

Appendix One

Table One: Organisational Outturn Average Number of Days Absence

(Average sickness days per fte employee)

	2022/23	2022/23 Costs	2023/24	2023/24 Costs	2024/25	2024/25 Costs	2025/26	2025/26 Costs
Quarter One	2.29	£84,309.63	2.26	£74,265.11	2.26	£88,097.39	2.8	£135,582.88
Quarter Two	2.02	£84,144.83	2.39	£86,396.88	2.35	£97,373.93	3.11	£156,829.10
Quarter Three	2.27	£93,954.00	1.89	£73,327.02	2.09	£96,052.51		
Quarter Four	2.82	£118,763.85	2.44	£99,520.51	2.80	£121,809.68		
Overall Outturn	9.4	£381,172.31	8.98	£333,509.52	9.5	£403,333.51		

Table Two: Organisational Long Term/Short Term Split Days Percentage

	2022/23		2023/24		2024/25		2025/26	
	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term
Quarter One	48%	52%	23%	77%	28%	72%	26%	74%
Quarter Two	46%	54%	37%	63%	35%	65%	25%	75%
Quarter Three	46%	54%	41%	59%	45%	55%		
Quarter Four	43%	57%	41%	59%	34%	66%		
Overall Outturn	46%	54%	36%	64%	35%	65%		

Table Three: Top Three Reasons for Absence

(Top 3 reasons based on sickness days lost)

	2022/23	2023/24	2024/25	Current Year 2025/26
Quarter One	1. COVID Symptoms 2. Other Musc. Skeletal 3. Stress/Depression	1. Operations/Hospital 2. Stress/Depression 3. Other Musc. Skeletal	1. Other Musc. Skeletal 2. Operations/Hospital 3. Stress/Depression	1. Other Musc. Skeletal 2. Stress/Depression 3. Operations/Hospital
Quarter Two	1. Stress/Depression 2. COVID 19 Symptoms 3. Other Musc. Skeletal	1 Operations/Hospital 2. Stress/Depression 3. Other Musc. Skeletal	1. Other Musc. Skeletal 2. Stress/Depression 3. Other	1. Other Musc. Skeletal 2. Stress/Depression 3. Operations/Hospital
Quarter Three	1. Stress/Depression	1. Stress/Depression	1, Operations/Hospital	1,

Summary Figures for the Quarter by Directorate/Service

Figure One – Service Breakdown Short/Long Term Split

Service	Short term days	No. of Employees absent	Long term days	No. of Employees Absent	Total Days lost	FTE No. in Section	Average days lost per FTE
Directors and Assistant Directors	0	0	106	2	106	9.5	11.2
Governance	2	1	0	0	2	3	0.67
Elections	0	0	0	0	0	2.5	0
Health & Safety	0	0	57	1	57	5	11.4
Human Resources & Payroll	0	0	0	0	0	8.43	0
Legal	20	2	0	0	20	6	3.33
Communications	0	0	0	0	0	5.6	0
Procurement	0	0	0	0	0	1.5	0
Performance	0	0	0	0	0	3	0
Finance	0	0	0	0	0	10	0
Revenues & Benefits	17	4	0	0	17	26.23	0.65
Customer Services	16	6	77	2	93	23.87	3.90
Leisure	48	10	59	1	107	48.58	2.2
Leaders/Executive Team	0	0	0	0	0	2	0

Devolution	2	1	0	0	2	6.8	0.29
Streetscene/Enforcement	125	36	416.4	11	541.4	113.09	4.79
Housing Management	27	6	97	3	124	58.53	2.12
Planning	18	3	21	1	39	22.35	1.74

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Service	Short term days	No. of Employees absent	Long term days	No. of Employees Absent	Total Days lost	FTE No. in Section	Average days lost per FTE
Environmental Health	23	7	10	1	33	51	0.64
ICT	22	8	0	0	22	34	0.64

Figure Two: Stress Cases During Quarter Two

Work Related	Outside of Work Related	Total
4	4	8