

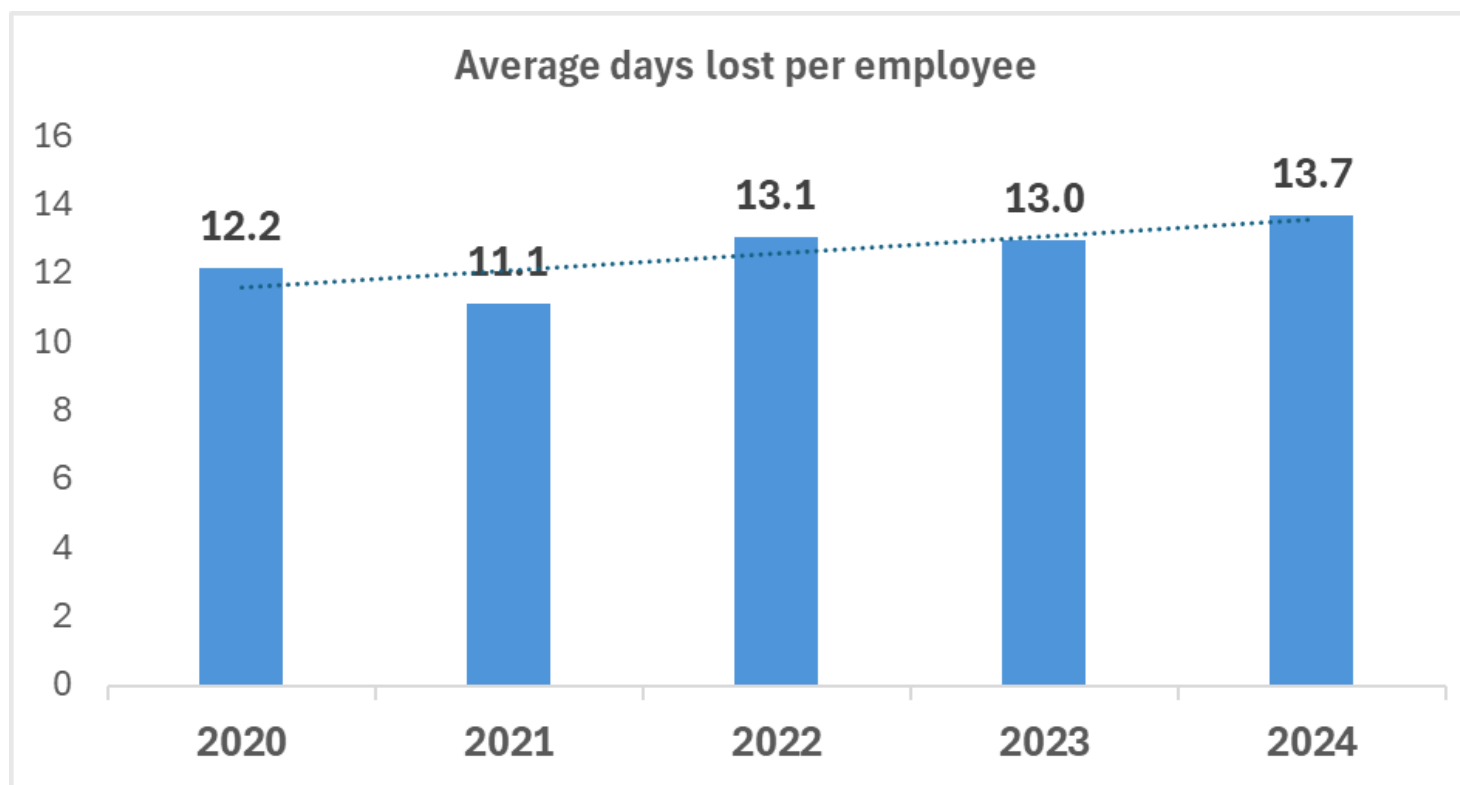
HR Information Task and Finish Group December 2024



**Sickness Absence Rate 12 months to the end of September 2024 :
13.7 Days Lost Per Employee on average (FTE)**

This compares to **13.0 Days** for the 12 months to the end of September 2023.

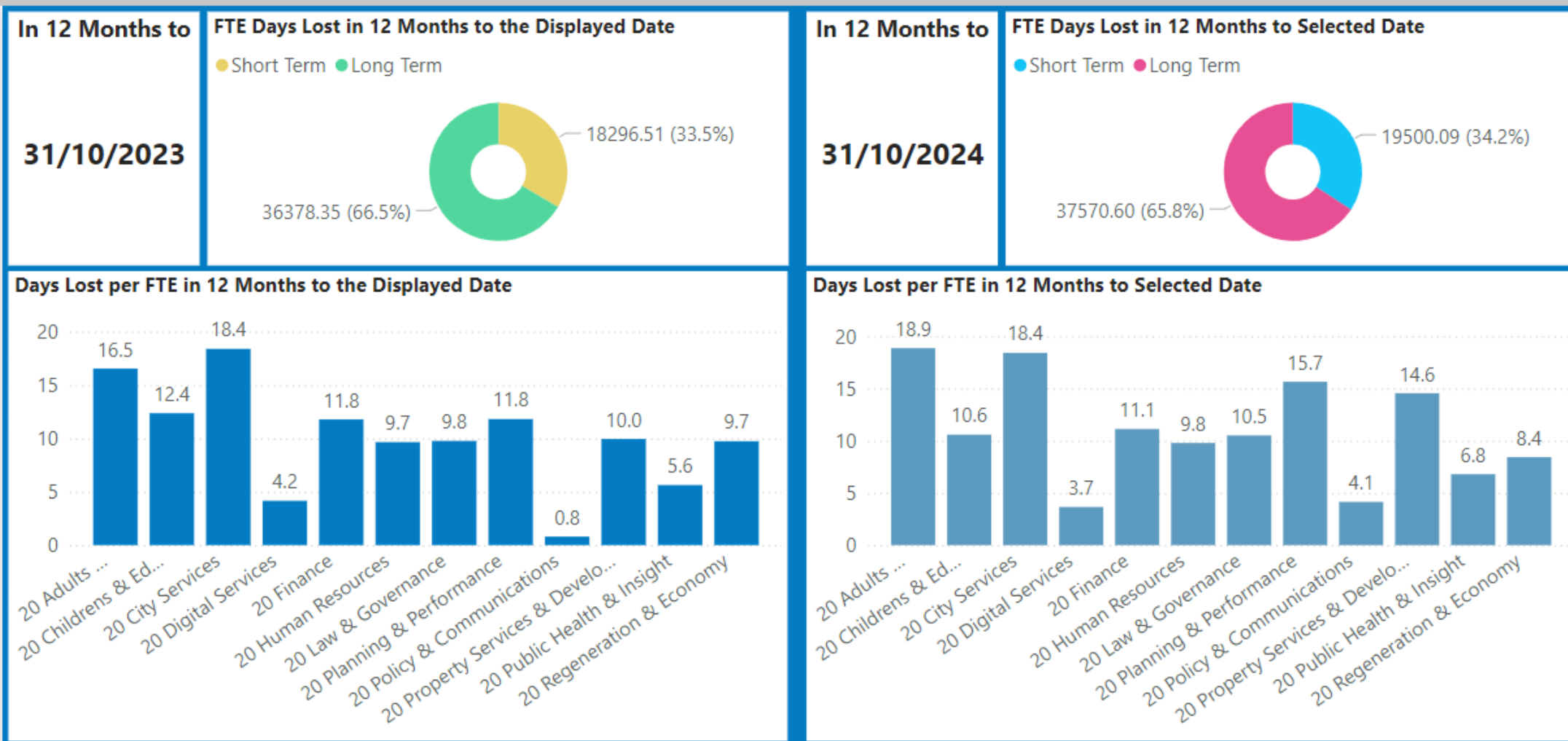
The table below average days lost in 12 months to the end of Q2 from 2020 to 2024, this shows an overall increase over the period.



Source: Workforce Analytics PBI Dashboard October 2024.

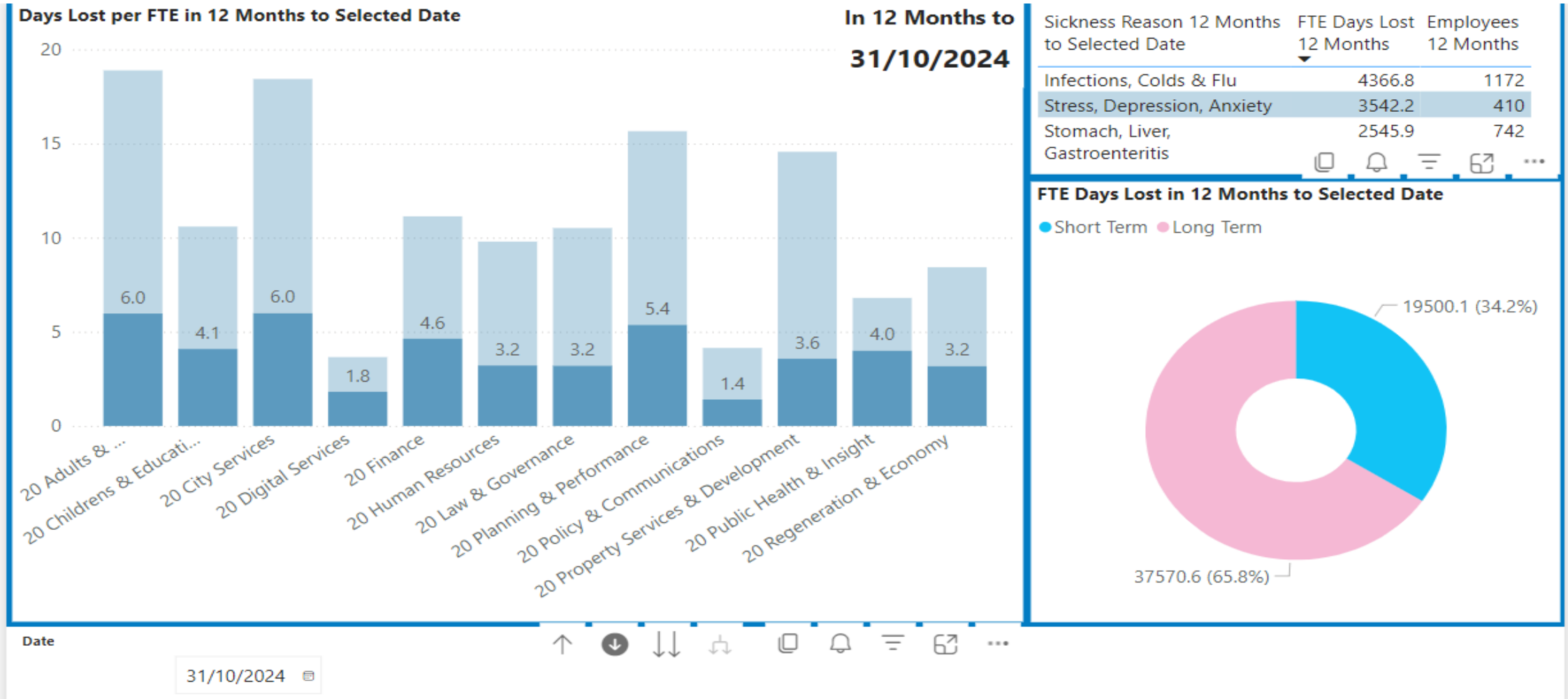
October 2023/4

18.4 days per head , 67.5% LTS, and 32.5% short term. **Adults, Childrens, City Services,**
 but **Digital, HR, Planning and Performance, Property Services, Regen.**

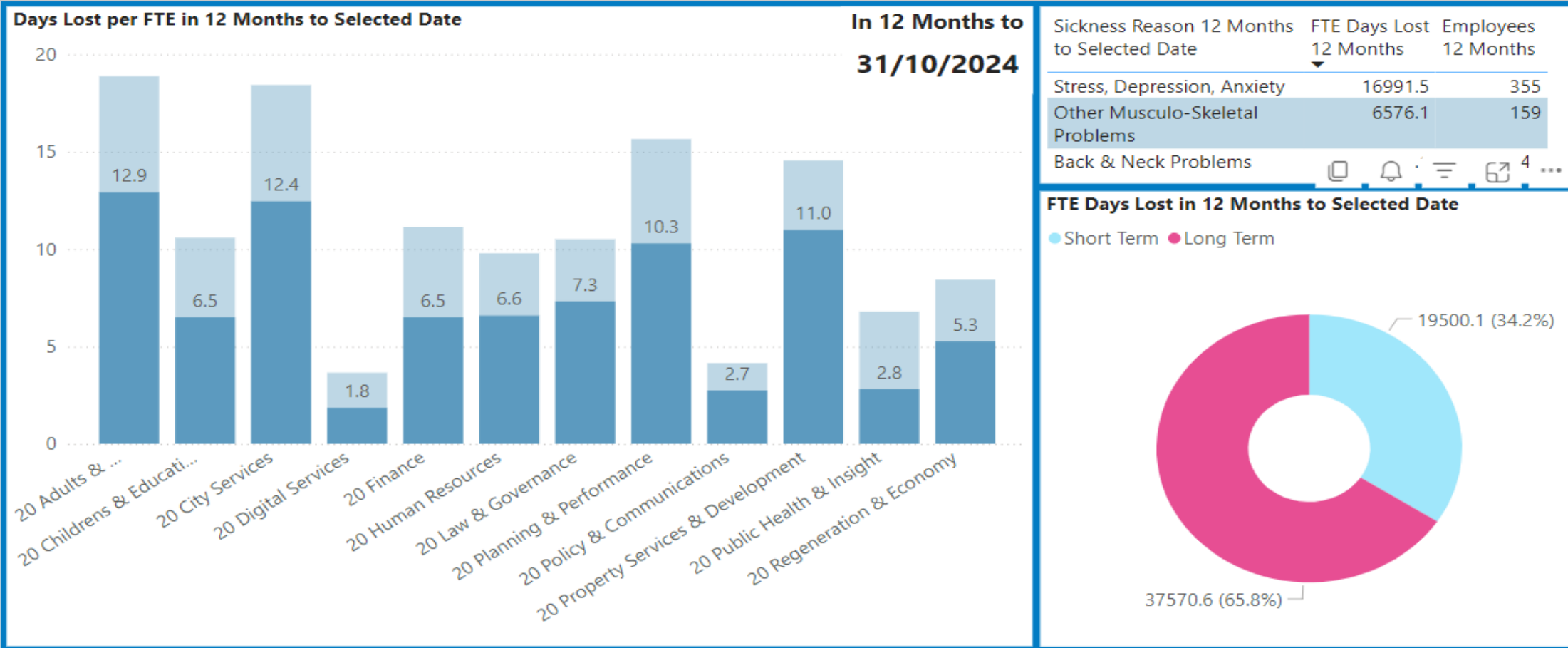


Date

Short Term Absence and Reason



Long Term Absence by Days and Reason



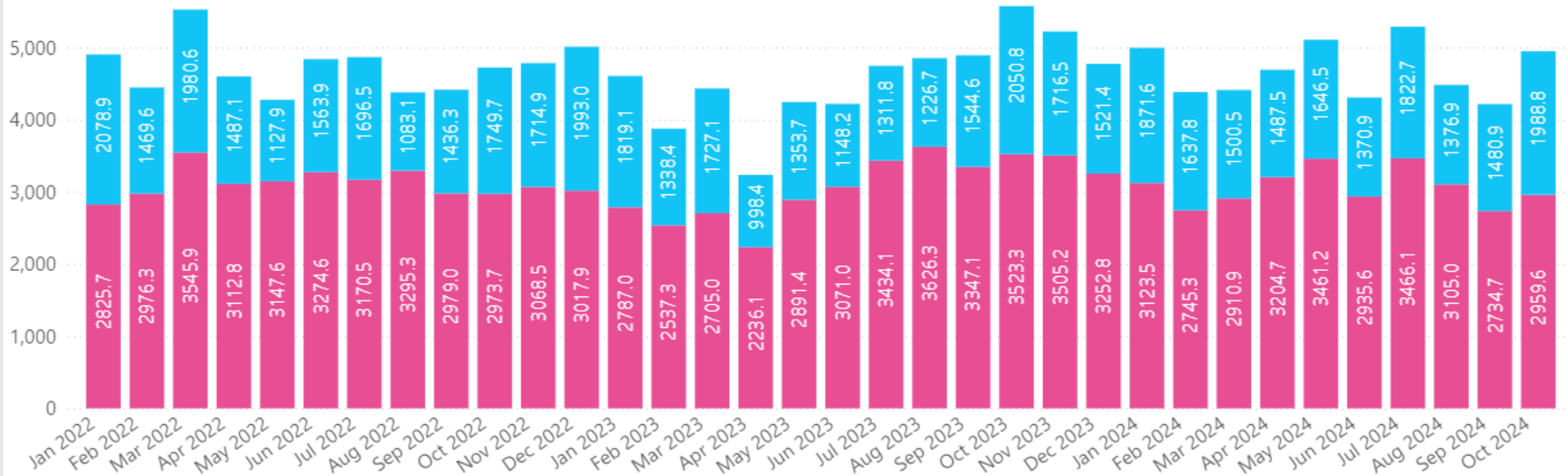
Date

31/10/2024

Comparison Year on Year

Monthly FTE Days Lost

Sickness Absence Type ● Long Term ● Short Term



Date

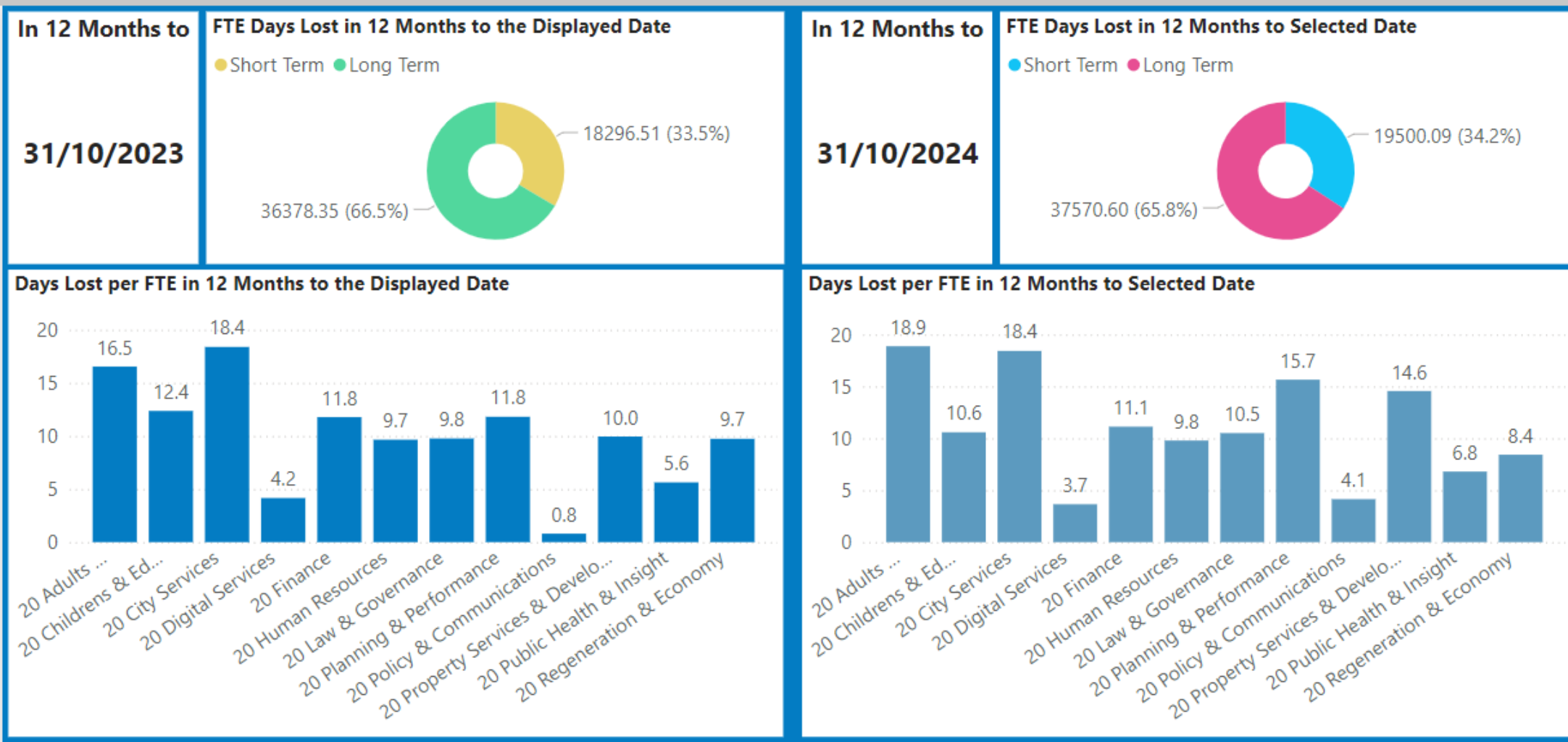
01/01/2021

31/10/2024



October 2023/4

18.4 days per head , 67.5% LTS, and 32.5% short term. **Adults, Childrens, City Services,**
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Date

Long Term Sickness Absence September 2024:

Below is a snapshot of employees with a current Long-Term absence at the end of the quarter.
(a Long-Term absence is a single absence of more than 30 calendar days)

Employees on Long Term Sickness absence at 30/09/2024		
Length of absence range	Number of employees	Total Working Days Lost in absences to date
12 Months or More	7	1926
6 Months to 11 Months	20	3415
3 Months to 5 Months	23	2023.5
30 Calendar Days to 3 Months	14	440
Totals	64	7822.5

Reasons for Long Term Sickness absence current at 30/09/2024		
3 Reasons with most employees on long term absence	Number of employees	Total Working Days Lost in absences to date
Stress, Depression, Anxiety	19	1595.5
Stomach, Liver, Gastroenteritis	10	2239
Other Musculo-Skeletal Problems	9	858
Other Reasons	26	3130
Totals	64	7822.5

Occupational Health, Safety and Counselling

Activity	July - September 2024
Pre-Employment health assessments	286
Sickness absence health assessments	549
Health surveillance assessments (HAV, Audio,HGV,Spiro)	9
Musculoskeletal assessments	80
Healthy Lifestyle appointments (including Menopause Clinics)	71
Vaccinations	0
Counselling appointments	658
Mental Wellbeing Clinic appointments	168
First Aid Training	105

The above figures do not include advice and guidance, telephone enquiries, wellbeing activities, developing policies and guidance notes, quality standards etc.

Source: Occupational Health, Safety and Wellbeing Services

Quarterly Hays agency spend

This data only includes agency staff provided through the contract with Hays. Individual services also employ agency staff 'off contract' through specialist providers that are not included in these measures.

Hays Agency Spend by Quarter 2024-25 (From 1st April 2024)			
Services Group	Quarter 1 (01/04/2024 to 30/06/2024)	Quarter 2 (01/07/2024 to 30/09/2024)	Change between quarters
Adults & Housing	£470,414.50	£395,222.12	▼ -£75,192.38
Childrens & Education	£849,023.64	£707,116.24	▼ -£141,907.40
City Services	£205,587.67	£244,108.68	▲ +£38,521.01
Digital Services			► 0
Finance	£34,362.72	£35,765.28	▲ +£1,402.56
Human Resources			► 0
Innovation			► 0
Law & Governance	£194,985.76	£237,906.92	▲ +£42,921.16
Planning & Performance	£6,648.08	£2,755.96	▼ -£3,892.12
Policy & Communications		£2,135.40	▲ +£2,135.40
Property Services & Development	£157,729.19	£177,055.16	▲ +£19,325.97
Public Health & Insight	£2,093.84		▼ -£2,093.84
Regeneration & Economy			► 0
CCC Total	£1,920,845.40	£1,802,065.76	▼ -£118,779.64

Source: Hays Recruitment Agency October 2024

Agency broken down by worker and area

Row Labels	Count of Division
20 Adults & Housing	34
Ad-Hoc Support Worker - Adults	5
Occupational Therapist	2
Rough Sleeping Outreach Worker	1
Senior Administrator	2
Senior Social Worker - Adults	17
Social Worker	3
Social Worker - Adults	2
Support Assistant	2
20 Children & Education Service	43
Deputy Manager	1
Independent Reviewing Officer - Childrens	1
Lawyer	1
Senior Practitioner - Childrens	3
Senior Social Worker - Children's Locality Services	11
Senior Social Worker - Childrens	21
Social Worker	1
Supervising Social Worker	1
Team Manager	2
Team Manager – Children's Locality Services	1

20 City Services	11
Administrative Officer - Grade 3	1
CAD Engineer	2
Installation Manager	1
Senior Project Engineer	3
Senior/Principal Officer Highways Development	2
Visuals Technician	1
Water Feature Monitoring	1
20 Finance	2
20 Law & Governance	14
20 Partnerships & Performance	1
Administrative Officer	1
20 Policy & Communications	1
Communication / PR Lead – Grade 9 – 10	1
20 Property Services & Development	8
Administrative Officer	1
Combustion Engineer	2
Senior Surveyor - Interim	1
Service Charge Accountant - Interim	1
Valuation Surveyor - Daily Rate	3
Grand Total	114