

TABLE 1 - Headline Figure	Annual 2018-19	9.97	Annual 2017-18	9.07	Year on Year +/-	9.9%
		6.24		5.46		14.4%

TABLE 2 - Days Lost per Employee

Team/Section/Service/Department	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			
Collaborative Support Service	0.47	0.0	0.0	0.0	61.4	61.4	13.63	29.27
Early Years HQ	5.01	0.0	0.0	5.7	127.9	133.6	133.57	26.68
Education Central Mgmt	4.00	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Education Development	14.65	0.0	0.0	27.1	74.3	101.4	73.55	5.02
Music Service	4.95	12.0	5.0	22.2	83.7	122.9	92.86	18.76
Performance & Improvement	5.31	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Pupil Support	0.35	1.0	0.0	0.0	0.0	1.0	1.00	2.87
Workforce / CPD	6.61	3.0	5.0	0.0	97.9	105.9	105.86	16.02
<b>Central Support Staff Total</b>	<b>41.33</b>	<b>16.0</b>	<b>10.0</b>	<b>55.0</b>	<b>445.2</b>	<b>526.2</b>	<b>420.47</b>	<b>10.17</b>
Psychological Services	11.82	7.0	5.0	8.0	245.7	265.7	261.96	22.16
<b>Psychological Services Total</b>	<b>11.82</b>	<b>7.0</b>	<b>5.0</b>	<b>8.0</b>	<b>245.7</b>	<b>265.7</b>	<b>261.96</b>	<b>22.16</b>
Technician Services	17.26	20.0	8.0	11.9	35.6	75.4	61.05	3.54
<b>Technician Services Total</b>	<b>17.26</b>	<b>20.0</b>	<b>8.0</b>	<b>11.9</b>	<b>35.6</b>	<b>75.4</b>	<b>61.05</b>	<b>3.54</b>
Schools & Nurseries - Central ASN Support	15.43	15.0	13.0	14.3	198.6	240.9	173.69	11.26
Schools & Nurseries - Early Years	247.64	344.5	204.5	600.2	1,965.8	3,115.0	2383.76	9.63
Schools & Nurseries - Primary Schools	197.22	244.0	144.5	332.3	1,708.3	2,429.1	1476.40	7.49
Schools & Nurseries - Secondary Schools	94.17	120.0	95.0	289.6	976.1	1,480.8	1214.33	12.89
Schools & Nurseries - Special Schools & Units	61.02	95.5	54.0	245.4	755.4	1,150.3	847.56	13.89
<b>Schools &amp; Nurseries - Support Staff Total</b>	<b>615.49</b>	<b>819.0</b>	<b>511.0</b>	<b>1,481.7</b>	<b>5,604.2</b>	<b>8,415.9</b>	<b>6095.72</b>	<b>9.90</b>
<b>Education, Learning &amp; Attainment - Support Staff Total</b>	<b>685.91</b>	<b>862.0</b>	<b>534.0</b>	<b>1,556.6</b>	<b>6,330.6</b>	<b>9,283.2</b>	<b>6839.20</b>	<b>9.97</b>
Central ASN Support Service	28.75	48.0	9.0	93.6	65.7	216.3	179.85	6.25
Peripatetic	0.53	4.5	4.0	21.4	38.6	68.5	19.94	37.31
Primary Schools	418.09	331.5	158.5	628.1	1,982.3	3,100.4	2487.32	5.95
Secondary Schools	370.00	465.0	244.5	387.0	1,863.5	2,760.0	2225.36	6.01
Special Schools & Units	51.75	72.5	23.0	98.3	434.7	628.5	514.42	9.94
<b>Education, Learning &amp; Attainment - Teachers Total</b>	<b>869.12</b>	<b>921.5</b>	<b>439.0</b>	<b>1,228.4</b>	<b>4,184.8</b>	<b>6,773.7</b>	<b>5426.88</b>	<b>6.24</b>

TABLE 3A - Breakdown of Days Lost by Duration Category (Support Staff)

Duration	Working Days Lost	Percentage of Lost
Intermittent (1-3 days)	862.0	9.29%
Short Term (4-5 days)	534.0	5.75%
Medium Term (6 days-4 weeks)	1,556.6	16.77%
Long Term (over 4 weeks)	6,330.6	68.19%
<b>TOTAL</b>	<b>9,283.2</b>	<b>100.00%</b>

Working Days Lost

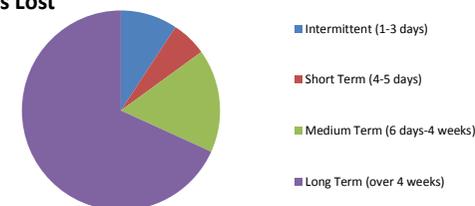
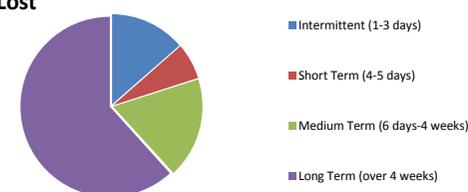


TABLE 3B - Breakdown of Days Lost by Duration Category (Teaching)

Duration	Working Days Lost	Percentage of Lost
Intermittent (1-3 days)	921.5	13.60%
Short Term (4-5 days)	439.0	6.48%
Medium Term (6 days-4 weeks)	1,228.4	18.13%
Long Term (over 4 weeks)	4,184.8	61.78%
<b>TOTAL</b>	<b>6,773.7</b>	<b>100.00%</b>

Working Days Lost

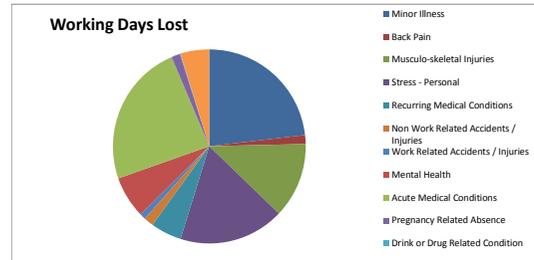


**TABLE 4 - Absence Reasons**

Team/Section/Service/Department	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							
Support Staff	Collaborative Support Service	0.47	0.0	0.0	61.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	61.4	13.63	29.27
	Early Years HQ	5.01	0.0	0.0	0.0	127.9	0.0	0.0	0.0	0.0	0.0	5.7	0.0	0.0	0.0	0.0	0.0	133.6	133.57	26.68
	Education Central Mgmt	4.00	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	0.0	0.0	0.0	0.00	0.00
	Education Development	14.65	0.0	0.0	0.0	0.0	18.6	8.6	0.0	0.0	74.3	0.0	0.0	0.0	0.0	0.0	0.0	101.4	73.55	5.02
	Music Service	4.95	44.2	0.0	17.9	0.0	0.0	0.0	0.0	0.0	60.9	0.0	0.0	0.0	0.0	0.0	0.0	122.9	92.86	18.76
	Performance & Improvement	5.31	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	0.0	0.0	0.0	0.00	0.00
	Pupil Support	0.35	1.0	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	0.0	1.0	1.00	2.87
	Workforce / CPD	6.61	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	102.9	0.0	0.0	0.0	0.0	0.0	0.0	105.9	105.86	16.02
	<b>Central Support Staff Total</b>	<b>41.33</b>	<b>48.2</b>	<b>0.0</b>	<b>79.3</b>	<b>127.9</b>	<b>18.6</b>	<b>8.6</b>	<b>0.0</b>	<b>0.0</b>	<b>243.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>526.2</b>	<b>420.47</b>	<b>10.17</b>
	Psychological Services	11.82	15.0	0.0	0.0	245.7	0.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	265.7	261.96	22.16
	<b>Psychological Services Total</b>	<b>11.82</b>	<b>15.0</b>	<b>0.0</b>	<b>0.0</b>	<b>245.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>265.7</b>	<b>261.96</b>	<b>22.16</b>
	Technician Services	17.26	27.9	0.0	3.0	12.0	28.6	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	75.4	61.05	3.54
	<b>Technician Services Total</b>	<b>17.26</b>	<b>27.9</b>	<b>0.0</b>	<b>3.0</b>	<b>12.0</b>	<b>28.6</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>75.4</b>	<b>61.05</b>	<b>3.54</b>
	Schools & Nurseries - Central ASN Support	15.43	41.3	21.7	107.1	0.0	70.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	240.9	173.69	11.26
	Schools & Nurseries - Early Years	247.64	799.9	27.6	216.0	541.3	104.8	86.4	21.8	436.8	612.9	95.6	10.7	162.2	3,115.0	2,383.76	9.63			
	Schools & Nurseries - Primary Schools	197.22	605.1	43.9	356.4	436.7	52.9	34.3	54.6	54.3	689.0	0.5	0.0	101.4	2,429.1	1,476.40	7.49			
	Schools & Nurseries - Secondary Schools	94.17	308.9	41.9	325.5	207.4	177.0	12.7	0.0	7.9	243.9	0.0	0.0	155.7	1,480.8	1,214.33	12.89			
	Schools & Nurseries - Special Schools & Units	61.02	298.9	3.5	76.0	73.1	32.4	4.0	10.4	156.0	427.0	43.4	0.0	25.7	1,150.3	847.56	13.89			
	<b>Schools &amp; Nurseries - Support Staff Total</b>	<b>615.49</b>	<b>2,054.1</b>	<b>138.6</b>	<b>1,081.1</b>	<b>1,258.5</b>	<b>437.7</b>	<b>137.4</b>	<b>86.7</b>	<b>654.0</b>	<b>1,972.8</b>	<b>139.4</b>	<b>10.7</b>	<b>445.0</b>	<b>8,415.9</b>	<b>6,095.72</b>	<b>9.90</b>			
	<b>Education, Learning &amp; Attainment - Support Staff Total</b>	<b>685.91</b>	<b>2,145.1</b>	<b>138.6</b>	<b>1,163.4</b>	<b>1,644.1</b>	<b>484.8</b>	<b>146.0</b>	<b>90.7</b>	<b>654.0</b>	<b>2,221.5</b>	<b>139.4</b>	<b>10.7</b>	<b>445.0</b>	<b>9,283.2</b>	<b>6,839.20</b>	<b>9.97</b>			
Teachers	Central ASN Support Service	28.75	112.9	0.0	0.0	44.3	0.0	0.0	2.0	0.0	40.0	0.0	0.0	17.1	216.3	179.85	6.25			
	Peripatetic	0.53	25.9	0.0	38.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	68.5	19.94	37.31				
	Primary Schools	418.09	699.2	11.0	201.9	771.6	158.8	11.0	0.0	163.6	535.0	200.0	0.0	348.4	3,100.4	2,487.32	5.95			
	Secondary Schools	370.00	1,033.2	9.7	226.7	73.4	54.2	286.3	17.9	242.9	523.9	95.6	0.0	196.3	2,760.0	2,225.36	6.01			
	Special Schools & Units	51.75	139.4	0.0	223.9	154.5	0.0	0.0	8.6	0.0	57.9	25.1	0.0	19.3	628.5	514.42	9.94			
	<b>Education, Learning &amp; Attainment - Teachers Total</b>	<b>869.12</b>	<b>2,010.6</b>	<b>20.7</b>	<b>690.9</b>	<b>1,043.9</b>	<b>212.9</b>	<b>297.3</b>	<b>28.4</b>	<b>406.4</b>	<b>1,156.8</b>	<b>320.6</b>	<b>0.0</b>	<b>585.1</b>	<b>6,773.7</b>	<b>5,426.68</b>	<b>6.24</b>			

**TABLE 5A - Days Lost by Absence Category (Support Staff)**

Absence Reason	Working Days Lost	Percentage of Lost Days
Minor Illness	2,145.1	23.11%
Back Pain	138.6	1.49%
Musculo-skeletal Injuries	1,163.4	12.53%
Stress - Personal	1,644.1	17.71%
Recurring Medical Conditions	484.8	5.22%
Non Work Related Accidents / Injuries	146.0	1.57%
Work Related Accidents / Injuries	90.7	0.98%
Mental Health	654.0	7.04%
Acute Medical Conditions	2,221.5	23.93%
Pregnancy Related Absence	139.4	1.50%
Drink or Drug Related Condition	10.7	0.12%
Stress - Work Related	445.0	4.79%
<b>TOTAL</b>	<b>9,283.2</b>	<b>100%</b>



**TABLE 5B - Days Lost by Absence Category (Teachers)**

Absence Reason	Working Days Lost	Percentage of Lost Days
Minor Illness	2,010.6	29.68%
Back Pain	20.7	0.31%
Musculo-skeletal Injuries	690.9	10.20%
Stress	1,043.9	15.41%
Recurring Medical Conditions	212.9	3.14%
Non Work Related Accidents / Injuries	297.3	4.39%
Work Related Accidents / Injuries	28.4	0.42%
Mental Health	406.4	6.00%
Acute Medical Conditions	1,156.8	17.08%
Pregnancy Related Absence	320.6	4.73%
Drink or Drug Related Condition	0.0	0.00%
Stress - Work Related	585.1	8.64%
<b>TOTAL</b>	<b>6,773.7</b>	<b>100%</b>

