

APPENDIX 3

	WDC Absence Statistics					Department: Housing & Employability Period: Q1 2019/20	
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TABLE 1 - Headline Figure	Q1 2019/20	2.05	Q1 2018/19	2.16	Year on Year +/-	-5.0%
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TABLE 2 - Days Lost per Employee

Section / Team	FTE Employees	ACTUAL WORKING DAYS LOST				Total Working Days Lost	Total FTE Days Lost	Total FTE Days Lost by FTE Employees
		Intermittent 1-3 days	Short Term 4-5 days	Medium Term 6 days - 4 weeks	Long Term over 4 weeks			
Communities Team	13.74	2.0	0.0	6.4	0.0	8.4	8.43	0.61
Community Planning & Development TOTAL	13.74	2.0	0.0	6.4	0.0	8.4	8.43	0.61
Homeless & Prevention	46.89	4.5	0.0	13.2	60.9	78.6	70.77	1.51
Housing Development	18.78	0.0	0.0	0.0	85.7	85.7	81.57	4.34
Housing Development & Homelessness TOTAL	65.66	4.5	0.0	13.2	146.6	164.3	152.34	2.32
Housing Operations	111.28	15.0	35.5	34.2	185.7	270.4	263.78	2.37
Housing Operations TOTAL	111.28	15.0	35.5	34.2	185.7	270.4	263.78	2.37
Adult Employability	21.85	5.0	0.0	22.3	64.4	91.7	71.63	3.28
Adult Learn & Literacies	7.88	3.0	0.0	0.0	52.9	55.9	9.99	1.27
Financial Inclusion	23.28	3.0	0.0	0.0	27.4	30.4	29.29	1.26
Skills, Compliance & Dev	4.50	3.0	0.0	10.0	0.0	13.0	13.00	2.89
Working4U	3.00	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Youth Employ&Literacies	6.86	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Youth Learning	9.27	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Working4U TOTAL	76.63	14.0	0.0	32.3	144.7	191.0	123.91	1.62
Housing & Employability TOTAL	267.31	35.5	35.5	86.1	477.0	634.2	548.46	2.05

TABLE 3 - Breakdown of Days Lost by Duration Category

Duration	Total Working Days Lost	Percentage of Lost Days
Intermittent (1-3 days)	35.5	5.60%
Short Term (4-5 days)	35.5	5.60%
Medium Term (6 days-4 weeks)	86.1	13.59%
Long Term (over 4 weeks)	477.0	75.22%
TOTAL	634.2	100.00%

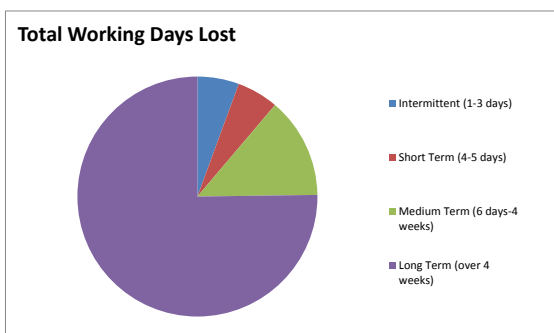


TABLE 4 - Absence Reasons

Section / Team	FTE Employees	Absence Reasons												Total Working Days Lost	FTE Days Lost	Total FTE Days Lost by FTE Employees
		Minor Illness	Back Pain	Musculo-skeletal Injuries	Stress - Personal	Recurring Medical Conditions	Non Work Related Accident / Injuries	Work Related Accidents / Injuries	Mental Health	Acute Medical Conditions	Pregnancy Related Absence	Drink or Drug Related Condition	Stress - Work Related			
Communities Team	13.74	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.4	0.0	0.0	0.0	8.4	8.43	0.61
Community Planning & Development TOTAL	13.74	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.4	0.0	0.0	0.0	8.4	8.43	0.61
Homeless & Prevention	46.89	25.1	0.0	0.0	53.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	78.6	70.77	1.51
Housing Development	18.78	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.7	0.0	0.0	65.0	85.7	81.57	4.34
Housing Development & Homelessness TOTAL	65.66	25.1	0.0	0.0	53.4	0.0	0.0	0.0	0.0	20.7	0.0	0.0	65.0	164.3	152.34	2.32
Housing Operations	111.28	118.9	25.7	27.1	25.4	4.3	0.0	0.0	0.0	69.0	0.0	0.0	0.0	270.4	263.78	2.37
Housing Operations TOTAL	111.28	118.9	25.7	27.1	25.4	4.3	0.0	0.0	0.0	69.0	0.0	0.0	0.0	270.4	263.78	2.37
Adult Employability	21.85	68.4	0.0	0.0	14.3	0.0	0.0	0.0	0.0	9.0	0.0	0.0	0.0	91.7	71.63	3.28
Adult Learn & Literacies	7.88	3.0	0.0	0.0	0.0	0.0	52.9	0.0	0.0	0.0	0.0	0.0	0.0	55.9	9.99	1.27

Financial Inclusion	23.28	0.0	0.0	0.0	0.0	0.0	0.0	0.0	27.4	0.0	3.0	0.0	0.0	30.4	29.29	1.26
Skills, Compliance & Dev	4.50	1.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	0.0	0.0	0.0	13.0	13.00	2.89
Working4U	3.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Youth Employ&Literacies	6.86	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Youth Learning	9.27	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Working4U TOTAL	76.63	72.4	0.0	0.0	14.3	0.0	52.9	0.0	39.4	9.0	3.0	0.0	0.0	191.0	123.91	1.62
Housing & Employability TOTAL	267.31	218.4	25.7	27.1	93.1	4.3	52.9	0.0	39.4	105.1	3.0	0.0	65.0	634.2	548.46	2.05

TABLE 5 - Days Lost by Absence Category

Absence Reason	Total Working Days Lost	Percentage of Lost Days
Minor Illness	218.4	34.44%
Back Pain	25.7	4.05%
Musculo-skeletal Injuries	27.1	4.28%
Stress - Personal	93.1	14.69%
Recurring Medical Conditions	4.3	0.68%
Non Work Related Accidents / Injuries	52.9	8.34%
Work Related Accidents / Injuries	0.0	0.00%
Mental Health	39.4	6.22%
Acute Medical Conditions	105.1	16.58%
Pregnancy Related Absence	3.0	0.47%
Drink or Drug Related Condition	0.0	0.00%
Stress - Work Related	65.0	10.25%
TOTAL	634.2	100.00%

Total Working Days Lost

