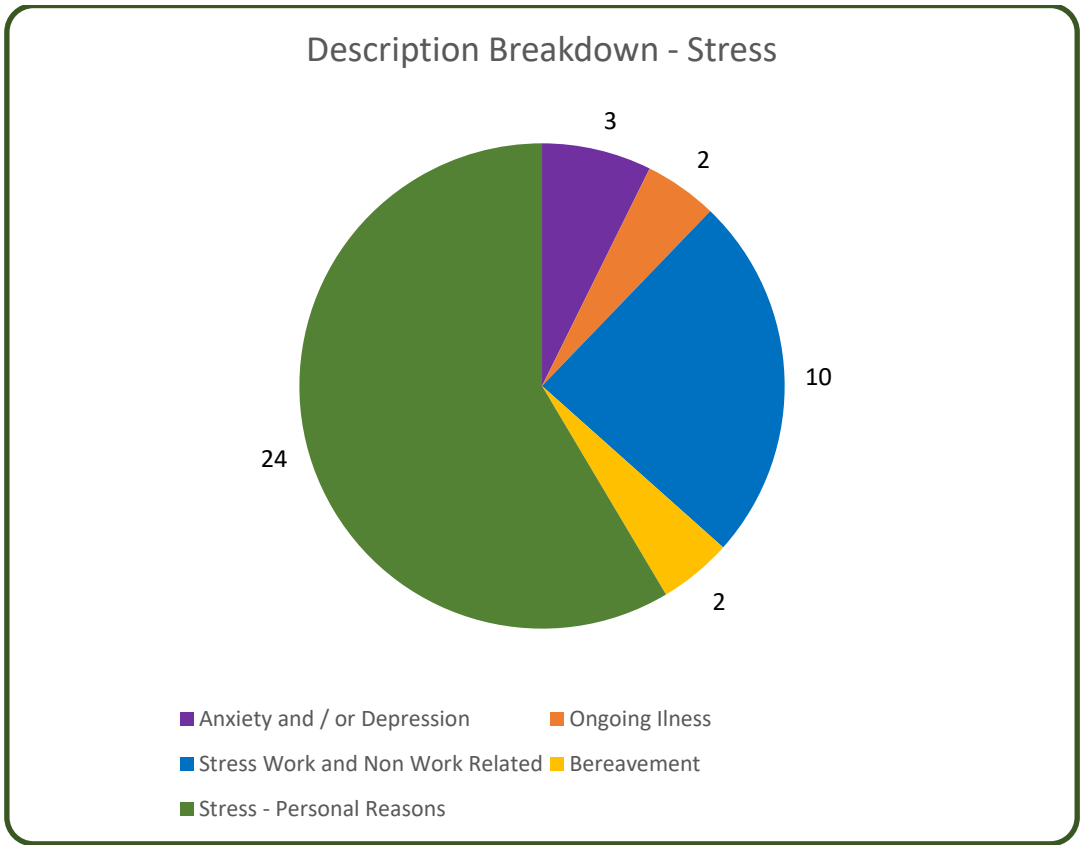
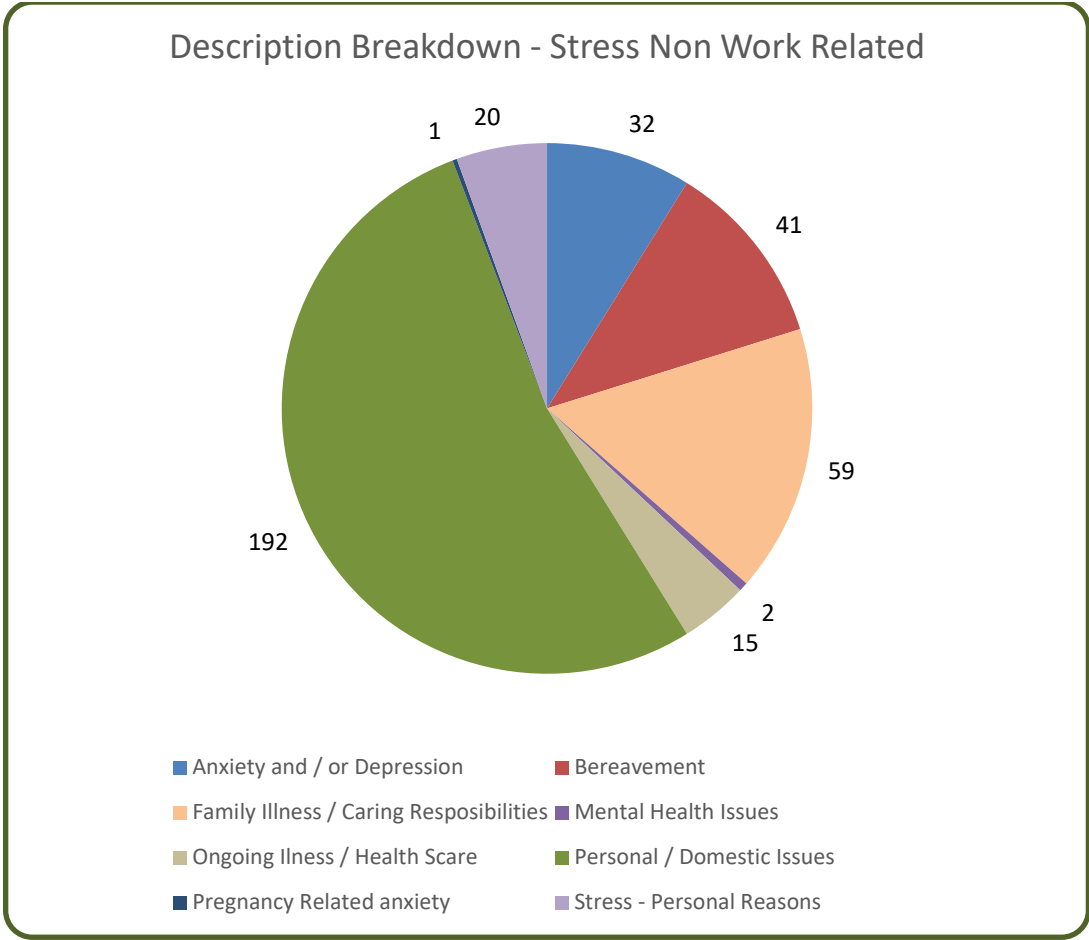
Chest Problems	75 2%	185 4%	156 3.3%	128 1%	216 1%	322 2.4%	203 1%	401 2%	478 2.6%
Heart Problems	44 1%	11 0%	31 0.7%	499 3%	511 3%	430 3.2%	544 3%	522 2%	461 2.5%
Pandemic	259 7%	1251 24%	317 6.6%	454 3%	894 5%	81 0.6%	713 4%	2145 10%	397 2.2%
Headache / Migraine	231 7%	191 4%	173 3.6%	387 3%	510 3%	129 1%	618 3%	702 3%	301 1.7%
Pregnancy Related	61 2%	113 2%	44 0.9%	254 2%	77 0%	207 1.6%	315 2%	189 1%	251 1.4%
Genito-Urinary	45 1%	46 1%	87 1.8%	116 1%	188 1%	78 0.6%	160 1%	234 1%	165 0.9%
Phased Return to Work	0	0	0	0	0	46 0.3%	0	0	46 0.3%
RTA / Whiplash	32 0%	34 1%	40 0.8%	74 0%	65 0%	0	106 1%	99 0%	40 0.2%
% of overall absence (Total Days)	<b>3535</b>	<b>5186</b>	<b>4773</b>	<b>14405</b>	<b>16827</b>	<b>13348</b>	<b>17939</b>	<b>22013</b>	<b>18121</b>

Rates

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



Rates



## Rates

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

In a recent CIPD report which was published in September 2023, it states that there is a UK wide increase in absence rates are the highest in a decade, with an increase of an additional 2 days per FTE than that in 2019.

This correlates with the overall absence for the Council, as in 2019/20 it was 10.51 FTE days lost, and in 2022/23 it increased to 12.8 FTE days lost.

**Sickness Breakdowns by Directorate**

**Environment and Housing - Top 5 Reasons - April 2023 to September 2023**

The Top 5 reasons for Environment and Housing show that Stress - Non Work Related has become the highest reported reason for absence in Q2 for 2023/24 (24.3%). 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		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
EHS - Top 5 Absence									
Stress Non Work Related	122 15%	29 7%	80 9%	873 27%	957 31%	<b>985</b> <b>29%</b>	995 25%	986 28%	1066 24%
Musculo- skeletal	51 6%	114 27%	205 22%	678 21%	604 19%	511 15%	730 18%	717 20%	716 16%
Viral Infections	212 27%	209 22%	<b>234</b> <b>25%</b>	61 2%	65 2%	364 11%	274 7%	274 6%	598 14%
Operations and Recovery	83 10%	29 7%	49 5%	265 8%	658 21%	220 13%	348 9%	687 19%	489 11%
Stress Work Related	40 5%	27 7%	24 3%	601 19%	775 25%	328 10%	641 16%	803 23%	452 8%

There have been 19 instances of absences due to Stress Work Related from April 2023 – September 2023, the descriptions for these include Anxiety and / or Depression, Ongoing Illness / Health Scare and Stress Work Related

There have been 50 instances of absences due to Stress Non-Work Related from April 2023 – September 2023, the descriptions for these include Anxiety and / or Depression, Ongoing Illness / Health Scare, Bereavement, Family Illness / Caring Responsibilities and Personal / Domestic issues.



**Learning and Skills - Top 5 Reasons - April 2023 to September 2023**

The Top 5 reasons for Learning and Skills show that Stress Work Related with the highest sickness reasons at 25%, we have seen significant increases in Stress Work Related since 2021. 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		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
Stress Work Related	0 0%	0 0%	0 0%	120 17%	21 4%	<b>141</b> <b>42%</b>	120 15%	21 3%	141 25%
Other	0	0	52 23%	0	0	76 22%	0	0	128 23%
Stress Non Work Related	11 12%	14 9%	8 3%	160 22%	292 55%	92 27%	172 21%	306 44%	100 18%
Viral Infections	24 25%	64 39%	<b>54</b> <b>24%</b>	0 0%	4 1%	0 0%	24 3%	68 10%	54 10%
Musculoskeletal	6 6%	18 9%	28 12%	197 23%	44 8%	15 4%	202 25%	63 8%	43 8%

There have been 3 instances of absences due to Stress Work Related from April to September 2023

There have been 6 instances of absences due to Stress Non-Work Related from April to September 2023

**Corporate Resources - Top 5 Reasons - April 2023 to September 2023**

The Top 5 reasons for Resources shows Stress Non-Work Related as the highest contributor to absence, which has increased by 24% since 2022. The Pandemic and Stomach Ailments have now dropped from the top 5 reasons and has been replaced by Pregnancy related sickness and other sicknesses for Q2.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
RES - Top 5 Absence									
Stress Non Work Related	47 20%	33 20%	40 14%	557 33%	593 47%	<b>401</b> <b>61%</b>	604 31%	626 44%	441 46%
Other	0	0	22 8%	0	0	85 13%	0	0	107 11%
Stress Work Related	31 7%	2 7%	13 4%	327 19%	104 8%	62 9%	358 18%	116 8%	75 8%
Viral Infections	59 25%	86 26%	<b>72</b> <b>25%</b>	0 0%	0 0%	0 0%	59 3%	86 5%	72 8%
Pregnancy Related	3 1%	1 0%	6 2%	22 1%	0 0%	65 10%	25 1%	1 0%	71 7%

There have been 3 instances of absences due to Stress Work Related from April 2023 – September 2023

There have been 10 instances of absences due to Stress Non-Work Related from April 2023 – September 2023.

**Social Services - Top 5 Reasons - April 2023 to September 2023**

The Top 5 reasons for Social Services shows Stress Non Work Related as the highest contributor to absence, but has seen a marked decrease since 2021. Stress work related has remain at similar levels since 2021. The Pandemic and Operations and Recovery have moved from the top 5 reasons.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
SS - Top 5 Absence									
Stress Non Work Related	100 13%	154 18%	49 4%	1597 37%	1945 49%	<b>757</b> <b>24%</b>	1697 33%	2098 43%	806 19%
Other	0	0	146 13%	0	0	547 17%	0	0	693 16%
Viral Infection	233 30%	357 43%	<b>256</b> <b>24%</b>	79 2%	413 10%	251 8%	312 6%	771 16%	507 12%
Musculo- skeletal	109 14%	59 7%	68 6%	944 22%	787 20%	366 12%	1053 21%	846 17%	434 10%
Stress Work Related	10 1%	25 2%	33 3%	382 9%	470 9%	335 11%	392 9%	495 8%	368 9%

There have been 10 instances of absences due to Stress Work Related from April 2023 – September 2023

There have been 19 instances of absences due to Stress Non-Work Related from April 2023 – September 2023.

“Other” absence can include specific illness related to cancer and other serious conditions.

Agenda Item: Appendix C – Sickness Breakdowns by Directorate

**Place - Top 5 Reasons - April 2023 to September 2023**

The Directorate of Place was newly formed in 2022 and therefore no comparative data is available for 2021. The Top 5 reasons for Places shows Operations and Recovery as the highest contributor to absence in 2023 at 65%, which is also the highest long term absence at 72%.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
PLC - Top 5 Absence									
Operations and Recovery	0 0%	0 0%	2 10%	0 0%	41 100%	<b>91</b> <b>72%</b>	0 0%	41 55%	93 65%
Other	0	0	0 0%	0	0	24 19%	0	0	24 17%
Stress Non Work Related	0 0%	0 0%	0 0%	0 0%	0 0%	10 8%	0 0%	0 0%	10 7%
Headache / Migraine	0 0%	1 3%	<b>7</b> <b>42%</b>	0 0%	0 0%	0 0%	0 0%	1 1%	7 5%
Viral Infection	0 0%	23 69%	5 30%	0 0%	0 0%	0 0%	0 0%	23 31%	5 4%

**Schools - Top 5 Reasons - April 2023 to September 2023**

The Top 5 reasons for Schools shows Viral Infections as the highest contributor to absence in 2023 (15%). Stress Work Related has had a slight increase since 2022. Viral Infections is still the highest short term absences at 30%

Days Lost (%)	Short Term			Long Term			Total Absence		
	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024	2021/ 2022	2022/ 2023	2023/ 2024
SCH - Top 5 Absence									
Viral Infection	557 34%	754 43%	<b>661</b> <b>30%</b>	122 3%	327 9%	524 9%	680 11%	1081 20%	1186 15%
Operations & Recovery	55 3%	113 6%	95 4%	303 7%	816 22%	<b>1050</b> <b>19%</b>	358 6%	929 17%	1145 15%
Stress Non Work Related	27 2%	54 3%	141 6%	617 14%	898 24%	941 17%	644 11%	952 17%	1082 14%
Undisclosed	10 1%	28 1%	202 9%	382 9%	0 0%	734 13%	392 8%	28 0%	936 12%
Other	0	0	258 12%	0	0	442 8%	0		699 9%

There have been 195 instances of absences due to Stress Non-Work Related from April 2023 – September 2023, the descriptions for these include Anxiety and / or Depression, Bereavement, Family Illness / Caring Responsibilities, Ongoing Illness / Health Scare, Personal / Domestic Issues, Pregnancy Related Anxiety, Stress - Personal Reasons.

**Sickness by Age Range (Q2 2023/24)**

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	187	268	1.43
25-34	814	2081	2.56
35-49	1624	5859	3.61
50-64	1463	9113	6.22
65 and over	85	800	9.41