

## Appendix One

Table One: Organisational Outturn Average Number of Days Absence

*(Average sickness days per fte employee)*

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

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
<b>Quarter One</b>	48%	52%	23%	77%	28%	72%	26%	74%
<b>Quarter Two</b>	46%	54%	37%	63%	35%	65%	25%	75%
<b>Quarter Three</b>	46%	54%	41%	59%	45%	55%		
<b>Quarter Four</b>	43%	57%	41%	59%	34%	66%		
<b>Overall Outturn</b>	<b>46%</b>	<b>54%</b>	<b>36%</b>	<b>64%</b>	<b>35%</b>	<b>65%</b>		

**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
<b>Quarter One</b>	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
<b>Quarter Two</b>	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
<b>Quarter Three</b>	1. Stress/Depression	1. Stress/Depression	1, Operations/Hospital	1,

	2.COVID 19 Symptoms 3.Other Musc. Skeletal	2. Other 3. Other Musc. Skeletal	2.Stress/Depression 3.Other Musc. Skeletal	2. 3.
<b>Quarter Four</b>	1.Stress/Depression 2.Operations/Hospital 3. Other Musc. Skeletal	1. Stress/Depression 2.Other Musc. Skel 3.Operations/Hospital	1.Operations/Hospital 2.Stress/Depression 3.Other Musc. Skeletal	1. 2. 3.
<b>Overall Outturn</b>	<b>1. Other Musc. Skeletal</b> <b>2. Stress/Depression</b> <b>3. COVID19 Symptoms</b>	<b>1.Stress/Depression</b> <b>2.Other Musc. Skeletal</b> <b>3.Operations/Hospital</b>	<b>1. Operations/Hospital</b> <b>2. Other Musc. Skeletal</b> <b>3. Stress/Depression</b>	<b>1.</b> <b>2.</b> <b>3.</b>

## Summary Figures for the Quarter by Directorate/Service

**Figure One – Service Breakdown Short/Long Term Split**

<b>Service</b>	<b>Short term days</b>	<b>No. of Employees absent</b>	<b>Long term days</b>	<b>No. of Employees Absent</b>	<b>Total Days lost</b>	<b>FTE No. in Section</b>	<b>Average days lost per FTE</b>
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

**FOR INFORMATION ONLY – EMPLOYEES HOSTED BY NEDDC**

<b>Service</b>	<b>Short term days</b>	<b>No. of Employees absent</b>	<b>Long term days</b>	<b>No. of Employees Absent</b>	<b>Total Days lost</b>	<b>FTE No. in Section</b>	<b>Average days lost per FTE</b>
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