

Sickness Absence 2019/20 (Quarter 1 & 2) – Education

Corporate Director – Lynette Jones

Head of Education Transformation – Lynn Phillips

Head of School Improvement & Inclusion – Gavin Metherringham

Total Days lost per FTE Employee (Annual Council Target 11 days per FTE Employee)

2019/20	Qtr1 (Target 2.75)	Qtr2 (Target 5.50)
Council	3.06	5.93
Corporate Services	1.71	4.34
Social Services	3.62	7.45
Regeneration & Community Services	3.78	7.09

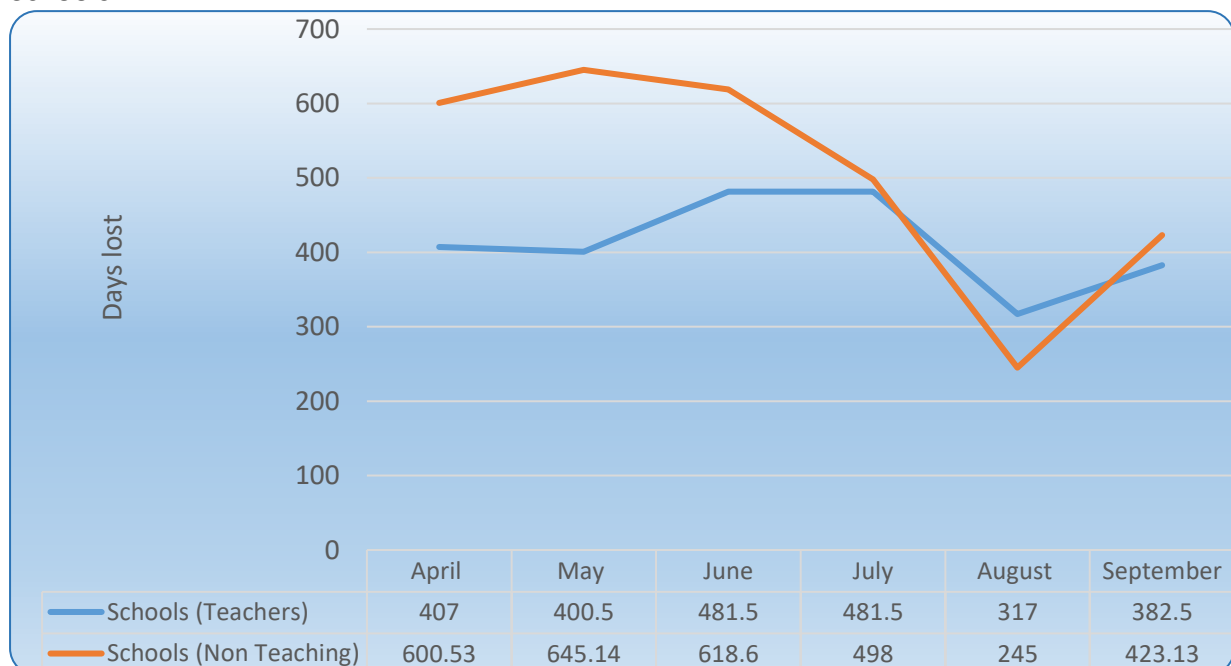
2019/20	Qtr1 (Target 2.75)	Qtr2 (Target 5.50)
Education (excluding Schools)	2.49	3.39
Education Transformation	2.97	4.36
School Improvement & Inclusion	1.84	1.84
Senior Management	0.00	0.00
Education (including Schools)	2.84	5.09
School based staff (Excluding Teachers)	3.18	5.36
Teachers	2.59	5.03
Schools Total	2.86	5.18

- 2018/19 – Annual Review Education
- 11.14 FTE days lost (Quarter 1 - 2.79, Quarter 2 – 4.86)
 - 62.07% of absences were long term
 - 149 employees with one or more absences - mental health
 - 10,551 calendar days lost - mental health
 - 26 employees with more than 6 calendar months sickness
 - 13 employees disciplined for sickness absence (8 Pen-y-Cwm School)

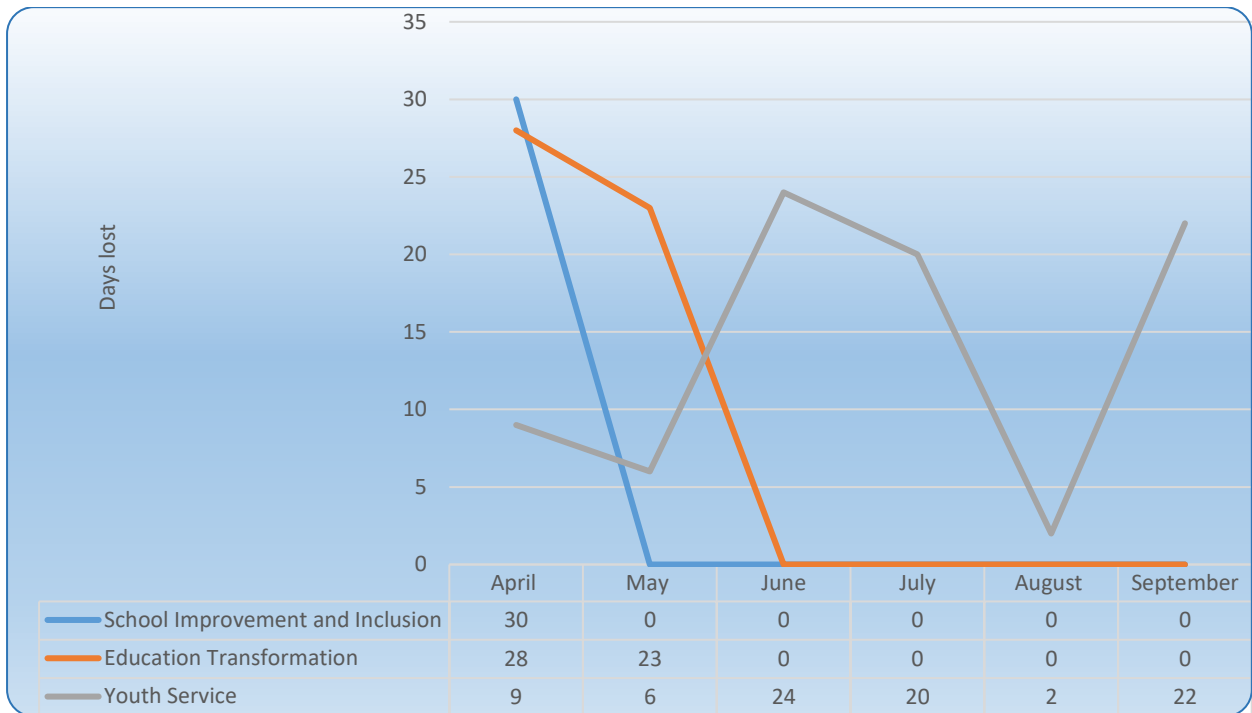
Total Working Days Lost - 01.04.19 – 30.09.19

- 5664.4 working days lost to sickness absence (33,281.96 hours)

Schools

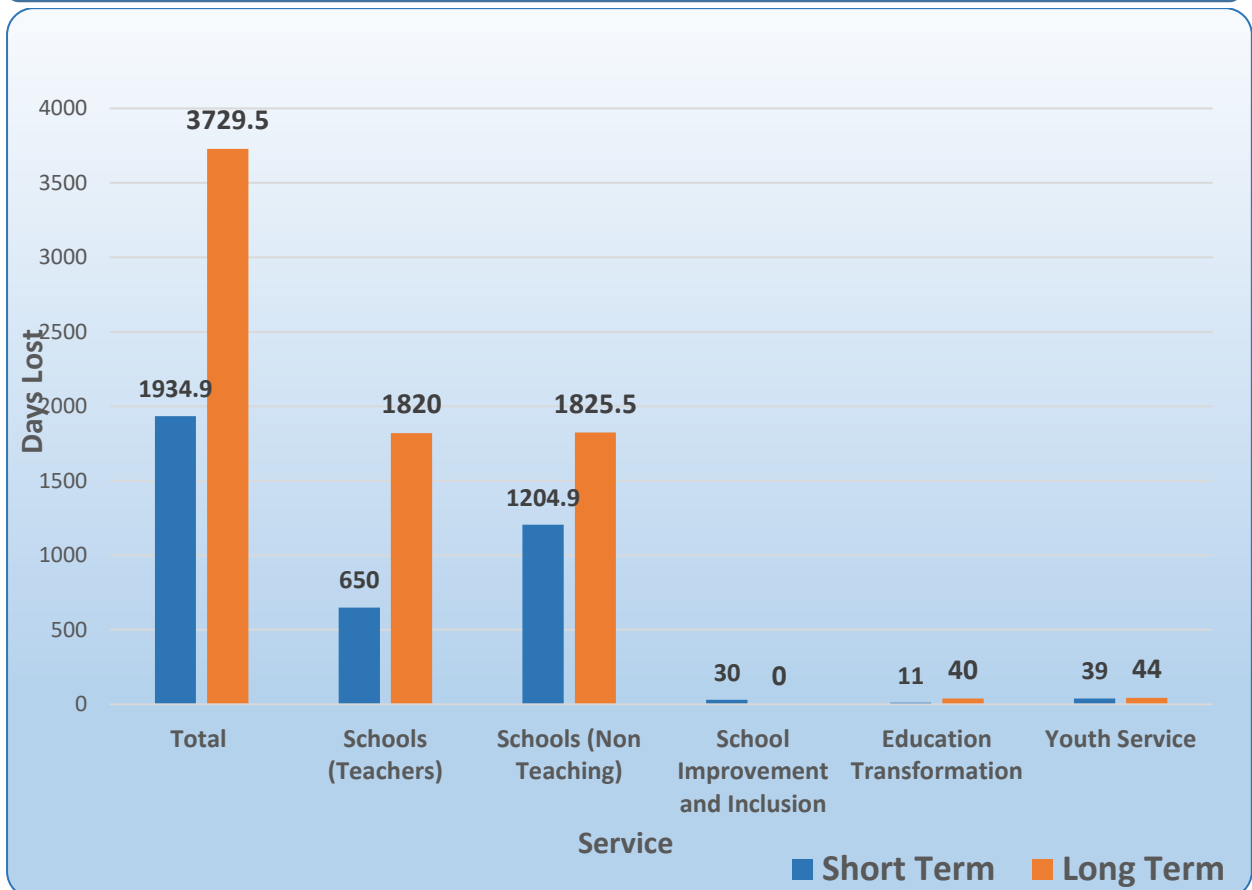


Corporate



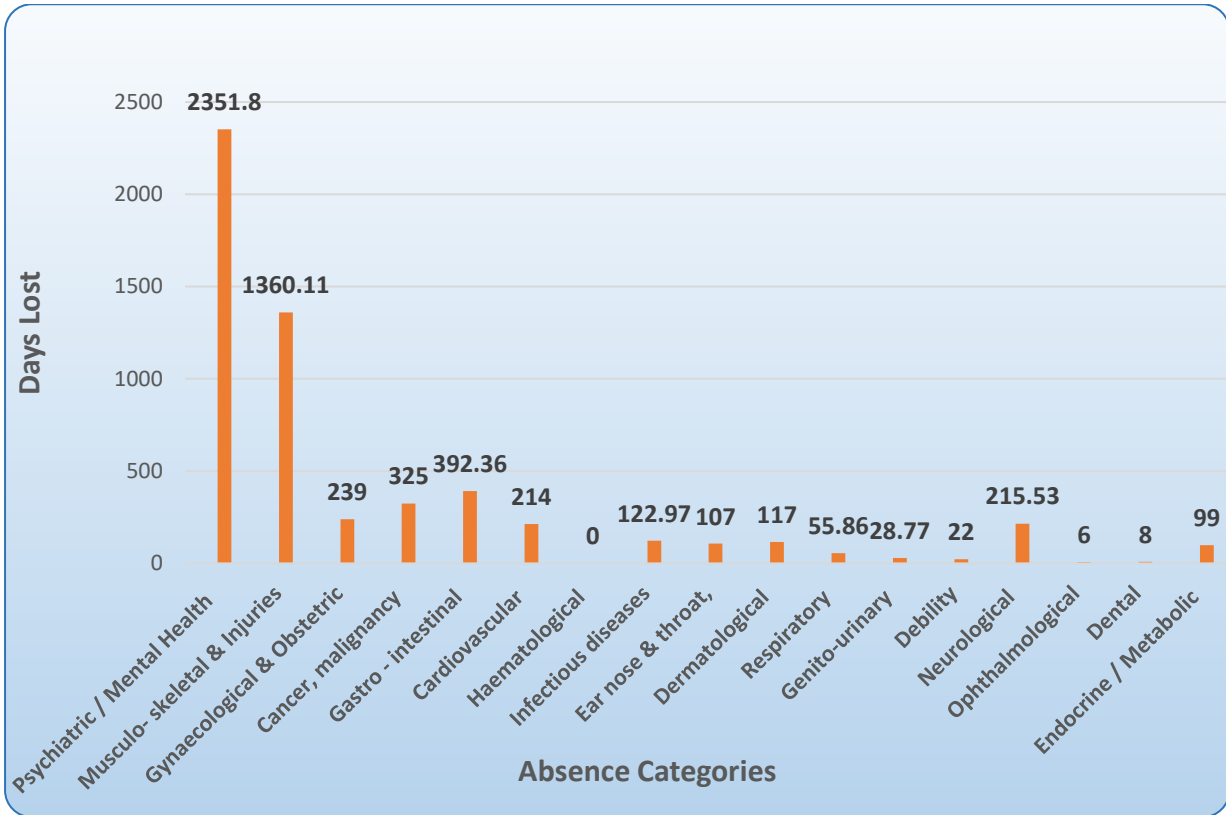
Total Working Days Lost - Short Term / Long Term

- 65.8% of absence is long term



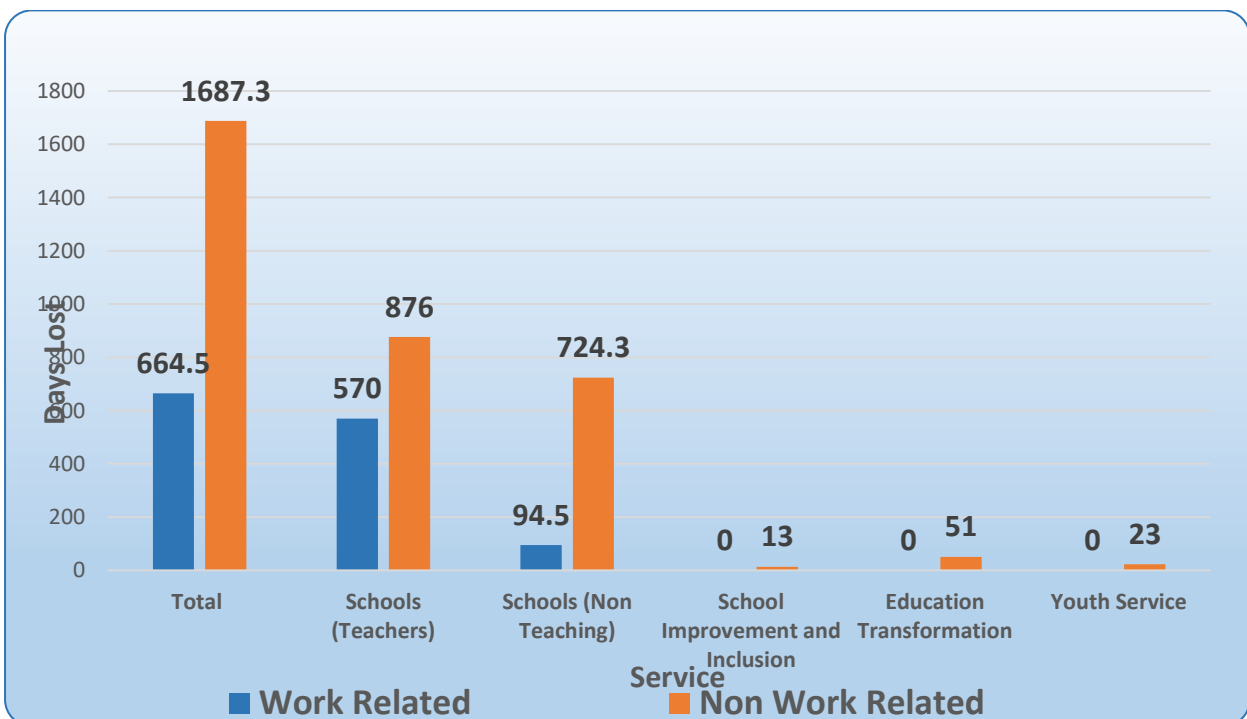
Total Working Days Lost by Reason

- **Top 3** reasons – Psychiatric/Mental Health, Musculo-skeletal & injuries, Gynaecological
- **2351.8** working days lost to Psychiatric/Mental Health.



Total Working Days lost Psychiatric / Mental Health (Work / Non Work Related)

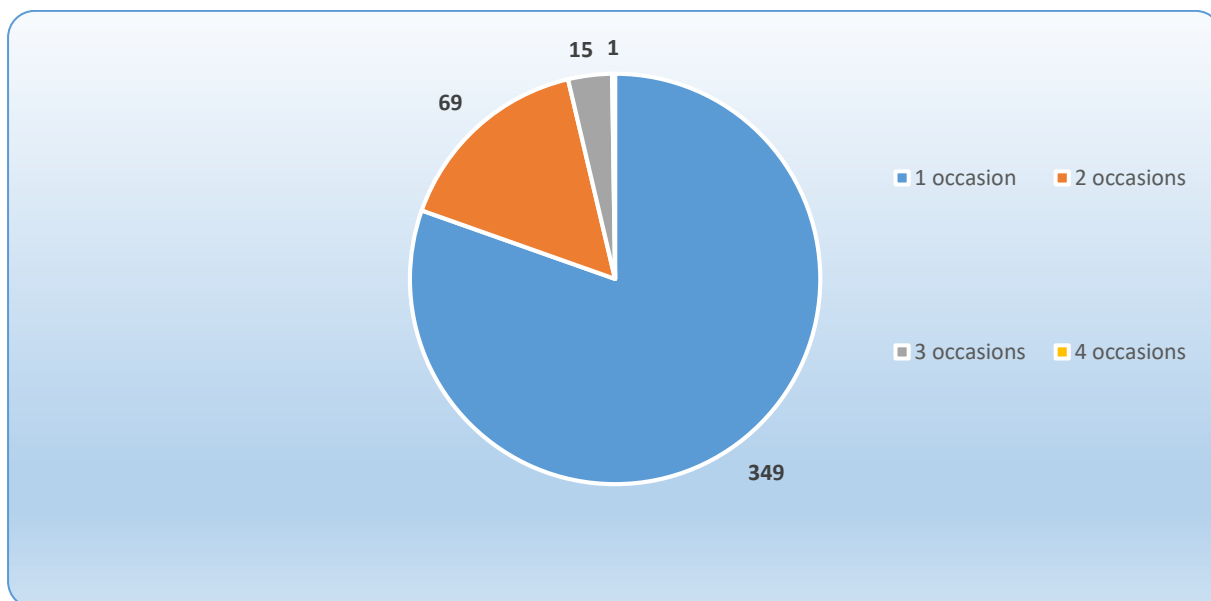
- 28% of days lost to Psychiatric / Mental Health identified as work related
- 4 employees with one or more absences - Mental Health
- 82 occasions of absence - Mental Health



Number reporting sickness

- Number of staff reporting sick – **431**
- Number of occasions of sickness absence - **536**

Number of occasions of absence per employee



Impact - Financial / Staff Resources

- The cost of lost time for the six-month period is estimated at **£398,718** based on an average salary of **£23,107.11 – £11.98** per hour (Average Salary). These costs do not include on-costs, cover arrangements or management time to manage the sickness.

Management of Sickness Absence – Education (including Schools)

- **21** Open sickness cases as at 30.09.19
- **56** Occupational health referrals made during the period
- Number of Trigger Breaks based on the most recent absence in the period for each employee (however they may have broken more than one trigger in the rolling year)
Data:
 - **69 employees - 3 or more occasions**
 - **90 employees - 10 or more days absence**
 - **95 employees - 3 or more occasions & 10 or more days**
 - **177 employees - Did not hit a trigger**
- **39%** Return to work meetings required have been recorded on iTrent
- **6** verbal warnings and **1** written warning issued
- **2** Dismissal on Medical Capability