

Appendix 2 – Workforce Profile – 31st March 2021

Table 1.1 listed below relates to the year end profile of the organisation’s workforce as at 31st March 2021 and examines changes in that profile over time.

1. Headcount

	Apprentice	Fixed-Term	Permanent	Total		Casual	Invigilator
Citizen Culture & Facilities	3	39	633	675		12	0
Education	8	125	940	1073		46	57
Housing & Employability	4	43	273	320		8	0
People & Technology	4	20	95	119		0	0
Regulatory & Regeneration	0	10	103	113		5	0
Resources	0	16	232	248		0	0
Roads & Neighbourhood	22	21	350	393		34	0
Supply, Distribution & Property	28	57	354	439		0	0
Chief Exec Office	69	331	2980	3380		105	57
Child Health Care & Criminal Justice	0	19	251	270		23	0
Community Health & Care	1	25	959	985		46	0
Finance & Resources	0	1	5	6		0	0
Mental Health Addiction & Learning Disabilities	3	16	153	172		0	0
Strategy, Planning & Health Improvement	0	2	20	22		0	0
Health & Social Care Partnership	4	63	1388	1455		69	0
Strategic Management	0	0	13	13		0	0
Local Government Employees Total	73	394	4381	4848		174	57
Education (Teachers)	0	158	937	1095		288	0
Council Wide Total	73	552	5318	5943		462	57

Table 1.1

When compared to the same period last year, there has been headcount increase of 72 across the council. This is accounted for by a significant increase in permanent headcount (117) and a decrease of 29 fixed term contracts and an overall reduction of 16 apprenticeships.

Table 1.2 shows this year's figures compared to the last 4 years and illustrates a reduction in apprenticeship roles returning to figures similar to that of 2019. It also captures the workforce growth showing the positive shift from temporary headcount to permanent.

Table 1.2 Head count Variance

Overall Headcount Variance (31/03/2017 to 31/03/2021)	Apprentice			Fixed-Term			Permanent			Total	
	No.	%age of Total	Yearly var	No.	%age of Total	Yearly var	No.	%age of Total	Yearly var	No.	Yearly var
31/03/2017	95	1.7%	3%	426	7.6%	6%	5082	90.7%	-1%	5603	-1%
31/03/2018	71	1.2%	-25%	490	8.6%	15%	5127	90.1%	1%	5688	2%
31/03/2019	74	1.3%	4%	579	10.1%	18%	5081	88.6%	-1%	5734	1%
31/03/2021	89	1.5%	20%	581	9.9%	0%	5201	88.6%	2%	5871	2%
31/03/2021	73	1.2%	-18%	552	9.3%	-5%	5318	89.5%	2%	5943	1%

Table 3 below provides more information on the variance across all services. Similar to last year the comparison data illustrates the steady growth of the workforce. Notably Roads and Neighbourhood and Supply and Distribution have seen a significant shift in their demographic. They have both retained their significant apprenticeship allocation, with the majority of other areas reducing their allocation. Similarly the fixed term headcount has reduced with a corresponding increase in permanent headcount in supply distribution and property, reflecting the work being carried out in this area to stabilise the workforce and provide permanent roles where possible. In Roads and neighbourhood the temporary headcount has reduced significantly in the main due to the reduced seasonal greenspace contracts.

Education Learning and Attainment, have seen the anticipated increase associated with the Early Years expansion and additional grant funding from Scottish Government for COVID recovery. For teachers the reduction in temporary headcount relates to 21 fewer probationers and a reduction in permanent recruitment / appointments allowing for temporary contracts to be issued and permanent appointments will be addressed through the ongoing staffing exercise.

Table 1.3 Variance across services

2021 compared to 2020	Apprentice	Variance	Fixed-Term	Variance	Permanent	Variance	Total	Variance
Citizen Culture & Facilities	3	-2	39	17	633	6	675	21
Education	8	-5	125	14	940	85	1073	94
Housing & Employability	4	-5	43	9	273	10	320	14
People & Technology	4	-2	20	16	95	-3	119	11
Regulatory & Regeneration	0	-1	10	1	103	7	113	7
Resources	0	0	16	3	232	-11	248	-8
Roads & Neighbourhood	22	0	21	-29	350	-9	393	-38
Supply, Distribution & Property	28	0	57	-40	354	42	439	2
Chief Exec Office	69	-15	331	-9	2980	127	3380	103
Child Health Care & Criminal Justice	0	0	19	0	251	5	270	5
Community Health & Care	1	0	25	-9	959	25	985	16
Finance & Resources	0	0	1	0	5	0	6	0
Mental Health Addiction & Learning Disabilities	3	-1	16	2	153	-7	172	-6
Strategy, Planning & Health Improvement	0	0	2	-1	20	2	22	1
Health & Social Care Partnership	4	-1	63	-8	1388	25	1455	16
Strategic Management	0	0	0	0	13	-1	32	18
Local Government Employees Total	73	-15	394	-17	4381	130	4848	97
Education (Teachers)	0	0	158	-12	937	-13	1095	-25
Council Wide Total	73	-16	552	-29	5318	117	5943	72

Table 1.4 Casual variance

	2020	2021	
	Casual 2020	Casual	Invigilator
Citizen Culture & Facilities	11	12	0
Education	111	46	57
Housing & Employability	12	8	0
People & Technology	0	0	0
Regulatory & Regeneration	4	5	0
Resources	0	0	0
Roads & Neighbourhood	3	34	0
Supply, Distribution & Property	0	0	0
Chief Exec Office	141	105	57
Child Health Care & Criminal Justice	26	23	0
Community Health & Care	42	46	0
Finance & Resources	0	0	0
Mental Health Addiction & Learning Disabilities	0	0	0
Strategy, Planning & Health Improvement	0	0	0
Health & Social Care Partnership	68	69	0
Strategic Management	0	0	0
Local Government Employees Total	209	174	57
Education (Teachers)	226	288	0
Council Wide Total	435	462	57

Table 1.4 shows the casual variance compared to last year and shows an increase in casuals registered for work with WDC. Invigilators were previously reported in this category but have been removed as they are not covered by any bargaining group (Local Government or Teachers) and their pay is reclaimed by WDC and paid by SQA.

The significant reduction in this area is accounted for by seasonal employees who are retained as casual in between seasonal contracts to allow for participation in casual work as required. Seasonable contracts commence early April and they still featured in the end of year statistics. Teachers was another area of increase with an additional 62 teachers registered for casual work compared to last year.

2. Full time Equivalent

	Apprentice	Fixed-Term	Permanent	Total
Citizen Culture & Facilities	3.00	21.46	414.79	439.24
Education	8.50	93.77	771.47	873.74
Housing & Employability	4.00	36.01	258.17	298.18
People & Technology	3.50	15.43	89.43	108.36
Regulatory & Regeneration	0.00	8.50	96.97	105.47
Resources	0.00	15.80	198.69	214.49
Roads & Neighbourhood	22.00	20.19	303.63	345.81
Supply, Distribution & Property	28.00	56.43	342.38	426.81
Chief Exec Office	69.00	267.58	2475.52	2812.11
Child Health Care & Criminal Justice	0.00	16.84	225.96	242.80
Community Health & Care	1.00	16.85	717.85	735.70
Finance & Resources	0.00	1.00	4.50	5.50
Mental Health Addiction & Learning Disabilities	3.00	9.09	123.62	135.71
Strategy, Planning & Health Improvement	0.00	1.50	18.93	20.43
Health & Social Care Partnership	4.00	45.28	1090.85	1140.13
Strategic Management	0.00	0.00	13.00	13.00
Local Government Employees Total	73.00	312.87	3579.37	3965.24
Education (Teachers)	0.00	150.70	861.20	1011.90
Council Wide Total	73.00	463.57	4440.57	4977.14

Overall FTE Variance (31/03/2017 to 31/03/2021)	Apprentice			Fixed-Term			Permanent			Total	
	No.	%age of Total	Yearly var	No.	%age of Total	Yearly var	No.	%age of Total	Yearly var	No.	Yearly var
31/03/2017	95	2.1%	4%	364	8.1%	4%	4025	89.7%	-3%	4485	-2%
31/03/2018	51.9	1.2%	-45%	314	7.0%	-14%	4147	91.9%	3%	4513	1%
31/03/2019	74	1.6%	43%	464	9.8%	48%	4191	88.6%	1%	4728	5%
31/03/2020	88	1.8%	19%	503	10.2%	8%	4343	88.0%	4%	4934	4%
31/03/2021	73	1.5%	-17%	464	9.3%	-8%	4441	89.2%	2%	4977	1%

Last year the overall FTE had increased by 4% while the headcount had grown by 2% demonstrating that not only was the council employing more people but these people are working more contracted hours than in previous years. This year the growth is balanced at 1% across both FTE and Headcount demonstrating a gradual and consistent growth in both headcount and working hours.

3. Fixed Term Contracts

There are 552 employees working on a fixed term basis and 166 of these hold fixed term contracts which have a duration exceeding 2 years. The table below illustrates the location of these employees and compares to last year. The breakdown reflects the Government funded fixed term initiatives in Education and HSCP. There has also been an increase in Roads and Neighbourhood reflecting the increased use of seasonal greenspace operatives and drivers compared to last year when much of this work was halted due to COVID. There is also an increase in Housing and Employability reflecting the increased funding in the employability team.

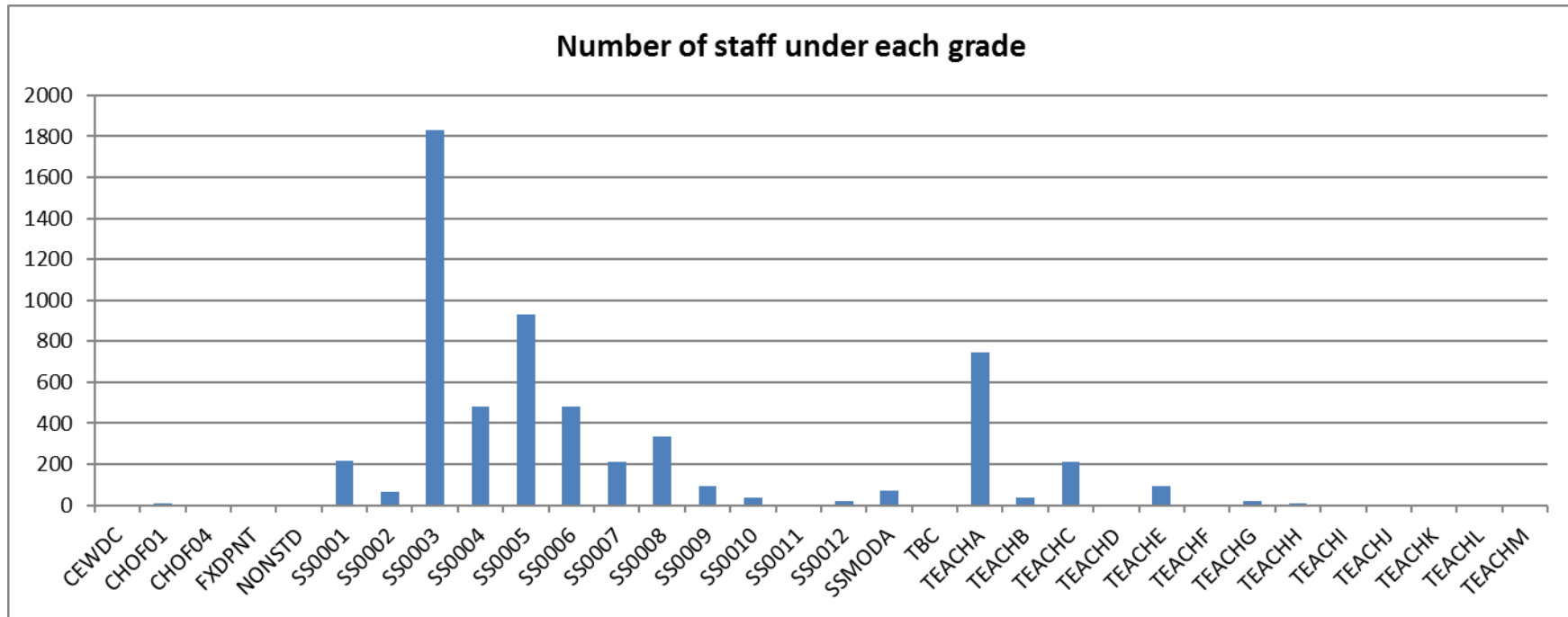
	2020	2021
Citizen Culture & Facilities	0	3
Education	2	37
Housing & Employability	5	18
People & Technology	0	0
Regulatory & Regeneration	0	7
Resources	0	3
Roads & Neighbourhood	7	20
Supply, Distribution & Property	43	49
Chief Exec Office	57	137
Child Health Care & Criminal Justice	5	6
Community Health & Care	1	5
Finance & Resources	1	1
Mental Health Addiction & Learning Disabilities	1	5
Strategy, Planning & Health Improvement	0	1
Health & Social Care Partnership	8	18
Strategic Management	0	0
Local Government Employees Total	65	155
Education (Teachers)	3	11
Council Wide Total	68	166

4. Full time / Part time Split.

	Full-Time	Part-Time
Citizen Culture & Facilities	143	532
Education	413	660
Housing & Employability	269	51
People & Technology	86	33
Regulatory & Regeneration	90	23
Resources	149	99
Roads & Neighbourhood	301	92
Supply, Distribution & Property	395	44
Chief Exec Office	1846	1534
Child Health Care & Criminal Justice	201	69
Community Health & Care	193	792
Finance & Resources	5	1
Mental Health Addiction & Learning Disabilities	74	98
Strategy, Planning & Health Improvement	16	6
Health & Social Care Partnership	489	966
Strategic Management	13	0
Local Government Employees Total	2348	2500
Education (Teachers)	828	267
Council Wide Total	3176	2767

The number of full time contracts has reduced this year by 11 and the number of part time contracts has increased by 83. The percentage of part time contracts has increased by 1% this year with 47% of the workforce term time, sessional or reduced working hours and 53% working a full time contract.

5. Grade Profile



As shown above the most prominent grade amongst Local Government Employees remains Grade 3, followed by Grade 5. For teachers the most prominent grade is a Main Grade Teacher.

6. Sex Profile

	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Citizen Culture & Facilities	561	83.1%	114	16.9%
Education	1002	93.4%	71	6.6%
Housing & Employability	175	54.7%	145	45.3%
People & Technology	61	51.3%	58	48.7%
Regulatory & Regeneration	73	64.6%	40	35.4%
Resources	213	85.9%	35	14.1%
Roads & Neighbourhood	33	8.4%	360	91.6%
Supply, Distribution & Property	61	13.9%	378	86.1%
Chief Exec Office	2179	64.5%	1201	35.5%
Child Health Care & Criminal Justice	211	78.1%	59	21.9%
Community Health & Care	897	91.1%	88	8.9%
Finance & Resources	6	100.0%	0	0.0%
Mental Health Addiction & Learning Disabilities	116	67.4%	56	32.6%
Strategy, Planning & Health Improvement	21	95.5%	1	4.5%
Health & Social Care Partnership	1251	86.0%	204	14.0%
Strategic Management	7	53.8%	6	46.2%
Local Government Employees Total	3437	70.9%	1411	29.1%
Education (Teachers)	883	80.6%	212	19.4%
Council Wide Total	4320	72.7%	1623	27.3%

The sex profile remains fairly consistent with 72.7% of the workforce female and 27.3% male. There are no significant changes across the workforce with female predominance in Education and HSCP and male predominance in Roads and neighbourhood and Supply Distribution and Property.

7. Age Profile

	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Citizen Culture & Facilities	0.6%	2.7%	4.1%	7.6%	10.1%	10.5%	8.6%	13.6%	19.9%	16.1%	6.2%
Education	2.5%	4.8%	3.6%	3.3%	7.4%	9.4%	8.1%	17.3%	17.6%	17.6%	8.4%
Housing & Employability	1.8%	6.4%	8.4%	9.6%	9.3%	8.0%	9.8%	12.5%	18.5%	11.8%	3.9%
People & Technology	1.0%	4.8%	6.1%	8.0%	9.7%	11.3%	10.7%	15.6%	17.4%	11.4%	4.0%
Regulatory & Regeneration	0.4%	1.5%	5.6%	10.4%	12.6%	11.5%	13.0%	13.3%	17.8%	10.0%	4.1%
Resources	0.2%	2.6%	6.5%	7.1%	5.7%	8.2%	9.0%	17.0%	20.1%	16.6%	6.9%
Roads & Neighbourhood	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	16.7%	33.3%	0.0%	0.0%
Supply, Distribution & Property	1.8%	6.4%	8.4%	9.6%	9.3%	8.0%	9.8%	12.5%	18.5%	11.8%	3.9%
Chief Exec Office	1.0%	4.8%	6.1%	8.0%	9.7%	11.3%	10.7%	15.6%	17.4%	11.4%	4.0%
Child Health Care & Criminal Justice	0.4%	1.5%	5.6%	10.4%	12.6%	11.5%	13.0%	13.3%	17.8%	10.0%	4.1%
Community Health & Care	0.2%	2.6%	6.5%	7.1%	5.7%	8.2%	9.0%	17.0%	20.1%	16.6%	6.9%
Finance & Resources	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	16.7%	33.3%	0.0%	0.0%
Mental Health Addiction & Learning Disabilities	0.6%	2.9%	5.8%	8.1%	14.0%	8.7%	11.6%	16.3%	20.3%	8.1%	3.5%
Strategy, Planning & Health Improvement	0.0%	4.5%	0.0%	4.5%	18.2%	22.7%	9.1%	18.2%	13.6%	4.5%	4.5%
Health & Social Care Partnership	0.3%	2.5%	6.1%	7.8%	8.1%	9.1%	10.2%	16.2%	19.7%	14.2%	5.9%
Strategic Management	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	38.5%	7.7%	30.8%	15.4%	0.0%
Local Government Employees Total	8.3%	4.1%	6.1%	7.9%	9.2%	10.6%	10.6%	15.8%	18.1%	12.3%	4.6%
Education (Teachers)	0.0%	3.7%	16.3%	15.9%	16.0%	14.6%	9.2%	11.4%	7.4%	4.5%	1.0%
Council Wide Total	0.6%	4.0%	7.9%	9.4%	10.4%	11.3%	10.4%	15.0%	16.2%	10.8%	3.9%

The distribution curve for the age demographic across the council remains fairly consistent with previous years. The highest proportion of people are in the 50-54 and 55-59 age group. There has been a reduction in the 16-19 age group consistent with the reduction in modern apprenticeship. Although the percentage of employees working past 65 across the council has stabilised local government employees have seen a further increase of 0.3% and teachers have shown a reduction of 0.5% compared to last year. Education (LG) has the most notable change with an increase from 1.6% in the over 65 category to 8.4%. This reflects the increase in normal pension age to 66 and this will continue to be evident.

8. Length of Service

	Less than 1 year		1 to 9 years		10 or more years	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Citizen Culture & Facilities	76	11.3%	236	35.0%	363	53.8%
Education	124	11.6%	399	37.2%	550	51.3%
Housing & Employability	24	7.5%	120	37.5%	176	55.0%
People & Technology	22	18.5%	37	31.1%	60	50.4%
Regulatory & Regeneration	2	1.8%	43	38.1%	68	60.2%
Resources	11	4.4%	71	28.6%	166	66.9%
Roads & Neighbourhood	16	4.1%	126	32.1%	251	63.9%
Supply, Distribution & Property	11	2.5%	196	44.6%	232	52.8%
Chief Exec Office	286	8.5%	1228	36.3%	1866	55.2%
Child Health Care & Criminal Justice	17	6.3%	86	31.9%	167	61.9%
Community Health & Care	90	9.1%	371	37.7%	524	53.2%
Finance & Resources	0	0.0%	2	33.3%	4	66.7%
Mental Health Addiction & Learning Disabilities	6	3.5%	70	40.7%	96	55.8%
Strategy, Planning & Health Improvement	1	4.5%	3	13.6%	18	81.8%
Health & Social Care Partnership	114	7.8%	532	36.6%	809	55.6%
Strategic Management	0	0.0%	8	61.5%	5	38.5%
Local Government Employees Total	400	8.3%	1768	36.5%	2680	55.3%
Education (Teachers)	82	7.5%	489	44.7%	524	47.9%
Council Wide Total	482	8.1%	2257	38.0%	3204	53.9%

The distribution of Length of service remains fairly consistent with the highest percentage serving 10 years or more.

* Above data pertains to WDC service only (excluding continuous service with any public authority to which the redundancy Payments Modification Order (Local Government) 1983 (as amended applies)

9. New Start

482 new employees joined the council in 2020/21 which is a decrease of 43 from last year and a return to a figures similar to the previous 2 years (2017/18, 2018/19) which saw 487 and 486 respectively. The table below shows this information by service and contract type.

New Start Employees				
	Apprentice	Fixed-Term	Permanent	Total
Citizen Culture & Facilities	0	29	47	76
Education	4	43	77	124
Housing & Employability	0	13	11	24
People & Technology	0	19	3	22
Regulatory & Regeneration	0	0	2	2
Resources	0	6	5	11
Roads & Neighbourhood	10	0	6	16
Supply, Distribution & Property	6	3	2	11
Chief Exec Office	20	113	153	286
Child Health Care & Criminal Justice	0	5	12	17
Community Health & Care	0	9	81	90
Finance & Resources	0	0	0	0
Mental Health Addiction & Learning Disabilities	0	3	3	6
Strategy, Planning & Health Improvement	0	0	1	1
Health & Social Care Partnership	0	17	97	114
Strategic Management	0	0	0	0
Local Government Employees Total	20.0	130.0	250.0	400
Education (Teachers)	0	73	9	82
Council Wide Total	20	203	259	482

10. Turnover

The information below presents crude turnover (ie based on all leavers) and shows a slight increase in turnover compared to last year. Between 2016-18 the turnover figure was between 8.6 and 8.7%, this reduced to 8% in 18/19 and further reduced to 7.9% in 19/20. It would appear that turnover is now returning to nearer the previous levels of circa 8.5%.

	Staff at 1 April 2020	Staff at 1 April 2021	Average	Leavers in Last 12 Months	Turnover %
Citizen Culture & Facilities	654	675	665	87	13.1%
Education	979	1073	1026	78	7.6%
Housing & Employability	306	320	313	22	7.0%
People & Technology	108	119	114	10	8.8%
Regulatory & Regeneration	120	113	117	8	6.9%
Resources	256	248	252	18	7.1%
Roads & Neighbourhood	431	393	412	27	6.6%
Supply, Distribution & Property	444	439	442	14	3.2%
Chief Exec Office	3298	3380	3339	264	7.9%
Child Health Care & Criminal Justice	265	270	268	13	4.9%
Community Health & Care	969	985	977	91	9.3%
Finance & Resources	6	6	6	1	16.7%
Mental Health Addiction & Learning Disabilities	178	172	175	12	6.9%
Strategy, Planning & Health Improvement	21	22	22	0	0.0%
Health & Social Care Partnership	1439	1455	1447	117	8.1%
Strategic Management	14	13	14	1	7.4%
Local Government Employees Total	4751	4848	4800	382	8.0%
Education (Teachers)	1120	1095	1108	108	9.8%
Council Wide Total	5871	5943	5907	490	8.3%

11. Leavers

The numbers of leavers has increased to 490 employees leaving the organisation compared to 457 last year, 475 in 2019.

	Death in Service	Dismissal End of Cont	Dismissal Ill Health	Dismissal Summary	Dismissal With Notice	Employee Not Started	Redundancy	Resignation	Retiral - Age	Retiral - Efficiency	Retiral - Ill Health	Retiral on Option (60+)	Severance - Efficiency	Teacher - End Fixed Term	Teacher - Ill Health	Teacher - Other	Teacher - Retirement	Unused Casual	Total
Citizen Culture & Facilities	1	14	4	0	1	1	0	54	7	0	3	0	1	0	1	0	0	0	87
Education	0	4	1	0	0	0	1	52	16	1	2	0	0	0	0	1	0	0	78
Housing & Employability	0	6	1	0	0	0	0	9	4	0	0	1	0	0	0	0	0	1	22
People & Technology	0	3	1	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	10
Regulatory & Regeneration	0	1	0	0	0	0	0	3	3	0	0	1	0	0	0	0	0	0	8
Resources	1	0	1	0	0	0	0	11	4	0	0	1	0	0	0	0	0	0	18
Roads & Neighbourhood	3	7	2	0	0	2	0	8	4	0	0	1	0	0	0	0	0	0	27
Supply, Distribution & Property	0	1	0	0	0	0	0	9	3	0	1	0	0	0	0	0	0	0	14
Chief Exec Office	5	36	10	0	1	3	1	149	44	1	6	4	1	0	1	1	0	1	264
Child Health Care & Criminal Justice	0	0	0	0	0	0	0	8	5	0	0	0	0	0	0	0	0	0	13
Community Health & Care	3	0	8	4	2	0	0	40	20	0	8	3	0	1	0	0	0	2	91
Finance & Resources	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Mental Health Addiction & Learning Disabilities	1	1	0	0	0	0	0	7	3	0	0	0	0	0	0	0	0	0	12
Strategy, Planning & Health Improvement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Health & Social Care Partnership	4	2	8	4	2	0	0	55	28	0	8	3	0	1	0	0	0	2	117
Strategic Management	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Local Government Employees Total	9	38	18	4	3	3	1	204	72	2	14	7	1	1	1	1	0	3	382
Education (Teachers)	0	33	1	0	0	1	0	29	23	0	1	0	0	19	0	0	1	0	108
Council Wide Total	9	71	19	4	3	4	1	233	95	2	15	7	1	20	1	1	1	3	490

12. Apprentices

	Level 2	Level 3	Total
Citizen Culture & Facilities	0	3	3
Education	0	8	8
Housing & Employability	3	1	4
People & Technology	0	4	4
Regulatory & Regeneration	0	0	0
Resources	0	0	0
Roads & Neighbourhood	11	11	22
Supply, Distribution & Property	0	28	28
Chief Exec Office	14	55	69
Child Health Care & Criminal Justice	0	0	0
Community Health & Care	0	1	1
Finance & Resources	0	0	0
Mental Health Addiction & Learning Disabilities	1	2	3
Strategy, Planning & Health Improvement	0	0	0
Health & Social Care Partnership	1	3	4
Strategic Management	0	0	0
Local Government Employees Total	15	58	73
Education (Teachers)	0	0	0
Council Wide Total	15	58	73

There has been a reduction in the number of apprenticeships supported by the council across both level 2 and level 3.

13. Sickness Absence

From 1st April 2020 to 31st March 2021, there was a decrease in Council wide sickness absence of 12,338 FTE days lost (approximately 34%) compared to 2019/20. It should be noted that this is in the context of the nationwide lockdowns during a year when some services were unable to operate fully and employees began working from home, where possible, or were only able to carry out essential work

The table below illustrates that the reasons for absence distribution across the year and Personal stress is the highest category of absence followed by acute medical conditions and muscular skeletal. Full details and analysis of sickness absence is covered in the wellbeing report submitted to committee.

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	Notifiable Disease (Confirmed)			
Citizen Culture & Facilities	431.75	1989.7	409.5	1481.3	1624.9	27.3	398.3	97.9	744.1	545.9	26.3	4.0	384.3	634.7	8368.1	2,687.10	6.22
Education (Support Staff)	368.67	1944.9	199.7	1006.2	1888.7	783.3	310.7	136.0	1261.9	1570.3	169.3	0.0	422.1	885.4	10578.4	2,097.31	5.50
Housing & Employability	421.39	352.5	49.0	377.2	455.8	38.0	127.9	20.0	384.3	339.7	32.5	0.0	393.4	286.6	2857.0	2,433.69	5.78
People & Technology	2,774.47	22.2	0.0	7.9	109.9	15.0	7.1	0.0	0.0	175.3	10.0	0.0	10.9	3.0	361.3	15,022.12	5.41
Regulatory & Regeneration	237.00	26.7	0.0	0.0	119.9	0.0	0.0	0.0	0.0	52.1	0.0	0.0	84.3	22.1	305.1	2,499.14	10.54
Resources	735.23	90.4	51.4	116.1	398.8	7.3	117.0	44.3	37.1	191.4	39.1	0.0	157.6	55.9	1306.5	15,944.98	21.69
Roads & Neighbourhood	5.50	712.6	114.1	617.0	571.9	143.6	89.1	20.0	203.7	1680.4	0.0	0.0	1.0	22.2	4175.6	0.00	0.00
Supply Distribution & Property	421.39	449.4	381.9	576.8	1247.4	28.8	69.3	62.9	171.1	901.1	0.0	0.0	157.9	198.6	4245.1	2,433.69	5.78
Chief Exec Office Total	2,774.47	5588.5	1205.7	4182.5	6417.2	1043.2	1119.4	381.0	2802.3	5456.2	277.2	4.0	1611.5	2108.4	32197.1	15,022.12	5.41
Child Healthcare & Criminal Justice	237.00	241.0	15.7	277.1	441.8	43.6	440.6	0.0	374.1	711.5	52.4	0.0	266.0	122.4	2986.1	2,499.14	10.54
Community Health & Care	735.23	2570.2	923.4	4701.8	6492.0	2237.1	404.6	372.3	1513.6	4810.4	218.1	35.0	925.9	1474.5	26679.0	15,944.98	21.69
Finance & Resources	5.50	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	0.0	0.00	0.00
Mental Health, Addiction & Learning Disabilities	137.91	219.3	19.7	91.3	126.4	52.9	69.1	0.0	522.6	173.0	20.7	0.0	124.1	75.7	1494.8	1,251.41	9.07
Strategy, Planning & Health Improvement	19.60	12.5	0.0	0.0	27.1	7.0	0.0	0.0	0.0	0.0	0.0	0.0	114.1	0.0	160.8	160.04	8.16
Health & Social Care Partnership	1,135.25	3042.9	958.8	5070.2	7087.4	2340.5	914.3	372.3	2410.2	5694.9	291.3	35.0	1430.2	1672.7	31320.7	19,855.57	17.49
Strategic Management	13.75	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	130.0	0.0	0.0	0.0	0.0	130.0	130.00	9.45
Strategic Management	13.75	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	130.0	0.0	0.0	0.0	0.0	130.0	130.00	9.45
LOCAL GOVERNMENT EMPLOYEES	3,923.47	8631.4	2164.5	9252.7	13504.6	3383.8	2033.7	753.3	5212.5	11281.1	568.5	39.0	3041.6	3781.1	63647.8	35,007.69	8.92
Education (Teachers)	925.15	907.2	41.7	408.4	826.3	234.8	4.0	3.0	307.7	963.3	212.6	0.0	84.9	337.9	4331.7	1,701.30	1.84
COUNCIL-WIDE TOTAL	4,848.62	9538.5	2206.2	9661.2	14330.9	3618.5	2037.7	756.3	5520.3	12244.4	781.0	39.0	3126.5	4119.0	67979.5	36,708.99	7.57

Absence Reason	Working	Percentage of Lost Days
Minor Illness	9,538.5	14.03%
Back Pain	2,206.2	3.25%
Musculo-skeletal Injuries	9,661.2	14.21%
Stress	14,330.9	21.08%
Recurring Medical Conditions	3,618.5	5.32%
Non Work Related Accidents / Injuries	2,037.7	3.00%
Work Related Accidents / Injuries	756.3	1.11%
Mental Health	5,520.3	8.12%
Acute Medical Conditions	12,244.4	18.01%
Pregnancy Related Absence	781.0	1.15%
Drink or Drug Related Condition	39.0	0.06%
Stress - Work Related	3,126.5	4.60%
Notifiable Disease (Confirmed)	4,119.0	6.06%
TOTAL	67,979.5	100%

Employees with no absence

The table below displays the number of employees who have had no absence during the year which accounts for 52.4% of the overall workforce. A 7.5% improvement from last year's figure of 44.9%

	Absence	No absence	Total
Citizen Culture & Facilities	57.0%	43.0%	100%
Education	49.7%	50.3%	100%
Housing & Employability	35.3%	64.7%	100%
People & Technology	15.1%	84.9%	100%
Regulatory & Regeneration	17.7%	82.3%	100%
Resources	27.4%	72.6%	100%
Roads & Neighbourhood	45.5%	54.5%	100%
Supply, Distribution & Property	47.6%	52.4%	100%
Chief Exec Office	45.1%	54.9%	100%
Child Health Care & Criminal Justice	36.7%	63.3%	100%
Community Health & Care	71.7%	28.3%	100%
Finance & Resources	0.0%	100.0%	100%
Mental Health Addiction & Learning Disabilities	42.4%	57.6%	100%
Strategy, Planning & Health Improvement	27.3%	72.7%	100%
Health & Social Care Partnership	60.8%	39.2%	100%
Strategic Management	7.7%	92.3%	100%
Local Government Employees Total	49.7%	50.3%	100%
Education (Teachers)	38.1%	61.9%	100%
Council Wide Total	47.6%	52.4%	100%