

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:
17TH JULY, 2024

REFERENCE FROM CABINET: 20TH JUNE, 2024

“C39 Q4 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 31st March, 2024.

Councillor Burnett referred to initiatives that had been introduced by the Council to support staff to manage their working lives including digital applications and access, as well as support and resources from Occupational Health colleagues to assist staff in returning to work as soon as possible.

The report would be referred to Corporate Performance and Resources Scrutiny Committee for consideration and the Leader looked forward to an in-depth discussion from the Committee with any comments returned to Cabinet for further consideration.

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 March 2024) 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 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: 20th June, 2024

Name of Committee:	Cabinet
Date of Meeting:	20/06/2024
Relevant Scrutiny Committee:	Corporate Performance and Resources
Report Title:	Q4 Sickness Absence Report 2023/2024
Purpose of Report:	To update Members of the Cabinet on the sickness absence statistics for 1st April, 2023 to 31st March, 2024
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, 2023 to 31st March, 2024 as part of the agreed performance management arrangements. • Absence figures have improved based on the same period as last year. • 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. 	

1. Recommendation

- 1.1 That the report and the (April 2023 to March 2024) 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 31st March, 2024, 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. Sickness Rates

- 4.1** 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.
- 4.2** The Council considers it very important that staff are given the support they require and we are working with colleagues within Health and Safety, Occupational Health and Organisational Development and 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.
- 4.3** 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. An HRBP dashboard has been created to assist with the monitoring of absences within services.
- 4.4** 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 and 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.

- 4.5** 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, which began 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 were delivered, both Corporately and in Schools/Residential Settings during October and November 2023. Take up has been very good across the organisation, with approximately 2,000 vaccines given across the organisation.
- 5.2** A new Occupational Health booking system is currently being implemented with a view to roll out by 1st November, 2024, 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. 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** 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.
- 5.5** 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 staff being sign posted to well-being action plans to support health and home related issues.
- 5.6** 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
- 5.7** 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

5.8 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, including Wales Wide Comparative data

6.2 Appendix B – Overall Sickness Rates

The total days/shifts lost per FTE for the period April 2023 to March 2024 indicate a decrease in absence levels compared to same period in 2023 and 2022.

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

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 (2023/24)

Period 01-APRIL-2023 to 31-MAR-2024

Q4 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	142.20	3.79	11.70	15.49	12.50	13.25	13.91
	Director's Office - EHS	32.93	0.70	4.07	4.77	5.90	10.88	6.41
	Housing Services	64.23	6.42	15.89	22.31	9.00	16.35	8.69
	Neighbourhood Services and Transport	271.19	4.23	10.81	15.04	14.50	18.89	18.56
	Shared Regulatory Services	178.26	3.22	3.70	6.93	7.50	10.47	10.11
Environment & Housing Services Totals		688.81	3.91	9.31	13.22	11.18	14.93	13.83
Learning & Skills	Additional Learning Needs and Wellbeing	61.41	2.86	4.95	7.81	9.00	5.09	8.11
	Director's Office - L&S	12.69	1.42	4.02	5.44	5.90	0.31	3.82
	Standards and Provision	55.31	2.24	5.00	7.24	11.50	14.82	17.40
	Strategy, Community Learning and Resources	91.24	1.78	4.74	6.53	9.00	5.34	5.68
Learning & Skills Totals		220.65	2.17	4.83	7.00	9.47	7.52	9.73
Resources	Director's Office - RES	22.24	0.53	0.00	0.53	5.90	0.59	6.98
	Financial Services	113.31	2.99	8.12	11.12	5.90	11.58	12.40
	Human Resources Service	48.64	1.66	2.91	4.57	5.90	15.29	9.98
	ICT Services	44.86	3.20	1.27	4.47	5.90	4.45	3.11
	Legal and Democratic Services	50.79	1.98	2.49	4.46	5.90	5.21	6.11
	Policy and Business Transformation	59.42	3.95	6.45	10.39	5.90	13.69	14.87
Resources Totals		339.26	2.68	4.80	7.48	5.90	9.80	2.10
Place	Directors Office - Place	3.00	1.33	0.00	1.33	0.00	0.00	0.00
	Regeneration and Planning	92.44	0.59	3.39	3.98	5.90	2.96	2.10
Place Totals		95.44	0.62	3.28	3.90	5.90	2.96	2.10
Social Services	Adult Services	231.64	5.42	11.58	17.01	15.00	23.97	19.39
	Children and Young People Services	238.67	3.25	8.33	11.57	12.00	16.06	12.17
	Director's Office - SS	13.74	0.58	3.28	3.86	5.90	5.50	6.52
	Resource Management and Safeguarding	168.50	4.30	8.61	12.91	13.00	17.02	15.01
Social Services Totals		652.55	4.23	9.45	13.68	13.29	18.97	15.55
Corporate Total - Excluding Schools		1996.71	3.46	7.80	11.26	10.36	14.08	12.73
Schools		2079.81	3.79	5.63	9.42	8.00	11.48	9.85
Total Including Schools		4076.52	3.63	6.69	10.32	9.20	12.82	11.35

Rates

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2023 to 31st March 2024 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 23/24
	2021/2022	2022/2023	2023/2024	Q4
Environment & Housing	13.83 (9279)	14.93 (10174)	13.22 (9105)	11.18
Learning and Skills	9.73 (2007)	7.52 (1579)	7.00 (1545)	9.47
Corporate Resources	8.30 (3434)	9.80 (3192)	7.48 (2538)	5.90
Place	2.10 (183)	2.96 (260)	3.90 (372)	5.90
Social Services	15.55 (9475)	18.98 (12286)	13.68 (8929)	13.29
Corporate Total - excluding Schools	12.73 (24195)	14.08 (27491)	11.26 (22389)	10.36
Schools	9.85 (17105)	11.48 (20921)	9.42 (19582)	8.00
Total Absence	11.35 (41300)	12.82 (48412)	10.32 (42071)	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 2022 / 2023 / 2024. The figures show lower days lost in 2024 compared to 2023 and 2022, which is encouraging.

	2022 *		2023 *		2024*	
Month	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	432	2982	504	3068	336	2413
May	470	3232	560	3569	507	2913
June	466	3118	588	3572	486	2861
July	392	2965	711	4284	494	2807
August	230	2579	300	3042	246	2150
September	583	3176	571	3709	610	3070
October	669	3908	883	4804	866	4299
November	702	3907	753	4132	744	3959
December	607	3925	1051	5369	834	4227
<p>* Reported at Q4</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 March 2024 are listed in the below table compared to 2022 and 2023. 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		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Absence Reason									
Viral Infection	3822 37%	5483 37%	5108 34.6%	1461 5%	2882 9%	1454 5.3%	5283 13%	8366 17%	6562 15.6%
Stress Non Work	1030 10%	1126 8%	880 6.0%	9023 29%	10356 31%	5562 20.4%	10053 24%	11482 24%	6441 15.3%
Other	0% 0%	0% 0%	1523 10.3%	0% 0%	0% 0%	4060 14.9%	0% 0%	0% 0%	5583 13.3%
Operations / Recovery	521 5%	584 4%	642 4.3%	3569 11%	4333 13%	3503 12.8%	4090 10%	4917 10%	4144 9.9%
Stress Work	211 2%	345 2%	238 1.6%	5163 17%	4061 12%	2952 10.8%	5373 13%	4406 9%	3190 7.6%
Musculo-skeletal	811 8%	746 5%	941 6.37%	5034 16%	4240 13%	2224 8.1%	5845 14%	4987 10%	3165 7.5%
Stomach Ailments	985 10%	1362 9%	1899 12.8%	583 2%	681 2%	638 2.3%	1568 4%	2043 4%	2537 6.0%
Stress	0% 0%	0% 0%	297 2.0%	0% 0%	0% 0%	1658 6.1%	0% 0%	0% 0%	1955 4.6%
Undisclosed	41 0.4%	148 1%	426 2.9%	353 1%	367 1%	1506 5.5%	294 1%	515 1%	1932 4.6%

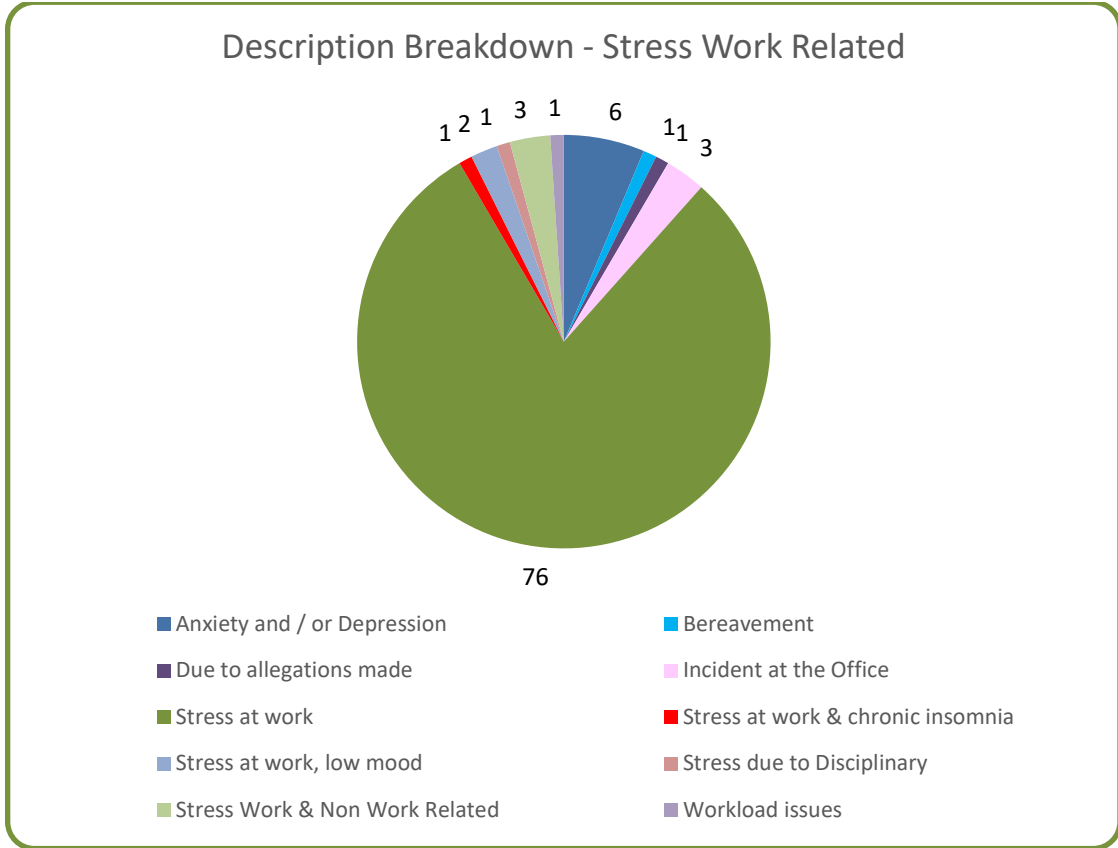
Agenda Item: Appendix B – Overall Sickness

Rates

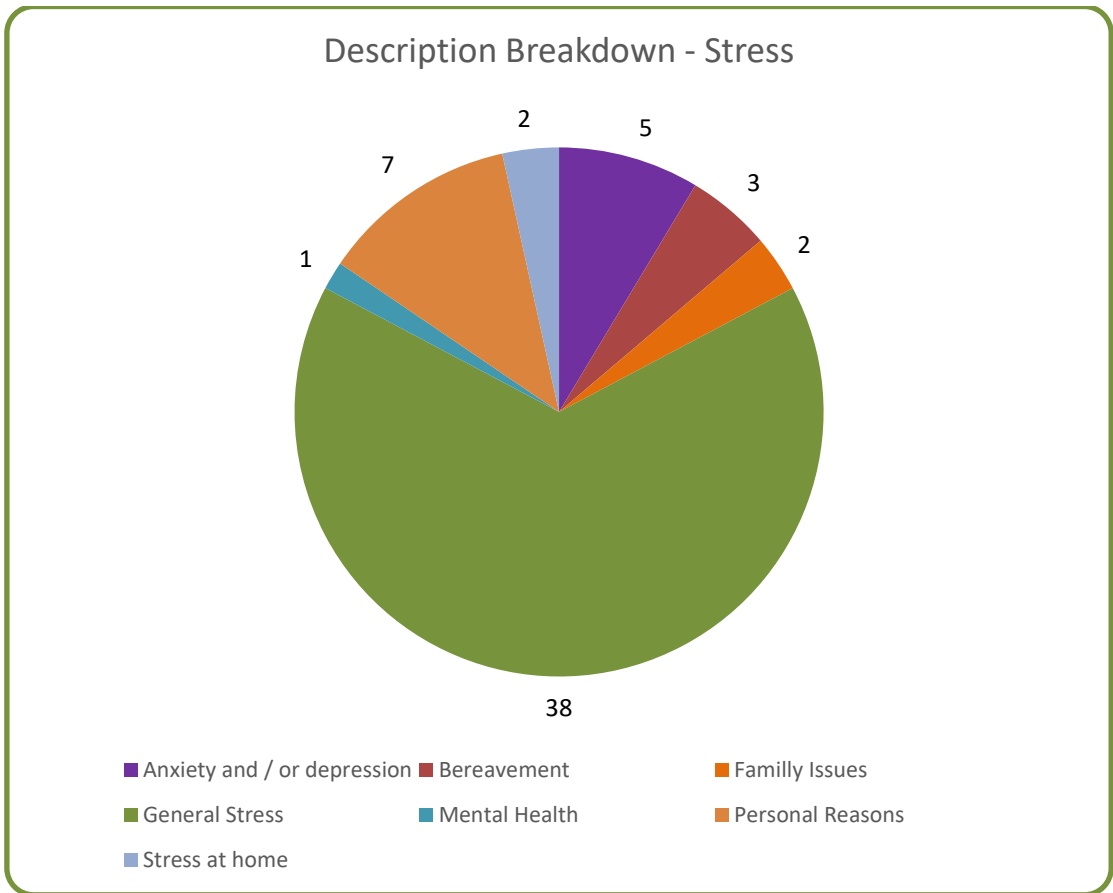
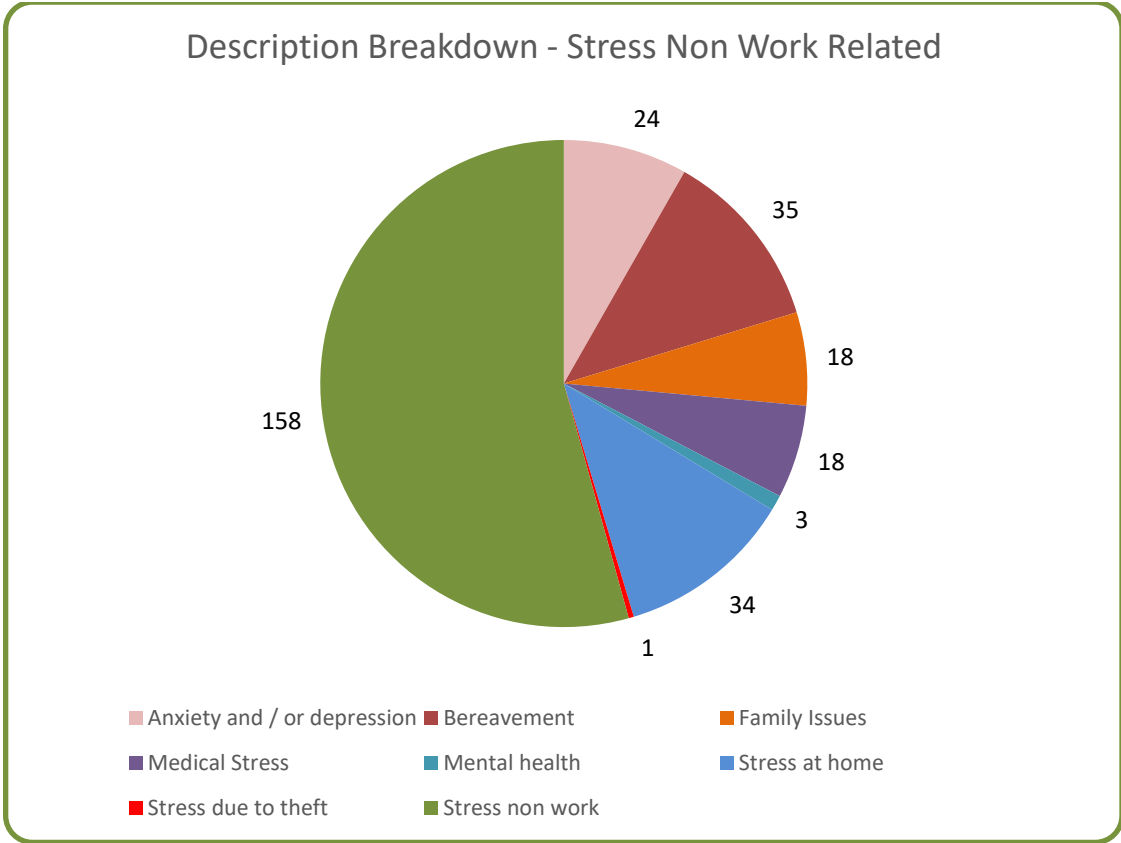
Back Problems	420 4%	347 2%	386 2.6%	1356 4%	1941 6%	1236 4.5%	1776 4%	2288 5%	1622 3.9%
Chest Problems	464 5%	668 5%	7623 5.2%	307 1%	443 1%	727 2.7%	771 2%	1111 1%	1490 3.5%
Headache / Migraine	539 5%	432 3%	526 3.6%	878 3%	1347 4%	576 2.1%	1417 3%	1778 4%	1102 2.6%
Pandemic	857 8%	2809 19%	712 4.8%	1435 5%	1432 4%	141 0.5%	2293 6%	4240 9%	853 2.0%
Heart Problems	72 0.7%	60 0.4%	48 0.3%	866 3%	870 3%	431 1.6%	938 2%	930 2%	479 1.1%
Genito-Urinary	212 2%	204 1%	183 1.2%	387 1%	424 1%	274 1.0%	598 1%	628 1%	457 1.1%
Pregnancy Related	194 2%	301 2%	150 1.0%	351 1%	290 1%	242 0.9%	545 1%	590 1%	393 0.9%
Phased Return to Work	0%	0%	11 0.1%	0%	0%	76 0.03%	0%	0%	87 0.2%
RTA / Whiplash	34 0.3%	46 0.3%	51 0.3%	273 0.8%	83 0.2%	27 0.1%	307 0.7%	129 0.3%	78 0.2%
% of overall absence (Total Days)	10230	14660	14784	31070	33752	27287	41300	48412	47071

Rates

The following graphs show the breakdown of Stress Work Related, Stress Non-Work and Stress Related descriptions for the Council from April 2023 – March 2024



Rates



Rates

All Wales Comparative Sickness Data 2021/22 and data from 2022/23 where available			
	2021/22	2022/23	2023/24 (data not yet available)
Flintshire	-	11.8	
Rhondda Cynon Taf	-	18.0	
Ceredigion	8.7	9.6	
Isle of Anglesey	8.8	9.2	
Merthyr Tydfil	9.2	8.7	
Denbighshire	9.8	10.0	
Pembrokeshire	10.0	10.1	
Newport	10.0	12.4	
Gwynedd	10.1	10.2	
Conwy	10.5	10.4	
Powys	11.2	12.3	
Carmarthenshire	11.4	11.6	
Vale of Glamorgan	11.4	12.8	10.32
Swansea	12.0	16.5	
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	13.1	
Wrexham	13.6	12.7	
Caerphilly	14.1	14.0	
Blaenau Gwent	16.5	15.5	
Wales	11.8	12.8	

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, but reassuringly has decreased considerable in 2023/2024 to 10.32 FTE, which is a rate that is likely to mirror the Wales average.

Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Environment and Housing show that Stress - Non Work Related remains the highest reported reason for absence in Q4 for 2023/24 (16.7%). 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	127 7%	121 9%	146 2.3%	1367 18%	1968 34%	1378 51.1%	1494 16%	2089 29%	1524 16.7%
Musculo- skeletal	249 14%	269 21%	406 6.3%	1781 24%	1005 17%	789 29.3%	2030 22%	1274 18%	1195 13.1%
Viral Infections	650 37%	748 57%	774 12.1%	124 2%	417 7%	420 15.6%	774 8%	1166 16%	1194 13.1%
Operations and Recovery	34 2%	97 7%	124 1.9%	772 10%	1332 23%	952 35.3%	806 9%	1428 20%	1076 11.8%
Stress Work Related	61 3%	72 6%	36 0.6%	1812 24%	1142 19%	945 35.1%	774 8%	1166 16%	981 10.8%

There have been 19 instances of absences due to Stress Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and / or Depression, Stress due to an incident at work, disciplinary and Stress at work.

There have been 46 instances of absences due to Stress Non-Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and / or Depression, Medical Stress, Stress at home, Family issues and Stress non work.

There have been 10 instances of absences due to Stress Reason from April 2023 – March 2024, the descriptions for these include Anxiety and / or Depression, General Stress, Family Issues, stress at home and work.

Learning and Skills - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Learning and Skills show that Other with the highest sickness reasons at 20.3%, but the highest sickness reasons for Long Term being Stress Work Related at 24%. Sickness rates in 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
Other	0	0	73 15.1%	0	0	241 22.6%	0	0	313 20.3%
Stress Work Related	5 1%	0 0%	32 6.7%	304 18%	139 18%	256 24%	309 15%	139 11%	288 18.6%
Stress Non Work Related	21 6%	47 10%	20 4.2%	610 37%	452 59%	185 17.4%	632 31%	499 40%	205 13.3%
Viral Infections	125 36%	229 50%	153 31.9%	55 3%	4 1%	20 2.8%	180 9%	233 19%	183 11.8%
Heart Problems	0 0%	0 0%	15 3.1%	7 0.4%	103 10.8%	115 10.8%	7 0.3%	103 6.9%	130 8.4%

There have been 9 instances of absences due to Stress Work Related from April to March 2024, the descriptions for these include Stress due to allegations made and Stress at work.

There have been 6 instances of absences due to Stress Non-Work Related from April to March 2024, the descriptions for these include Stress non work related, Anxiety and / or depression, Bereavement and Medical Stress.

There have been 3 instances of absences due to Stress Reason from April to March 2024, the description for each of these is general stress.

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

Corporate Resources - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Resources shows Stress Non-Work Related as the highest contributor to absence, this has decreased from this time in 2023, to 31.6% from 44%. Viral infections continues to be the top short term reason at 38.8%, which has increased by 12.8% from this time last year. Stress work related has fallen by 9.1% since 2023 Operations and Recovery has moved onto the top 5 reasons currently standing at 9.1%

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	103 16%	95 16%	125 13.7%	665 24%	1097 57%	677 41.6%	604 31%	768 22%	1192 48%
Other	0	0	70 7.7%	0	0	359 22.1%	0	0	429 16.9%
Viral Infections	227 34%	303 52%	353 38.8%	82 3%	0 0%	48 2.9%	309 9%	303 12%	401 15.8%
Operations and Recovery	29 7.4%	39 4.7%	54 6.0%	653 23.6%	240 10.2%	178 10.9%	703 20.5%	279 8.7%	232 9.1%
Stress Work Related	36 5%	17 3%	1 0.1%	495 18%	348 18%	149 9.2%	531 15%	365 15%	150 5.9%

There have been 5 instances of absences due to Stress Work Related from April 2023 – March 2024, the descriptions for these include stress due to an incident in the office, workload issues, work related stress and PTSD like symptoms and Stress at work.

There have been 26 instances of absences due to Stress Non-Work Related from April 2023 – March 2024, the descriptions for these include Bereavement, Medical Stress, Mental Health, stress at home and stress non work related.

There have been 2 instances of absences due to Stress Reason from April 2023 – March 2024, the descriptions for these include Bereavement and General stress.

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

Social Services - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Social Services shows Other as the highest contributors to absence at 22%. Stress work related and Musculo-skeletal issues have moved from the top 5 reason and have been replaced by Stress and Operations and Recovery. Viral Infections continues to be the highest short term absence reason at 26.2%, which has seen a decrease since this time last year.

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									
Other	0	0	414 15%	0	0	1554 25.2%	0	0	1968 22%
Stress Non Work Related	258 12%	350 16%	192 7%	2822 38%	3377 48%	1249 20.3%	2228 28%	3727 40%	806 19%
Viral Infection	702 33%	1008 45%	725 26.2%	323 4%	964 14%	335 5.4%	1025 11%	1973 21%	507 12%
Stress	0 0%	0 0%	648 1.7%	0 0%	0 0%	762 12.4%	0 0%	0 0%	434 10%
Operations and Recovery	92 4.4%	88 2.9%	173 6.3%	799 10.8%	861 9.3%	546 8.9%	891 9.4%	948 7.7%	368 9%

There have been 13 instances of absences due to Stress Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and/ or depression, stress due to an incident in the office and Stress at work.

There have been 65 instances of absences due to Stress Non-Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and / or Depression, Bereavement, Medical Stress, Mental Health, Family issues, stress at home and stress non work related.

There have been 20 instances of absences due to Stress Reason from April 2023 – March 2024, the description for these include Anxiety and / or Depression, Bereavement, Mental Health, Family issues, stress at home and general stress.

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

Place - Top 5 Reasons - April 2023 to March 2024

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 Stress Non Work related as the highest contributor to absence in 2024 at 36.4%, which is also the highest long term absence at 43.2%. The highest short term absence remains as Viral Infections at 59% Headache /Migraine has moved from the top 5 reasons and been replaced by Stress.

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									
Stress Non Work Related	0 0%	0 0%	0 0%	0 0%	9 4.9%	135 43.2%	0 0%	9 3.4%	135 36.4
Other	0	0	2 4.1%	0	0	104 33.1%	0	0	106 28.5%
Operations and Recovery	0 0%	18 13%	2 3.1%	0 0%	0 0%	45 14.4%	0 0%	18 8%	47 12.6%
Viral Infection	0 0%	67 48%	35 59%	0 0%	41 50%	0 0%	0 0%	108 49%	35 9.3%
Stress	0	0	0 0%	0	0	29 9.3%	0	0	29 7.8%

There have been 0 instances of absences due to Stress Work Related from April 2023 – March 2024.

There have been 2 instances of absences due to Stress Non-Work Related from April 2023 – March 2024, the descriptions for these include stress non work related.

There have been 1 instances of absences due to Stress Reason from April 2023 – March 2024, the descriptions for these include general stress.

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

Schools - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Schools shows Viral Infections as the highest contributor to absence in 2024 (18.8%). Stress Non Work Related is the highest long term contributor at 16.5%. Stress Work Related moved from the top 5 reasons. Viral Infections is still the highest short term absences at 39%

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	2118 40.0%	3127 56%	3069 39.0%	878 7%	1456 16%	622 5.3%	2996 18%	4583 31%	3690 18.8%
Stress Non Work Related	521 9.7%	505 6.6%	397 5.0%	3558 30.3%	3462 26%	1937 16.5%	4079 23.9%	3967 19.0%	2334 11.9%
Other	0	0	791 10.0%	0	0	1521 13.0%	0		2312 11.8%
Operations & Recovery	303 6%	333 6%	265 3.4%	1270 11%	1901 21%	1743 14.9%	1573 9%	2234 15%	2007 10.3%
Undisclosed	15 0.3%	72 0.9%	302 3.8%	135 1.2%	13 0.1%	1207 10.3%	150 0.9%	85 0.4%	1509 7.7%

There have been 46 instances of absences due to Stress Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and/ or depression, Bereavement, stress due to work and non work and Stress at work.

There have been 136 instances of absences due to Stress Non-Work Related from April 2023 – March 2024, the descriptions for these include Anxiety and / or Depression, Medical Stress, Stress at home, Mental Health, Family issues, Bereavement and Stress non work.

There have been 26 instances of absences due to Stress Reason from April 2023 – March 2024, the descriptions for these include Anxiety and /or depression, stress and home and work, personal reasons and general stress.

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

Sickness by Age Range (Q4 2023/24)

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)
16-25	235	1013	23.17%
26-35	1096	7922	13.83%
36-45	1096	11442	9.58%
46-55	1179	16211	7.27%
56-64	742	14133	5.25%
65+	91	2307	3.96%