

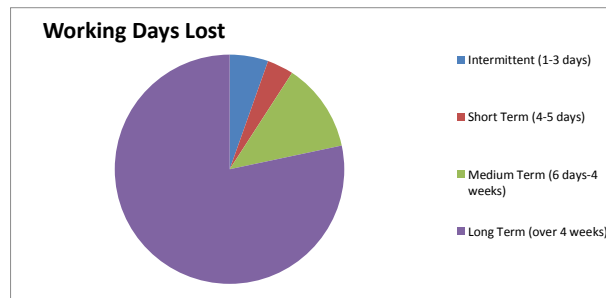
TABLE 1 - Headline Figure	Q1 2019/20	2.83	Q1 2018/19	2.47	Year on Year +/-	14.4%
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TABLE 2 - Days Lost per Employee

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			
Child Healthcare & Criminal Justice	228.60	29.0	23.0	110.8	813.7	976.5	901.14	3.94
Community Health & Care	735.23	187.5	161.0	613.8	5435.7	6398.0	4,701.54	6.39
Finance & Resources	4.50	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Mental Health, Addiction & Learning Disabilities	139.49	38.0	5.0	96.4	461.9	601.3	465.70	3.34
Strategy, Planning & Health Improvement	22.41	2.0	0.0	7.7	98.9	108.6	92.32	4.12
<b>Health &amp; Social Care Partnership</b>	<b>1,130.23</b>	<b>256.5</b>	<b>189.0</b>	<b>828.7</b>	<b>6,810.1</b>	<b>8,084.4</b>	<b>6,160.71</b>	<b>5.45</b>
Environment & Neighbourhood	697.65	110.0	121.5	417.4	2137.1	2786.0	1,836.34	2.63
Housing & Employability	267.31	35.5	35.5	86.1	477.0	634.1	548.46	2.05
Regeneration	427.58	40.5	84.0	194.7	900.7	1219.9	1,184.45	2.77
<b>Regeneration, Environment &amp; Growth</b>	<b>1,392.55</b>	<b>186.0</b>	<b>241.0</b>	<b>698.2</b>	<b>3514.8</b>	<b>4640.1</b>	<b>3,569.25</b>	<b>2.56</b>
Strategic Management	14.00	0.0	0.0	0.0	89.3	89.3	89.29	6.38
<b>Strategic Management</b>	<b>14.00</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>89.3</b>	<b>89.3</b>	<b>89.29</b>	<b>6.38</b>
Communications, Culture & Communities	125.50	24.5	15.0	58.7	495.8	594.0	483.53	3.85
Education Learning & Attainment (Support Staff)	752.52	206.5	93.0	322.8	1529.1	2151.4	1,567.35	2.08
People & Technology	91.07	9.5	0.0	4.3	38.2	52.0	42.52	0.47
Regulatory	96.25	13.0	13.0	18.8	0.0	44.8	42.25	0.44
Resources	251.08	52.5	59.0	70.7	565.3	747.5	658.83	2.62
<b>Transformation &amp; Public Service Reform (Excl. Teachers)</b>	<b>1,316.43</b>	<b>306.0</b>	<b>180.0</b>	<b>475.4</b>	<b>2628.3</b>	<b>3589.7</b>	<b>2,794.47</b>	<b>2.12</b>
<b>LOCAL GOVERNMENT EMPLOYEES TOTAL</b>	<b>3,853.22</b>	<b>748.5</b>	<b>610.0</b>	<b>2002.3</b>	<b>13042.6</b>	<b>16403.4</b>	<b>12613.7</b>	<b>3.27</b>
<b>Transformation &amp; Public Service Reform (Teachers)</b>	<b>905.00</b>	<b>206.0</b>	<b>43.0</b>	<b>190.4</b>	<b>691.4</b>	<b>1130.8</b>	<b>835.56</b>	<b>0.92</b>
<b>COUNCIL-WIDE TOTAL</b>	<b>4,758.22</b>	<b>954.5</b>	<b>653.0</b>	<b>2192.7</b>	<b>13734.0</b>	<b>17534.2</b>	<b>13,449.28</b>	<b>2.83</b>

TABLE 3 - Breakdown of Days Lost by Duration Category

Duration	Working Days Lost	Percentage of Lost Days
Intermittent (1-3 days)	954.5	5.44%
Short Term (4-5 days)	653.0	3.72%
Medium Term (6 days-4 weeks)	2,192.7	12.51%
Long Term (over 4 weeks)	13,734.0	78.33%
<b>TOTAL</b>	<b>17,534.2</b>	<b>100%</b>



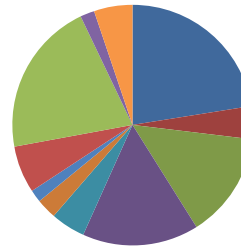
**TABLE 4 - Absence Reasons**

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				
Child Healthcare & Criminal Justice	228.60	218.0	2.0	147.4	216.4	0.0	21.4	29.3	92.1	123.5	26.6	0.0	99.7	976.5	901.14	3.94	
Community Health & Care	735.23	1298.7	328.8	1031.7	1064.9	324.0	73.6	155.6	379.7	1382.0	93.9	0.0	265.3	6398.0	4,701.54	6.39	
Finance & Resources	4.50	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	
Mental Health, Addiction & Learning Disabilities	139.49	91.0	16.6	129.0	88.6	38.1	0.0	0.0	102.9	3.0	0.0	0.0	132.1	601.3	465.70	3.34	
Strategy, Planning & Health Improvement	22.41	2.0	0.0	0.0	7.7	65.0	0.0	0.0	0.0	33.9	0.0	0.0	0.0	108.6	92.32	4.12	
<b>Health &amp; Social Care Partnership</b>	<b>1,130.23</b>	<b>1609.7</b>	<b>347.4</b>	<b>1308.2</b>	<b>1377.6</b>	<b>427.1</b>	<b>95.0</b>	<b>184.9</b>	<b>574.7</b>	<b>1542.3</b>	<b>120.4</b>	<b>0.0</b>	<b>497.1</b>	<b>8084.4</b>	<b>6,160.71</b>	<b>5.45</b>	
Environment & Neighbourhood	697.65	778.3	222.3	504.9	263.3	193.3	100.3	90.6	73.6	480.9	31.4	0.0	47.1	2786.0	1,836.34	2.63	
Housing & Employability	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	
Regeneration	427.58	201.8	140.0	247.1	282.4	0.0	0.0	7.9	140.0	200.7	0.0	0.0	0.0	1219.9	1,184.45	2.77	
<b>Regeneration, Environment &amp; Growth</b>	<b>1,392.55</b>	<b>1198.6</b>	<b>388.0</b>	<b>779.2</b>	<b>638.9</b>	<b>197.6</b>	<b>153.1</b>	<b>98.4</b>	<b>253.0</b>	<b>786.7</b>	<b>34.4</b>	<b>0.0</b>	<b>112.1</b>	<b>4640.1</b>	<b>3,569.25</b>	<b>2.56</b>	
Strategic Management	14.00	24.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	65.0	0.0	0.0	0.0	89.3	89.29	6.38	
<b>Strategic Management</b>	<b>14.00</b>	<b>24.3</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>65.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>89.3</b>	<b>89.29</b>	<b>6.38</b>	
Communications, Culture & Communities	125.50	54.2	0.0	42.4	168.9	65.0	38.3	0.0	22.1	120.5	0.0	0.0	82.6	594.0	483.53	3.85	
Education Learning & Attainment (Support Staff)	752.52	516.9	0.0	244.9	191.4	62.0	44.0	1.0	157.1	655.2	145.8	0.0	133.1	2151.4	1,567.35	2.08	
People & Technology	91.07	28.3	0.0	0.0	0.0	3.0	20.7	0.0	0.0	0.0	0.0	0.0	0.0	52.0	42.52	0.47	
Regulatory	96.25	37.5	0.0	7.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	44.8	42.25	0.44	
Resources	251.08	109.4	33.9	47.7	147.6	39.1	61.6	0.0	108.4	143.0	19.0	0.0	37.9	747.5	658.83	2.62	
<b>Transformation &amp; Public Service Reform</b>	<b>1,316.43</b>	<b>746.3</b>	<b>33.9</b>	<b>342.2</b>	<b>507.9</b>	<b>169.1</b>	<b>164.6</b>	<b>1.0</b>	<b>287.7</b>	<b>918.7</b>	<b>164.8</b>	<b>0.0</b>	<b>253.6</b>	<b>3589.7</b>	<b>2,794.47</b>	<b>2.12</b>	
<b>LOCAL GOVERNMENT EMPLOYEES TOTAL</b>	<b>3,853.22</b>	<b>3578.8</b>	<b>769.3</b>	<b>2429.6</b>	<b>2524.3</b>	<b>793.9</b>	<b>412.7</b>	<b>284.3</b>	<b>1115.4</b>	<b>3312.8</b>	<b>319.6</b>	<b>0.0</b>	<b>862.8</b>	<b>16403.4</b>	<b>12,613.72</b>	<b>3.27</b>	
<b>Transformation &amp; Public Service Reform</b>	<b>905.00</b>	<b>364.3</b>	<b>2.0</b>	<b>59.8</b>	<b>221.6</b>	<b>20.6</b>	<b>67.0</b>	<b>6.5</b>	<b>0.0</b>	<b>326.6</b>	<b>13.0</b>	<b>0.0</b>	<b>49.6</b>	<b>1130.8</b>	<b>835.56</b>	<b>0.92</b>	
<b>COUNCIL-WIDE TOTAL</b>	<b>4,758.22</b>	<b>3943.1</b>	<b>771.3</b>	<b>2489.4</b>	<b>2745.8</b>	<b>814.4</b>	<b>479.7</b>	<b>290.8</b>	<b>1115.4</b>	<b>3639.3</b>	<b>332.6</b>	<b>0.0</b>	<b>912.4</b>	<b>17534.2</b>	<b>13,449.28</b>	<b>2.83</b>	

**TABLE 5 - Days Lost by Absence Category**

Absence Reason	Working	Percentage of Lost Days
Minor Illness	3,943.1	22.49%
Back Pain	771.3	4.40%
Musculo-skeletal Injuries	2,489.4	14.20%
Stress	2,745.8	15.66%
Recurring Medical Conditions	814.4	4.64%
Non Work Related Accidents / Injuries	479.7	2.74%
Work Related Accidents / Injuries	290.8	1.66%
Mental Health	1,115.4	6.36%
Acute Medical Conditions	3,639.3	20.76%
Pregnancy Related Absence	332.6	1.90%
Drink or Drug Related Condition	0.0	0.00%
Stress - Work Related	912.4	5.20%
<b>TOTAL</b>	<b>17,534.2</b>	<b>100%</b>

**Working Days Lost**



- Minor Illness
- Back Pain
- Musculo-skeletal Injuries
- Stress
- Recurring Medical Conditions
- Non Work Related Accidents / Injuries
- Work Related Accidents / Injuries
- Mental Health
- Acute Medical Conditions
- Pregnancy Related Absence
- Drink or Drug Related Condition
- Stress - Work Related