

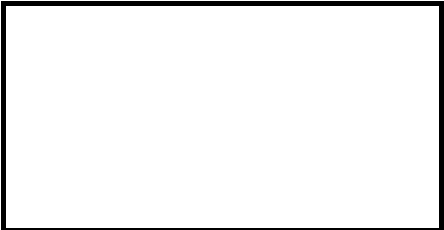
Appendix A - Trend information for BVPI 12 – day's sickness per FTE (2020/21)

Quarter	Q1	Q2	Q3	Q4
BVPI 12 figure	1.27			
Cumulative	1.27			
BVPI 12 figure last year	3.1	2.93	2.88	2.6

Year	16/17	17/18	18/19	19/20	20/21	21/22
BVPI 12 figure (year end)	10.34	11.05	10.03	11.42	11.51	
FTE at year end	388.87	493.85	517.29	553.34		

Appendix B – Benchmark Figures by Corporate Area

	Quarter 1 (01/04/20 - 30/06/20)		
Area	No. of available working days lost due to sickness	No. Employee's with sickness absence days in period	Comments
Affordable Homes			
Affordable Homes (ex. SH)	81	5	1 long term sickness
Sheltered Housing	0	0	
Chief Executive Team			
Chief Executive Team	0	0	
Corporate Services			
Finance, Policy & Performance	0	0	
Business & Customer Service	42	4	
HR	8	2	
Facilities	0	0	
Democratic Services (incl. Elections)	2	2	
Revenues & Benefits	5	3	
H& ES			
Health & Environment (ex. GCSW)	47	2	1 long term sickness
GCWS	377	36	8 long term sickness
GCSPS			
GCSPS	145	12	2 long term sickness
Total	707	66	



Appendix C - Sickness Days per FTE in Quarter 1 (01/04/20 - 30/06/20) (Compared to last quarter)

Increased Sickness		Maintained Sickness	Decreased Sickness		
Area	FTE at 01/01/2020	Sickness days per FTE in Q4 (2019/20)	FTE at 01/04/2020	Sickness days per FTE in Q1 (2020/21)	Number of sickness days between Q4 2019/20 & Q1 2020/21
Affordable Homes	106.40	3.29	104.34	0.78	-2.51
Affordable Homes (ex. SH)	84.13	3.61	82.09	0.99	-2.63
Sheltered Housing	22.27	2.07	22.25	0.00	-2.07
Chief Executives	10.35	0.00	12.35	0.00	0.00
Corporate Services (Total of 7 depts. below)	112.97	2.08	111.98	0.51	-1.57
Finance, Policy & Performance	18.40	0.33	18.40	0.00	-0.33
Business & Customer Service	24.03	4.29	22.22	1.89	-2.40
HR	9.70	1.44	10.70	0.75	-0.70
Facilities	5.69	1.58	5.70	0.00	-1.58
Democratic Services (incl. Elections)	10.00	0.00	10.00	0.20	0.20
Revenues & Benefits	45.15	2.28	44.96	0.11	-2.17
H&ES	201.89	3.86	207.39	2.04	-1.82
Health & Environment	45.67	3.04	43.57	1.08	-1.96
GCSW	156.22	4.10	163.82	2.30	-1.80
GCSPS	121.73	0.61	118.94	1.22	0.61
			555.00	1.27	

Appendix D – Long Term v Short Term sickness

Department	Quarter 1 (01/04/20 - 30/06/20) sickness			
	No of days Long term (20+ days)	% of dept. absence that = Long Term	No of days Short term	% of dept. absence that = Short Term
Affordable Homes				
Affordable Homes (exc. SH and DLO)	65	80.2%	16	19.8%
Sheltered Housing	0.00	0.0%	0.0	0.0%
Chief Executive Team	0	0.0%	0	0.0%
Corporate Services				
Finance, Policy & Performance	0	0.0%	0	0.0%
Business & Customer Services	27	64.3%	15	35.7%
HR	0	0.0%	8	100.0%
Facilities	0	0.0%	0	0.0%
Democratic Services & Elections	0	0.0%	2	100.0%
Revenues & Benefits	0	0.0%	5	100.0%
H&ES				
Health & Environment (ex. GCSW)	45	95.7%	2	4.3%
GCSW	297	78.8%	80	21.2%
GCSPS	73	50.3%	72	49.7%
Total	507	35.26%	200	13.91%

Appendix E – Sickness absence by reason given – Quarter 1 (01/04/20 – 30/06/20) (figures quoted as number of working days lost)

Reason	Affordable Homes	Sheltered Housing	Chief Exec Team	Corp Services – Finance, Policy & Performance	Corp Services – Bus/Cust Services	Corp Services – HR	Corp Services – Facilities	Corp Services – Elections & Dem Services	Corp Services – Revenues & Benefits	Health & Env't Services	GCSW	GCSPS	Other	Total	
Back											26			26	Back
Chest/respiratory														0	Chest/respiratory
Ear, nose, mouth, eye											5	14		19	Ear, nose, mouth, eye
Face														0	Face
Genito-urinary					1									1	Genito-urinary
Headaches & migraine	1				1	3			1	47	1	2		56	Headaches & migraine
Heart, blood pressure, circulation								1				1		2	Heart, blood pressure, circulation
Operation & post op recovery														0	Operation & post op recovery
Other	12					5					22	39		78	Other
Other Muscular-Skeletal											184			184	Other Muscular-Skeletal
Pregnancy related														0	Pregnancy related
Stomach, liver, kidney, digestion	2										19			21	Stomach, liver, kidney, digestion
Stress, depression & mental health	65				39				4		115	60		283	Stress, depression & mental health
Viral/Infections	1				1			1			5	29		37	Viral/Infections
Total	81	0	0	0	42	8	0	2	5	47	377	145	0	707.0	Total

Appendix F - Summary of Sickness by Reason compared to last quarter Q3 (2019-20) and Q4 last year (2018-19)

	Increased Sickness	Maintained Sickness	Decreased Sickness		
Reason	LAST QUARTER Q4 2019/20	Q1 LAST YEAR 2019-20	Days Lost for Q1 (2020/21) 01/04/20-30/06/20	Change since last quarter (Q4 19-20) -/+	Change since Q1 last year (19-20) -/+
Back	132	214	26	-106	-188
Chest/respiratory	36	17	0	-36	-17
Ear, nose, mouth, eye	44	56	19	-25	-37
Face	0	0	0	0	0
Genito-urinary	2	4.7	1	-1	-3.7
Headaches & migraine	68	45	56	-12	11
Heart, blood pressure,	10	26	2	-8	-24
Operation & post op recovery	0	0	0	0	0
Other	55	217.2	78	23	-139.2
Other Muscular-Skeletal	268	230.1	184	-84	-46.1
Pregnancy related	2	1	0	-2	-1
Stomach, liver, kidney, digestion	108	106	21	-87	-85
Stress, depression &	540	662	283	-257	-379
Viral/Infections	173	76.6	37	-136	-39.6
Not recorded	0	0	0	0	0
Total	1438	1655.6	707		