

**Appendix to Sickness Absence Update
Report to Employment Committee – 23 September 2020**

Causes of Sickness Absence

Table 1a: Absence by Category (Short Term) Q1 to Q4 2019/2020

Absence Description	% of absence against total absence
Cold, influenza	30%
Stress-Depression-Mental Health	15%
Stomach/liver/kidney/digestion	10%
Back & neck	8%
Other musculo-skeletal	7%

Table 1b: Absence by Category (Short Term) Q1 2020/21

Absence Description	% of absence against total absence
Stress-Depression-Mental Health	28%
Other	22%
Other musculo-skeletal	13%
Stomach/liver/kidney/digestion	6%

Table 2a: Absence by Category (Long Term) Q1 to Q4 2019/2020

Absence Description	% of absence against long term absence total
Stress-Depression-Mental Health	36%
Other musculo-skeletal	28%
Back & neck	22%

Table 2b: Absence by Category (Long Term) Q1 2020/21

Absence Description	% of absence against long term absence total
Stress-Depression-Mental Health	34%
Back and neck	26%
Other	18%
Other musculo-skeletal	10%

Directorate and departmental breakdown**Table 3a: Time Lost by Directorate Q1 to Q4 2019/2020**

Directorate	% of absence against absence total	Ave. absence days per employee
Commercial and Operational	42%	13
Growth	40%	3
Resources	2%	14
Transformation and Change	16%	13

Table 3b: Time Lost by Directorate Q1 2020/21

Directorate	% of absence against absence total	Ave. absence days per employee
Commercial and Operational	27%	1.1
Resources	9%	1.3
Growth	61%	2.7
Transformation and Change	3%	0.4

Table 4a: Time Lost by Department Q1 to Q4 2019/2020

Department	% of absence against absence total	Ave. absence days per employee
Repairs	20%	24.7
Customer Services	6%	20.8
ICT	4%	20.0
Housing	13%	18.5
Licensing	1%	17.8
Street Care	33%	15.8
Improvements	5%	14.8

Table 4b: Time Lost by Department Q1 2020/21

Department	% of absence against absence total	Ave. absence days per employee
Communications	3%	4.7
Repairs	27%	4.1
Benefits	7%	4.1
Housing	20%	3.9
Property	3%	3.3
Improvements	7%	2.8
Development Management	4%	1.7
Street Care	25%	1.5
Licensing	1%	1.2