



WDC Absence Statistics

Department: Council-Wide
Period: Annual 2018-19

TABLE 1 - Headline Figure	Annual 2018-19	11.52	Annual 2017-18	10.67	Year on Year +/-	8.0%
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TABLE 2 - Days Lost per

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			
Strategic Management	13.38	0.0	0.0	0.0	89.3	89.3	89.29	6.67
Child Healthcare & Criminal Justice	224.62	190.5	147.5	610.4	3,057.0	4,005.4	3,492.65	15.55
Community Health & Care	711.07	762.0	606.0	3,012.3	16,880.8	21,261.1	15,103.64	21.24
Finance & Resources	4.50	0.0	0.0	0.0	0.0	0.0	0.0	0.00
Mental Health, Addiction & Learning Disabilities	135.30	135.0	135.0	366.6	1,942.3	2,578.9	1,990.10	14.71
Strategy, Planning & Health Improvement	22.39	17.0	15.0	22.1	156.7	210.9	145.10	6.48
Health & Social Care Partnership	1,097.87	1,104.5	903.5	4,011.5	22,036.8	28,056.3	20,731.48	18.88
Environment & Neighbourhood	628.13	512.0	674.5	1,615.5	7,385.4	10,187.4	6,519.56	10.38
Housing & Employability	254.71	146.5	199.5	393.8	2,151.8	2,891.5	2,625.84	10.31
Regeneration	413.02	287.0	410.0	968.2	4,413.1	6,078.2	5,668.58	13.72
Regeneration, Environment & Growth	1,295.86	945.5	1,284.0	2,977.5	13,950.2	19,157.2	14,813.99	11.43
Communications, Culture & Communities	124.62	77.0	45.5	230.5	1,147.7	1,500.7	1,191.00	9.56
People & Technology	91.65	33.5	13.5	64.4	233.1	344.4	310.20	3.38
Regulatory	87.75	47.0	29.5	89.2	198.3	364.0	264.93	3.02
Resources	259.17	258.5	201.5	495.5	1,982.7	2,938.2	2,465.09	9.51
Education Learning & Attainment (Support Staff)	685.91	862.0	534.0	1,556.6	6,330.6	9,283.2	6,839.20	9.97
Transformation & Public Service Reform (Excl. Teachers)	1,249.10	1,278.0	824.0	2,436.1	9,892.4	14,430.5	11,070.42	8.86
LOCAL GOVERNMENT EMPLOYEES TOTAL	3,656.22	3,328.0	3,011.5	9,425.0	45,968.8	61,733.3	46,705.18	12.77
Transformation & Public Service Reform (Teachers)	869.12	921.5	439.0	1,228.4	4,184.8	6,773.7	5,426.88	6.24
COUNCIL-WIDE TOTAL	4,525.34	4,249.5	3,450.5	10,653.4	50,153.6	68,507.0	52,132.06	11.52

TABLE 3 - Breakdown of Days Lost by Duration Category

Duration	Working Days Lost	Percentage of Lost Days
Intermittent (1-3 days)	4,249.5	6.20%
Short Term (4-5 days)	3,450.5	5.04%
Medium Term (6 days-4 weeks)	10,653.4	15.55%
Long Term (over 4 weeks)	50,153.6	73.21%
TOTAL	68,507.0	100%

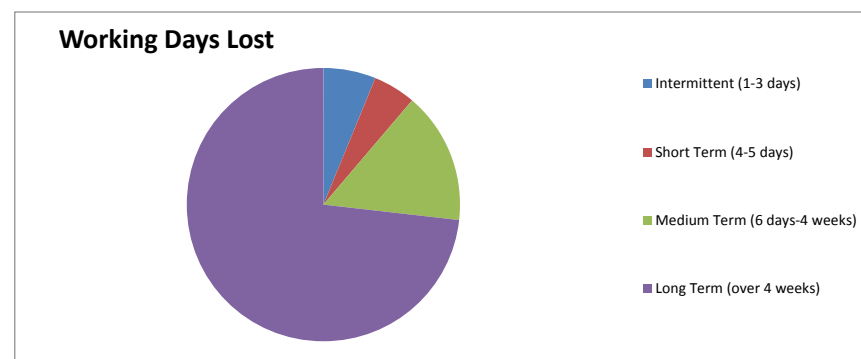


TABLE 4 - Absence Reasons

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	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			
Strategic Management	13.38	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	89.3	0.0	0.0	89.3	89.29	6.67
Child Healthcare & Criminal Justice	224.62	736.8	126.6	322.1	458.8	445.2	200.0	57.3	350.8	475.3	0.0	0.0	832.5	4,005.4	3,492.65	15.55
Community Health & Care	711.07	3,698.9	1,199.7	3,966.4	3,550.0	1,446.3	583.2	144.8	1,170.9	3,918.2	378.6	0.0	1,204.0	21,261.1	15,103.64	21.24
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	135.30	569.6	67.0	129.8	431.3	133.1	6.0	79.7	295.4	82.0	102.2	0.0	682.9	2,578.9	1,990.10	14.71
Strategy, Planning & Health Improvement	22.39	68.4	0.0	5.0	15.0	24.0	0.0	4.6	59.1	34.7	0.0	0.0	0.0	210.9	145.10	6.48
Health & Social Care Partnership	1,097.87	5,073.8	1,393.3	4,423.3	4,455.1	2,048.6	789.2	286.4	1,876.2	4,510.2	480.8	0.0	2,719.4	28,056.3	20,731.48	18.88
Environment & Neighbourhood	628.13	2,512.5	398.9	2,380.1	769.6	693.5	447.7	452.2	101.9	1,962.1	42.1	47.1	379.9	10,187.4	6,519.56	10.38
Housing & Employability	254.71	804.3	26.3	341.6	322.6	308.3	171.8	77.3	78.6	549.1	0.0	0.0	211.7	2,891.5	2,625.84	10.31
Regeneration	413.02	1,376.6	654.7	1,415.7	995.2	45.1	26.8	50.0	412.2	549.8	0.0	5.0	547.3	6,078.2	5,668.58	13.72
Regeneration, Environment & Growth	1,295.86	4,693.3	1,079.9	4,137.4	2,087.3	1,046.8	646.3	579.4	592.6	3,061.1	42.1	52.1	1,138.9	19,157.2	14,813.99	11.43
Communications, Culture & Communities	124.62	252.9	87.9	125.0	240.9	177.6	32.0	0.0	241.9	83.7	0.0	0.0	258.9	1,500.7	1,191.00	9.56
People & Technology	91.65	85.4	1.0	0.0	143.3	0.0	0.0	0.0	0.0	114.8	0.0	0.0	0.0	344.4	310.20	3.38
Regulatory	87.75	73.5	0.0	0.0	77.1	17.9	30.6	0.0	10.7	99.2	0.0	0.0	55.0	364.0	264.93	3.02
Resources	259.17	662.8	61.6	85.8	354.1	184.6	44.0	0.0	330.7	850.8	68.9	0.0	295.0	2,938.2	2,465.09	9.51
Education Learning & Attainment (Support Staff)	685.91	2,145.1	138.6	1,163.4	1,644.1	484.8	146.0	90.7	654.0	2,221.5	139.4	10.7	445.0	9,283.2	6,839.20	9.97
Transformation & Public Service Reform (Excl. Teachers)	1,249.10	3,219.7	289.0	1,374.2	2,459.4	864.8	252.6	90.7	1,237.2	3,370.1	208.3	10.7	1,053.9	14,430.5	11,070.42	8.86
LOCAL GOVERNMENT EMPLOYEES TOTAL	3,656.22	12,986.8	2,762.2	9,934.8	9,001.8	3,960.3	1,688.1	956.5	3,706.0	11,030.6	731.2	62.9	4,912.1	61,733.3	46,705.18	12.77
Transformation & Public Service Reform (Teachers)	869.12	2,010.6	20.7	690.9	1,043.9	212.9	297.3	28.4	406.4	1,156.8	320.6	0.0	585.1	6,773.7	5,426.88	6.24
COUNCIL-WIDE TOTAL	4,525.34	14,997.4	2,782.9	10,625.8	10,045.7	4,173.2	1,985.4	984.9	4,112.4	12,187.4	1,051.9	62.9	5,497.3	68,507.0	52,132.06	11.52

TABLE 5 - Days Lost by Absence Category

Absence Reason	Working Days Lost	Percentage of Lost Days
Minor Illness	14,997.4	21.89%
Back Pain	2,782.9	4.06%
Musculo-skeletal Injuries	10,625.8	15.51%
Stress	10,045.7	14.66%
Recurring Medical Conditions	4,173.2	6.09%
Non Work Related Accidents / Injuries	1,985.4	2.90%
Work Related Accidents / Injuries	984.9	1.44%
Mental Health	4,112.4	6.00%
Acute Medical Conditions	12,187.4	17.79%
Pregnancy Related Absence	1,051.9	1.54%
Drink or Drug Related Condition	62.9	0.09%
Stress - Work Related	5,497.3	8.02%
TOTAL	68,507.0	100%

Working Days Lost

