

Absence Analytics Q1 2021-22

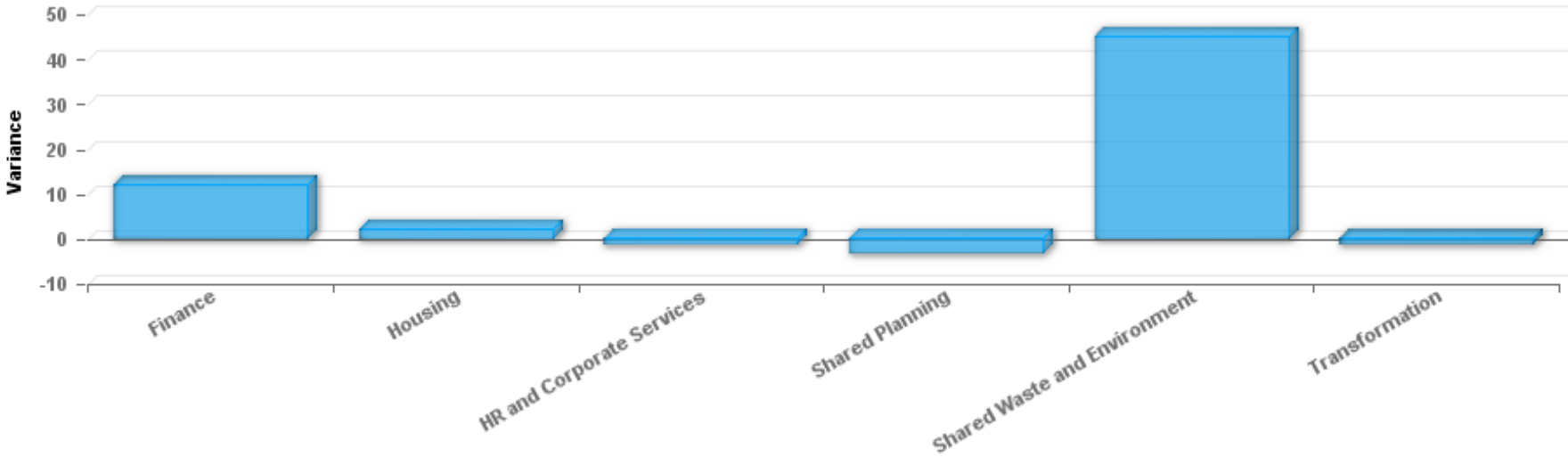


Absence by Organisation Structure

Org Structure	Employee Count Previous Qtr	Employee Count Current Qtr	Absence Instances in Previous Qtr	Absence Instances in Current Qtr	Emp Absence Count Previous Qtr	Emp Absence Count Current Qtr	Days Lost Previous Qtr	Days Lost Current Qtr	Ave Days Lost per Emp Previous Qtr	Ave Days Lost per Emp Current Qtr	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Days Available in Period per Emp Previous Qtr	Days Available in Period per Emp Current Qtr	% Days Lost of Availability Previous Qtr	% Days Lost of Availability Current Qtr	Days Lost Working Cost Previous Qtr	Days Lost Working Cost Current Qtr
Finance	79	80	6	18	6	15	17	57.5	0.2	0.7	2.8	3.8	4403.5	4440.8	0.39%	1.29%	£1,568.04	£6,568.54
Housing	123	124	27	29	20	22	186.5	192	1.5	1.5	9.3	8.7	6823.4	6796.9	2.73%	2.82%	£25,123.19	£21,183.59
HR and Corporate Services	31	30	5	4	5	3	8	7.5	0.3	0.3	1.6	2.5	1741.9	1546.2	0.46%	0.49%	£1,036.43	£900.13
Shared Planning	124	125	17	14	14	11	46	94.5	0.4	0.8	3.3	8.6	7034.0	6949.8	0.65%	1.36%	£5,981.53	£18,144.19
Shared Waste and Environment	220	227	71	116	52	70	355	794	1.6	3.5	6.8	11.3	13457.8	13203.7	2.64%	6.01%	£31,698.45	£69,020.44
Transformation	58	70	15	14	12	11	83	41	1.4	0.6	6.9	3.7	3433.0	3687.6	2.42%	1.11%	£8,435.03	£4,567.45
Total	635	656	141	195	64	132	695.5	1186.5	1.1	1.8	6.4	9.0	36893.5	36625.0	1.89%	3.24%	£73,842.67	£120,384.34

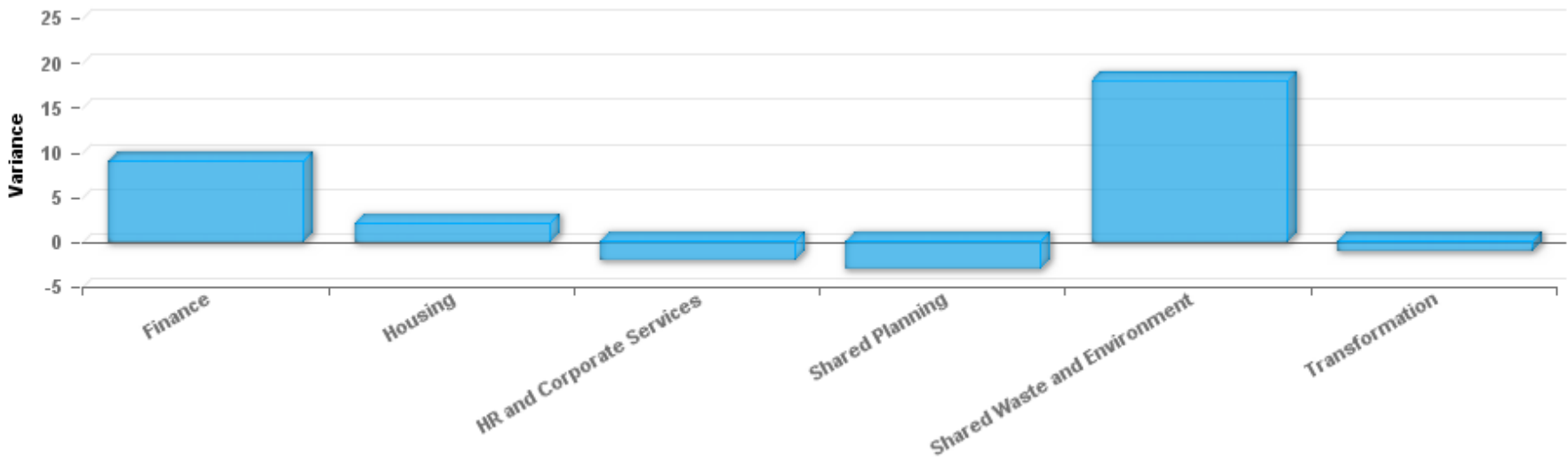
Absence Instances Current vs Previous Qtr

Org Structure	Absence Instances in Previous Qtr	Absence Instances in Current Qtr	Variance
Finance	6	18	12
Housing	27	29	2
HR and Corporate Services	5	4	-1
Shared Planning	17	14	-3
Shared Waste and Environment	71	116	45
Transformation	15	14	-1
Total	141	195	54



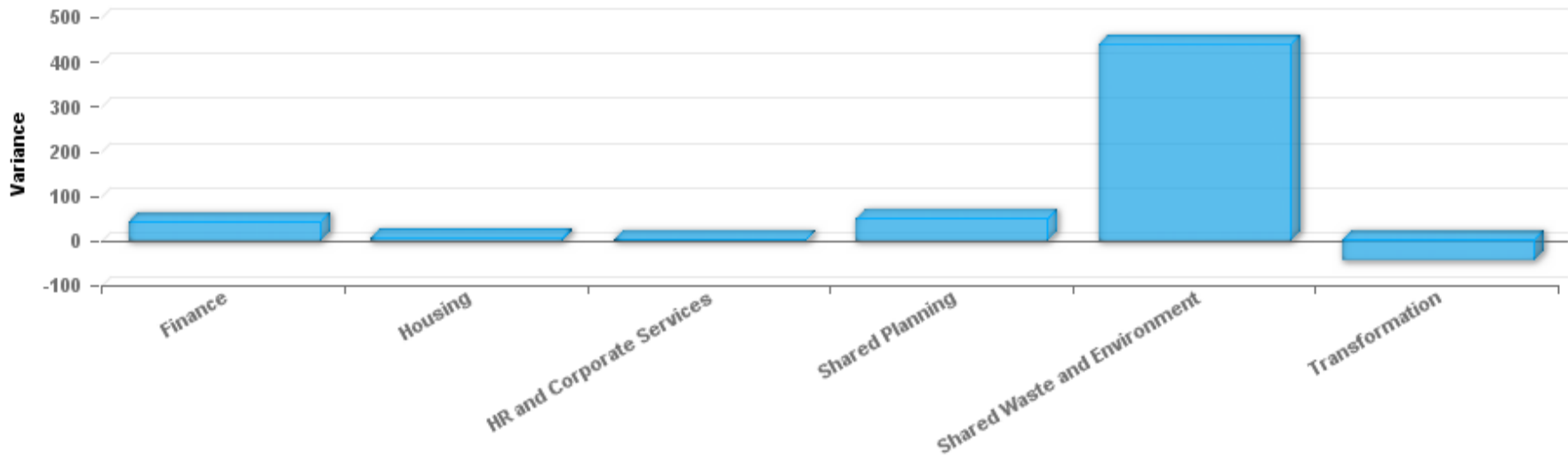
Number of Employee Absence Current vs Previous Qtr

Org Structure	Emp Absence Count Previous Qtr	Emp Absence Count Current Qtr	Variance
Finance	6	15	9
Housing	20	22	2
HR and Corporate Services	5	3	-2
Shared Planning	14	11	-3
Shared Waste and Environment	52	70	18
Transformation	12	11	-1
Total	109	132	23



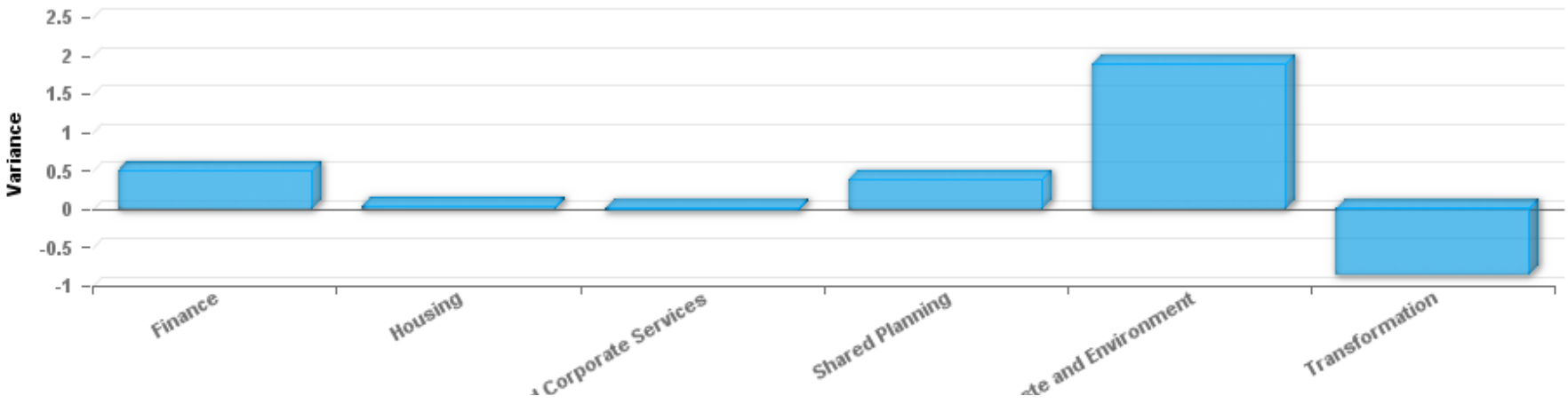
Days Lost Current vs Previous Qtr

Org Structure	Days Lost Previous Qtr	Days Lost Current Qtr	Variance
Finance	17	57.5	40.5
Housing	186.5	192	5.5
HR and Corporate Services	8	7.5	-0.5
Shared Planning	46	94.5	48.5
Shared Waste and Environment	355	794	439
Transformation	83	41	-42
Total	695.5	1186.5	491



Average Days Lost All Employees Current vs Previous Qtr

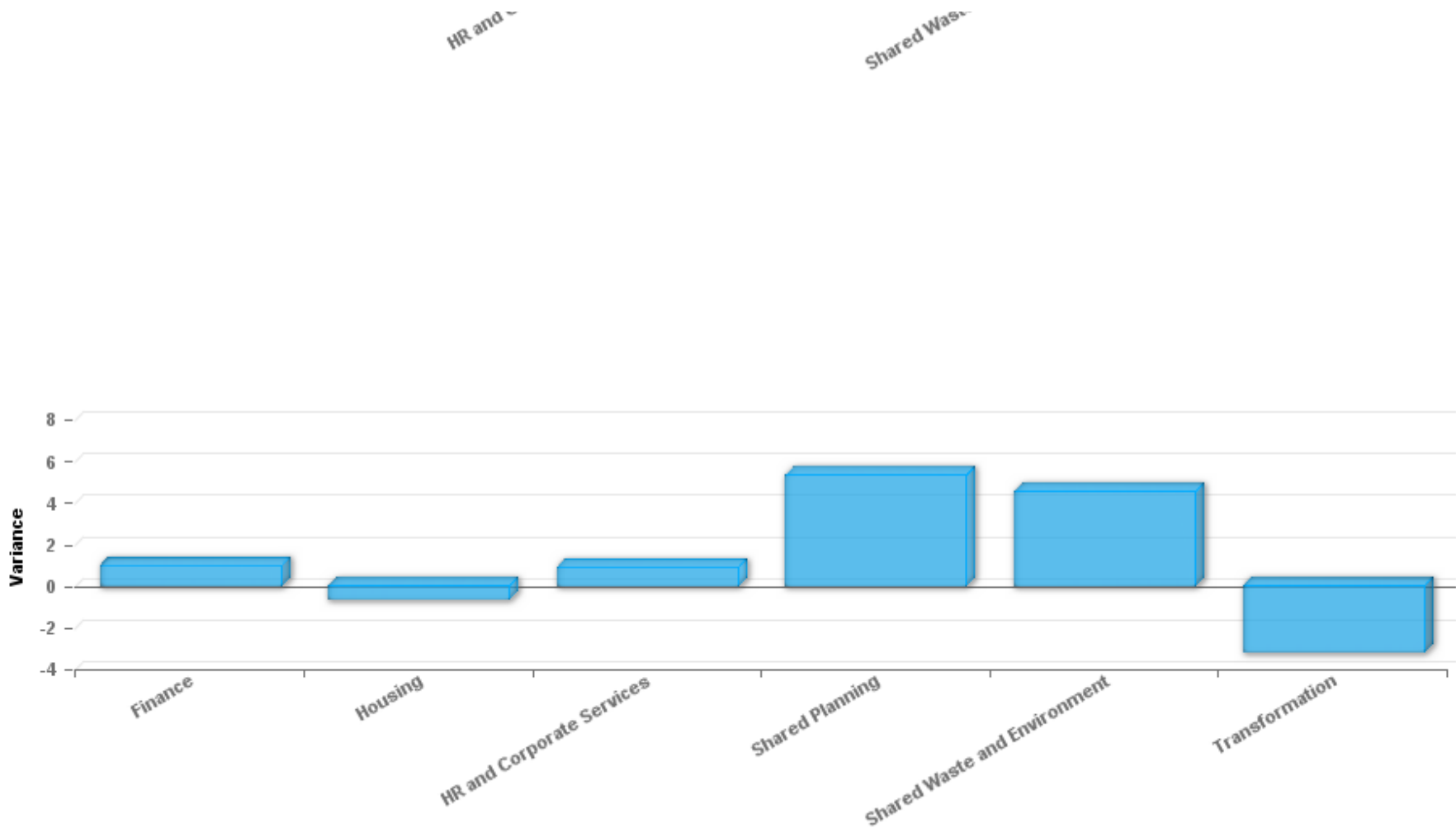
Org Structure	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Variance
Finance	0.22	0.72	0.50
Housing	1.52	1.55	0.03
HR and Corporate Services	0.26	0.25	-0.01
Shared Planning	0.37	0.76	0.39



Shared Waste and Environment	1.61	3.50	1.88
Transformation	1.43	0.59	-0.85
Total	1.10	1.81	0.71

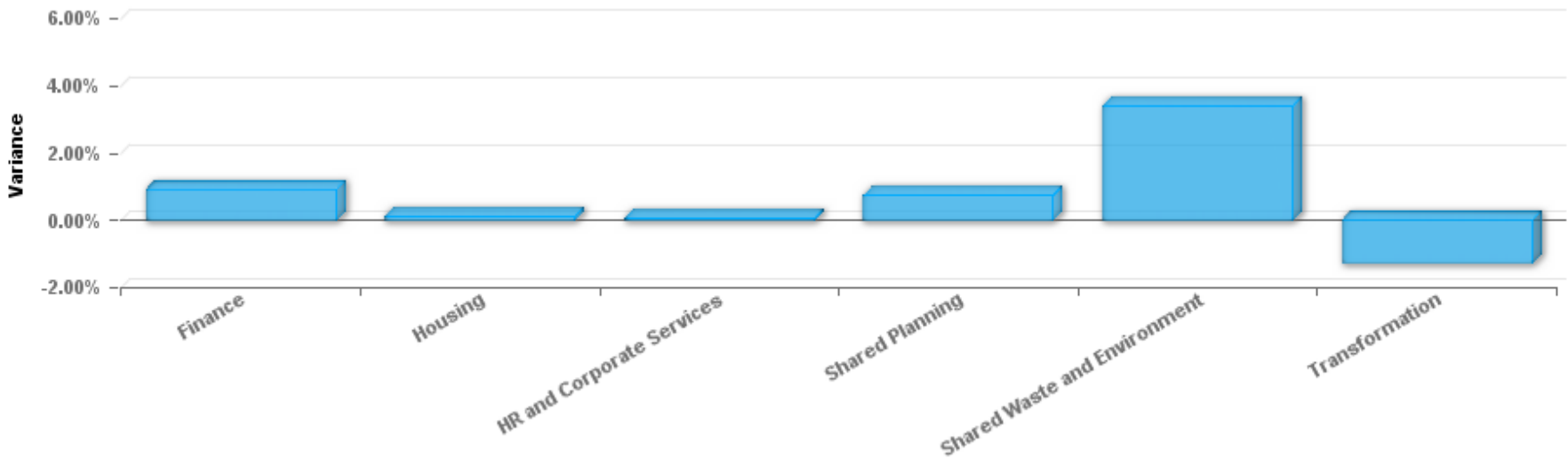
Average Days Lost Duration Current vs Previous Qtr

Org Structure	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Variance
Finance	2.83	3.83	1.00
Housing	9.33	8.73	-0.60
HR and Corporate Services	1.60	2.50	0.90
Shared Planning	3.29	8.59	5.31
Shared Waste and Environment	6.83	11.34	4.52
Transformation	6.92	3.73	-3.19
Total	6.38	8.99	2.61



% Availability Lost Current vs Previous Qtr

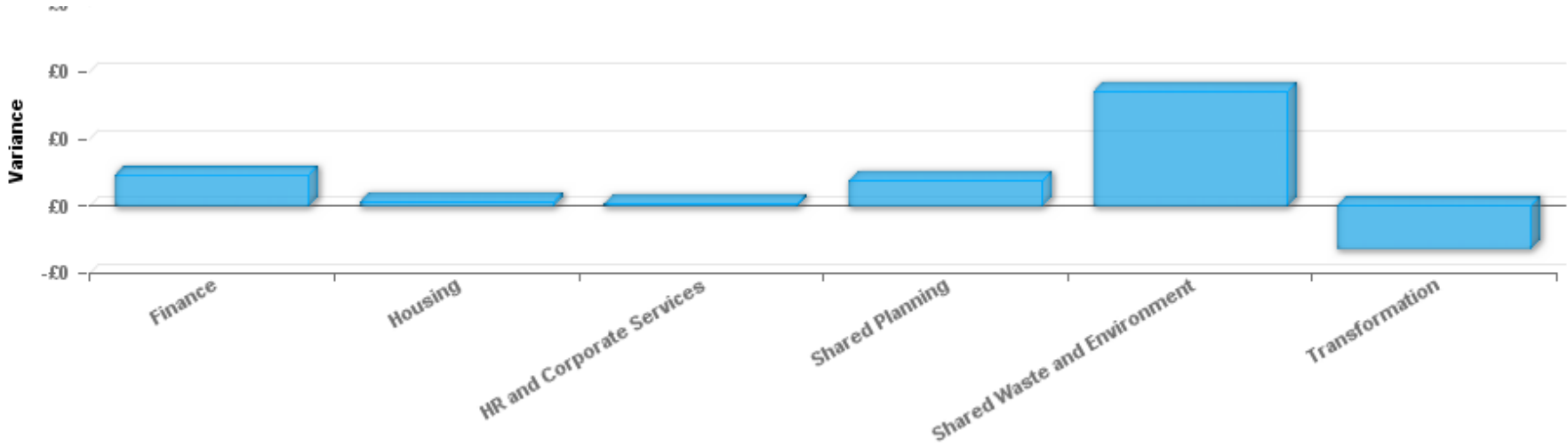
Org Structure	% Days Lost of Availability Previous Qtr	% Days Lost of Availability Current Qtr	Variance
Finance	0.39%	1.29%	0.91%
Housing	2.73%	2.82%	0.09%
HR and Corporate Services	0.46%	0.49%	0.03%
Shared Planning	0.65%	1.36%	0.71%
Shared Waste and Environment	2.64%	6.01%	3.38%
Transformation	2.42%	1.11%	-1.31%
Total	1.89%	3.24%	1.35%



Days Lost Working Cost Current vs Previous Qtr

£0 -

Org Structure	Days Lost Working Cost Previous Qtr	Days Lost Working Cost Current Qtr	Variance
Finance	£1,568.04	£6,568.54	£5,000.50
Housing	£25,123.19	£21,183.59	-£3,939.61
HR and Corporate Services	£1,036.43	£900.13	-£136.30
Shared Planning	£5,981.53	£18,144.19	£12,162.66
Shared Waste and Environment	£31,698.45	£69,020.44	£37,321.99
Transformation	£8,435.03	£4,567.45	-£3,867.57
Total	£73,842.67	£120,384.34	£46,541.68



Absence Analytics Q1 2021-22



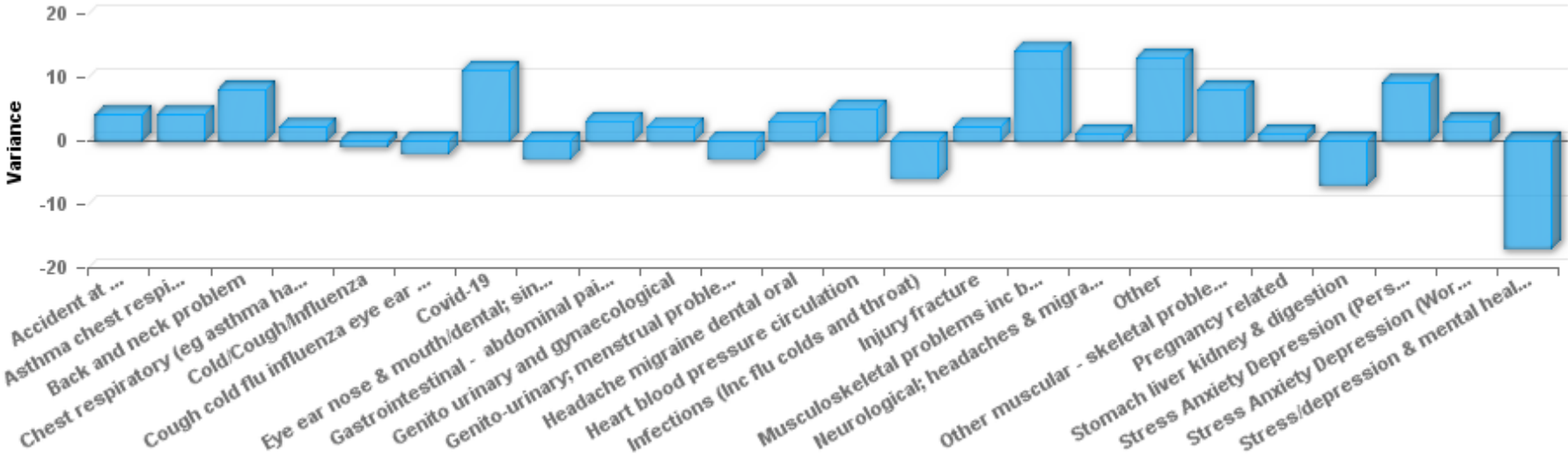
Absence by Reason

Reason	Employee Count Previous Qtr	Employee Count Current Qtr	Absence Instances in Previous Qtr	Absence Instances in Current Qtr	Emp Absence Count Previous Qtr	Emp Absence Count Current Qtr	Days Lost Previous Qtr	Days Lost Current Qtr	Ave Days Lost per Emp Previous Qtr	Ave Days Lost per Emp Current Qtr	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Days Available in Period per Emp Previous Qtr	Days Available in Period per Emp Current Qtr	% Days Lost of Availability Previous Qtr	% Days Lost of Availability Current Qtr	Days Lost Working Cost Previous Qtr	Days Lost Working Cost Current Qtr
Accident at Work	0	2		4	0	2		44		22		22		83		53.01%		£3,505.60
Asthma chest respiratory heart cardiac circulatory	0	3		4	0	3		28		9.33		9.33		66.6		42.04%		£2,676.22
Back and neck problem	4	9	4	12	4	9	9	77	2.25	8.56	2.25	8.56	83	230	10.84%	33.48%	£743.84	£6,437.54
Chest respiratory (eg asthma hayfever)	2	4	4	6	2	4	60	70	30	17.5	30	17.5	85	124	70.59%	56.45%	£4,937.47	£6,003.08
Cold/Cough/Influenza	1	0	1		1	0	2		2		2		22		9.09%		£367.56	
Cough cold flu influenza eye ear nose and throat problems (including infec	2	0	2		2	0	2		1		1		44		4.55%		£155.26	
Covid-19	8	19	8	19	8	19	11	24	1.38	1.26	1.38	1.26	176.00	369.03	6.25%	6.50%	£1,235.45	£2,764.24
Eye ear nose & mouth/dental; sinusitis	9	6	9	6	9	6	23	33.5	2.56	5.58	2.56	5.58	165.88	122.00	13.87%	27.46%	£2,403.25	£3,301.17
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	1	4	2	5	1	4	21	19	21.00	4.75	21.00	4.75	41.00	95.60	51.22%	19.87%	£1,554.00	£1,832.55
Genito urinary and gynaecological	1	2	1	3	1	2	10	39	10.00	19.50	10.00	19.50	22.00	62.00	45.45%	62.90%	£962.70	£3,788.03
Genito-urinary; menstrual problems	3	1	4	1	3	1	7	3	2.33	3.00	2.33	3.00	62.00	12.49	11.29%	24.03%	£951.40	£281.32
Headache migraine dental oral	1	4	1	4	1	4	1	8	1.00	2.00	1.00	2.00	22.00	65.10	4.55%	12.29%	£100.01	£815.12
Heart blood pressure circulation	1	4	2	7	1	4	28	89	28.00	22.25	28.00	22.25	42.00	144.00	66.67%	61.81%	£2,736.58	£8,834.46
Infections (Inc flu colds and throat)	21	17	24	18	21	17	63	69.5	3.00	4.09	3.00	4.09	481.02	346.86	13.10%	20.04%	£6,282.55	£14,490.06
Injury fracture	0	1		2	0	1		37		37		37		41		90.24%		£4,255.68
Musculoskeletal problems inc back and neck	1	8	1	15	1	8	3	211	3	26.38	3.00	26.38	22	290	13.64%	72.76%	£258.77	£20,372.36
Neurological; headaches & migraines	10	11	10	11	10	11	15.5	14.5	1.55	1.32	1.55	1.32	169.42	219.05	9.15%	6.62%	£1,671.18	£1,747.71
Other	9	22	12	25	9	22	59	57	6.56	2.59	6.56	2.59	177.65	497.41	33.21%	11.46%	£6,851.03	£5,865.56
Other muscular - skeletal problems	10	11	10	18	10	11	47	143.5	4.70	13.05	4.70	13.05	205.88	319.00	22.83%	44.98%	£4,234.52	£12,271.96
Pregnancy related	1	3	2	3	1	3	4	19	4.00	6.33	4.00	6.33	22.00	55.62	18.18%	34.16%	£385.08	£1,945.29

Stomach liver kidney & digestion	17	14	22	15	17	14	114	50	6.71	3.57	6.71	3.57	444.00	293.00	25.68%	17.06%	£11,372.83	£5,172.02
Stress Anxiety Depression (Personal)	1	6	1	10	1	6	7	84.5	7.00	14.08	7.00	14.08	22.00	156.80	31.82%	53.89%	£518.00	£7,051.15
Stress Anxiety Depression (Work)	1	1	1	1	1	1	11	6	11.00	6.00	11.00	6.00	22.00	21.00	50.00%	28.57%	£1,058.97	£577.62
Stress Anxiety Depression (Work and Personal)	2	3	2	5	2	3	19	59	9.50	19.67	9.50	19.67	44.00	102.00	43.18%	57.84%	£2,471.62	£6,211.83
Stress/depression & mental health	13	1	18	1	13	1	179	1	13.77	1.00	13.77	1.00	366.86	21.00	48.79%	4.76%	£22,590.61	£183.78
	631	643	0	0	0	0							34468.84	33293.68				
Total	750	799	141	195	70	156	695.5	1186.5	0.93	1.48	5.84	7.61	37210.55	37030.24	1.87%	3.20%	£73,842.67	£120,384.34

Absence Instances Current vs Previous Qtr

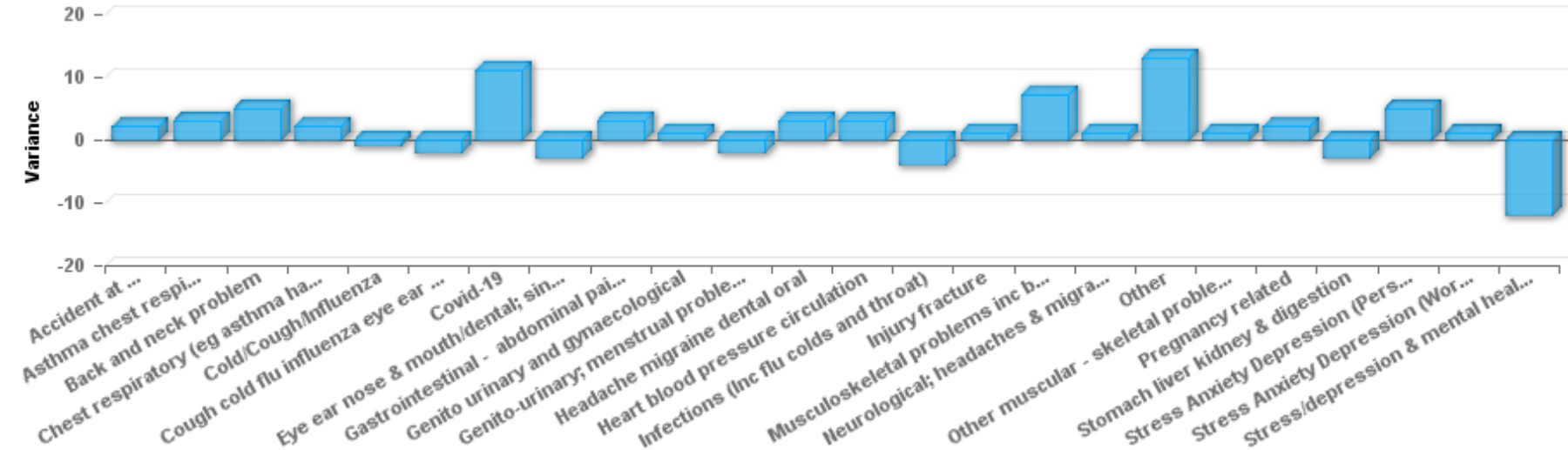
Reason	Absence Instances in Previous Qtr	Absence Instances in Current Qtr	Variance
Accident at Work		4	4
Asthma chest respiratory heart cardiac circulatory		4	4
Back and neck problem	4	12	8
Chest respiratory (eg asthma hayfever)	4	6	2
Cold/Cough/Influenza	1		-1
Cough cold flu influenza eye ear nose and throat problems (including infec	2		-2
Covid-19	8	19	11
Eye ear nose & mouth/dental; sinusitis	9	6	-3
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	2	5	3
Genito urinary and gynaecological	1	3	2
Genito-urinary; menstrual problems	4	1	-3
Headache migraine dental oral	1	4	3
Heart blood pressure circulation	2	7	5
Infections (Inc flu colds and throat)	24	18	-6
Injury fracture		2	2
Musculoskeletal problems inc back and neck	1	15	14
Neurological; headaches & migraines	10	11	1
Other	12	25	13
Other muscular - skeletal problems	10	18	8
Pregnancy related	2	3	1
Stomach liver kidney & digestion	22	15	-7
Stress Anxiety Depression (Personal)	1	10	9
Stress Anxiety Depression (Work)	1	1	0
Stress Anxiety Depression (Work and Personal)	2	5	3
Stress/depression & mental health	18	1	-17



	0	0	0
Total	141	195	54

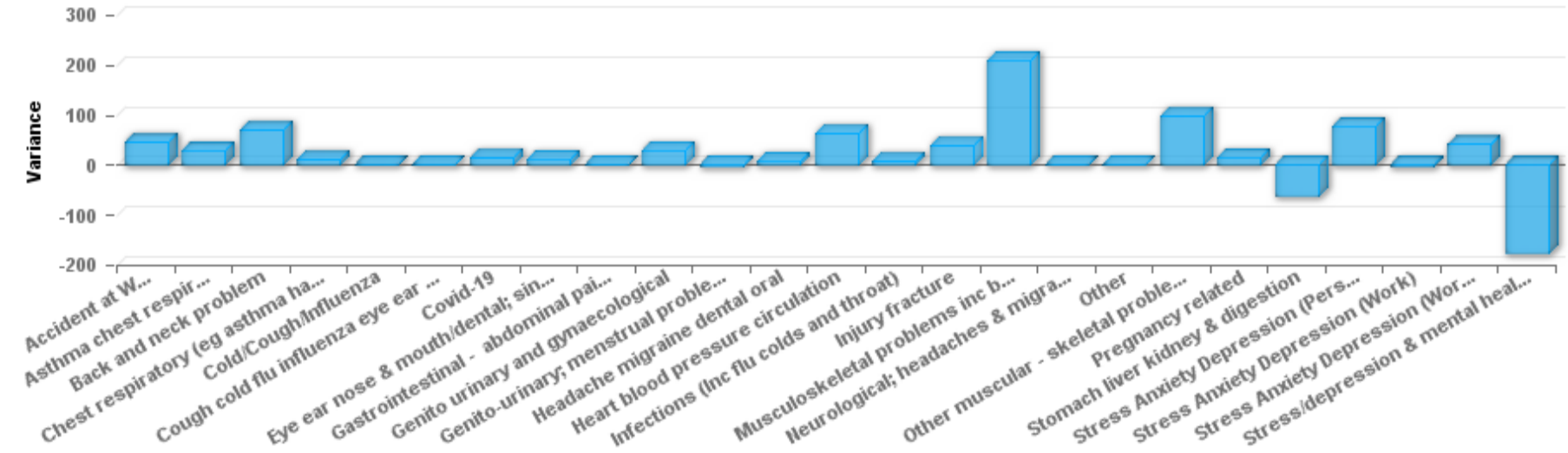
Number of Employee Absence Current vs Previous Qtr

Reason	Emp Absence Count Previous Qtr	Emp Absence Count Current Qtr	Variance
Accident at Work	0	2	2
Asthma chest respiratory heart cardiac circulatory	0	3	3
Back and neck problem	4	9	5
Chest respiratory (eg asthma hayfever)	2	4	2
Cold/Cough/Influenza	1	0	-1
Cough cold flu influenza eye ear nose and throat problems (including infec	2	0	-2
Covid-19	8	19	11
Eye ear nose & mouth/dental; sinusitis	9	6	-3
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	1	4	3
Genito urinary and gynaecological	1	2	1
Genito-urinary; menstrual problems	3	1	-2
Headache migraine dental oral	1	4	3
Heart blood pressure circulation	1	4	3
Infections (Inc flu colds and throat)	21	17	-4
Injury fracture	0	1	1
Musculoskeletal problems inc back and neck	1	8	7
Neurological; headaches & migraines	10	11	1
Other	9	22	13
Other muscular - skeletal problems	10	11	1
Pregnancy related	1	3	2
Stomach liver kidney & digestion	17	14	-3
Stress Anxiety Depression (Personal)	1	6	5
Stress Anxiety Depression (Work)	1	1	0
Stress Anxiety Depression (Work and Personal)	2	3	1
Stress/depression & mental health	13	1	-12
	0	0	0
Total	119	156	37



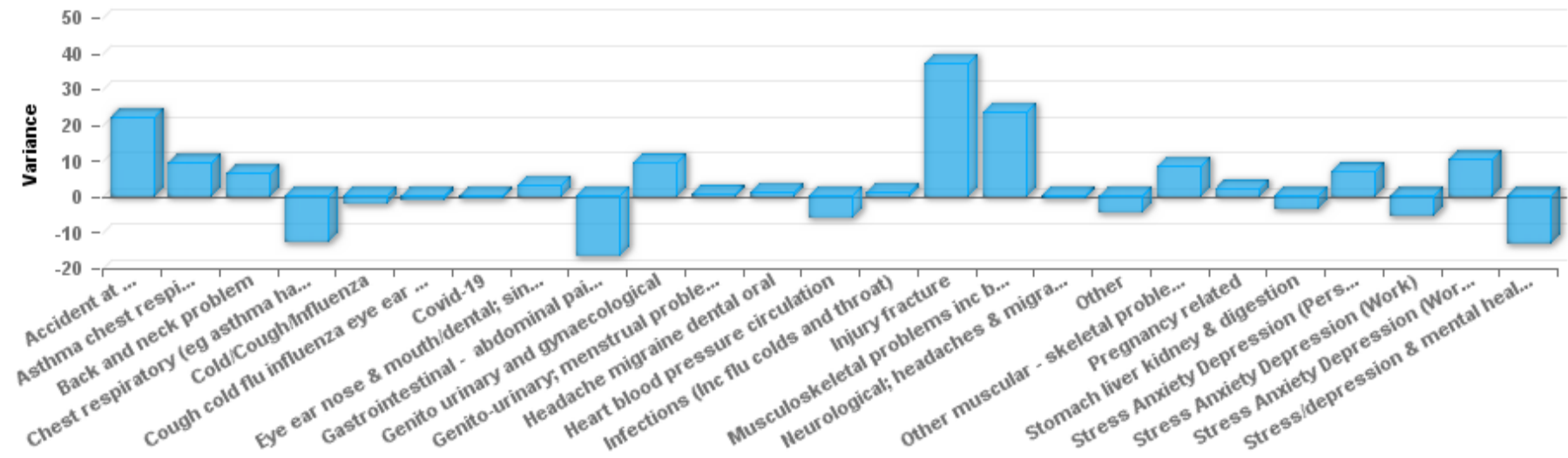
Days Lost Current vs Previous Qtr

Reason	Days Lost Previous Qtr	Days Lost Current Qtr	Variance
Accident at Work		44	44
Asthma chest respiratory heart cardiac circulatory		28	28
Back and neck problem	9	77	68
Chest respiratory (eg asthma hayfever)	60	70	10
Cold/Cough/Influenza	2		-2
Cough cold flu influenza eye ear nose and throat problems (including infec	2		-2
Covid-19	11	24	13
Eye ear nose & mouth/dental; sinusitis	23	33.5	10.5
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	21	19	-2
Genito urinary and gynaecological	10	39	29
Genito-urinary; menstrual problems	7	3	-4
Headache migraine dental oral	1	8	7
Heart blood pressure circulation	28	89	61
Infections (Inc flu colds and throat)	63	69.5	6.5
Injury fracture		37	37
Musculoskeletal problems inc back and neck	3	211	208
Neurological; headaches & migraines	15.5	14.5	-1
Other	59	57	-2
Other muscular - skeletal problems	47	143.5	96.5
Pregnancy related	4	19	15
Stomach liver kidney & digestion	114	50	-64
Stress Anxiety Depression (Personal)	7	84.5	77.5
Stress Anxiety Depression (Work)	11	6	-5
Stress Anxiety Depression (Work and Personal)	19	59	40
Stress/depression & mental health	179	1	-178
Total	695.5	1186.5	491



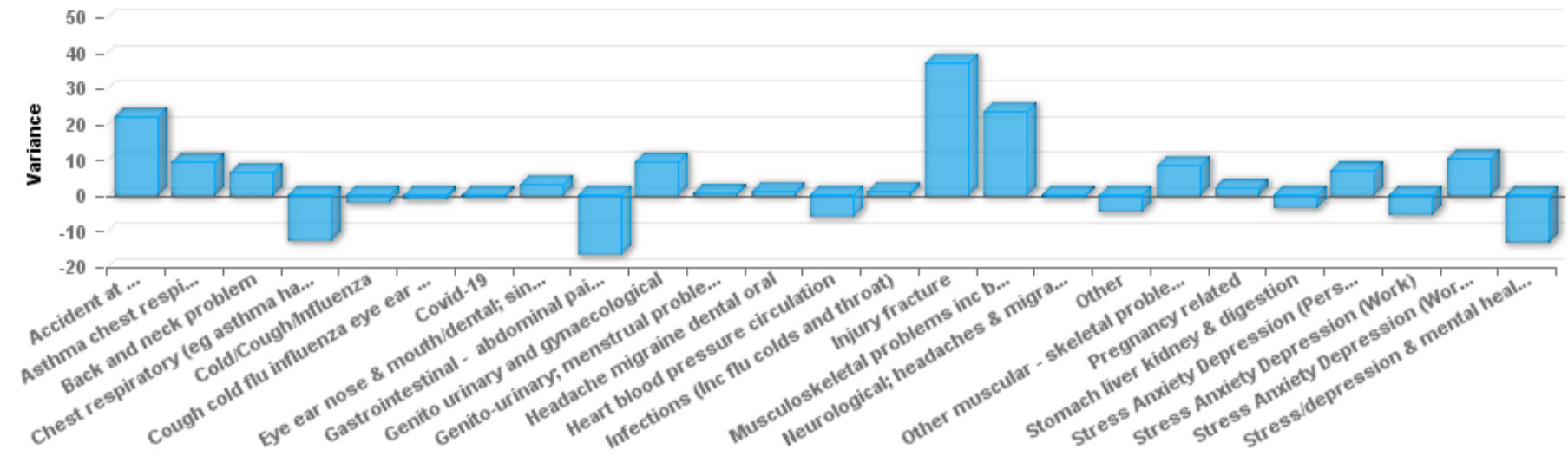
Average Days Lost All Employees Current vs Previous Qtr

Reason	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Variance
Accident at Work		22.00	22.00
Asthma chest respiratory heart cardiac circulatory		9.33	9.33
Back and neck problem	2.25	8.56	6.31
Chest respiratory (eg asthma hayfever)	30	17.5	-12.5
Cold/Cough/Influenza	2		-2
Cough cold flu influenza eye ear nose and throat problems (including infec	1		-1
Covid-19	1.38	1.26	-0.11
Eye ear nose & mouth/dental; sinusitis	2.56	5.58	3.03
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	21	4.75	-16.25
Genito urinary and gynaecological	10	19.5	9.5
Genito-urinary; menstrual problems	2.33	3.00	0.67
Headache migraine dental oral	1	2	1
Heart blood pressure circulation	28	22.25	-5.75
Infections (Inc flu colds and throat)	3	4.09	1.09
Injury fracture		37.00	37.00
Musculoskeletal problems inc back and neck	3	26.38	23.38
Neurological; headaches & migraines	1.55	1.32	-0.23
Other	6.56	2.59	-3.96
Other muscular - skeletal problems	4.70	13.05	8.35
Pregnancy related	4.00	6.33	2.33
Stomach liver kidney & digestion	6.71	3.57	-3.13
Stress Anxiety Depression (Personal)	7.00	14.08	7.08
Stress Anxiety Depression (Work)	11.00	6.00	-5.00
Stress Anxiety Depression (Work and Personal)	9.50	19.67	10.17
Stress/depression & mental health	13.77	1.00	-12.77
Total	0.93	1.48	0.56



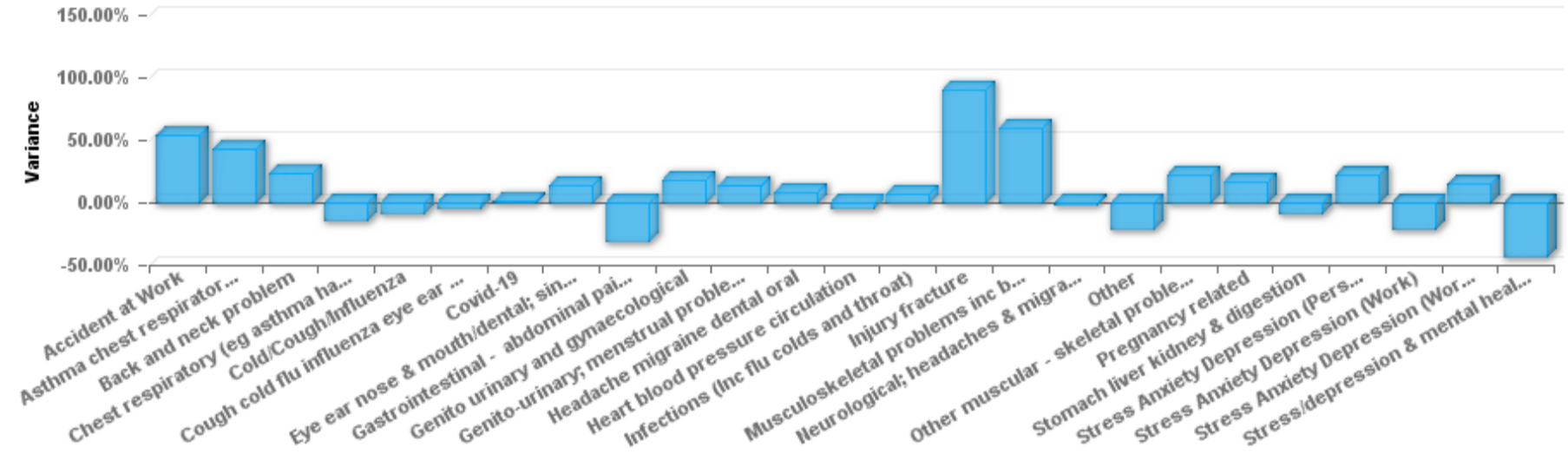
Average Days Lost Duration Current vs Previous Qtr

Reason	Ave Days Lost Duration Previous Qtr	Ave Days Lost Duration Current Qtr	Variance
Accident at Work		22	22
Asthma chest respiratory heart cardiac circulatory		9.33	9.33
Back and neck problem	2.25	8.56	6.31
Chest respiratory (eg asthma hayfever)	30	17.5	-12.5
Cold/Cough/Influenza	2		-2
Cough cold flu influenza eye ear nose and throat problems (including infec	1		-1
Covid-19	1.38	1.26	-0.11
Eye ear nose & mouth/dental; sinusitis	2.56	5.58	3.03
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	21.00	4.75	-16.25
Genito urinary and gynaecological	10.00	19.50	9.50
Genito-urinary; menstrual problems	2.33	3.00	0.67
Headache migraine dental oral	1.00	2.00	1.00
Heart blood pressure circulation	28.00	22.25	-5.75
Infections (Inc flu colds and throat)	3.00	4.09	1.09
Injury fracture		37	37
Musculoskeletal problems inc back and neck	3.00	26.38	23.38
Neurological; headaches & migraines	1.55	1.32	-0.23
Other	6.56	2.59	-3.96
Other muscular - skeletal problems	4.70	13.05	8.35
Pregnancy related	4.00	6.33	2.33
Stomach liver kidney & digestion	6.71	3.57	-3.13
Stress Anxiety Depression (Personal)	7.00	14.08	7.08
Stress Anxiety Depression (Work)	11.00	6.00	-5.00
Stress Anxiety Depression (Work and Personal)	9.50	19.67	10.17
Stress/depression & mental health	13.77	1.00	-12.77
Total	5.84	7.61	1.76



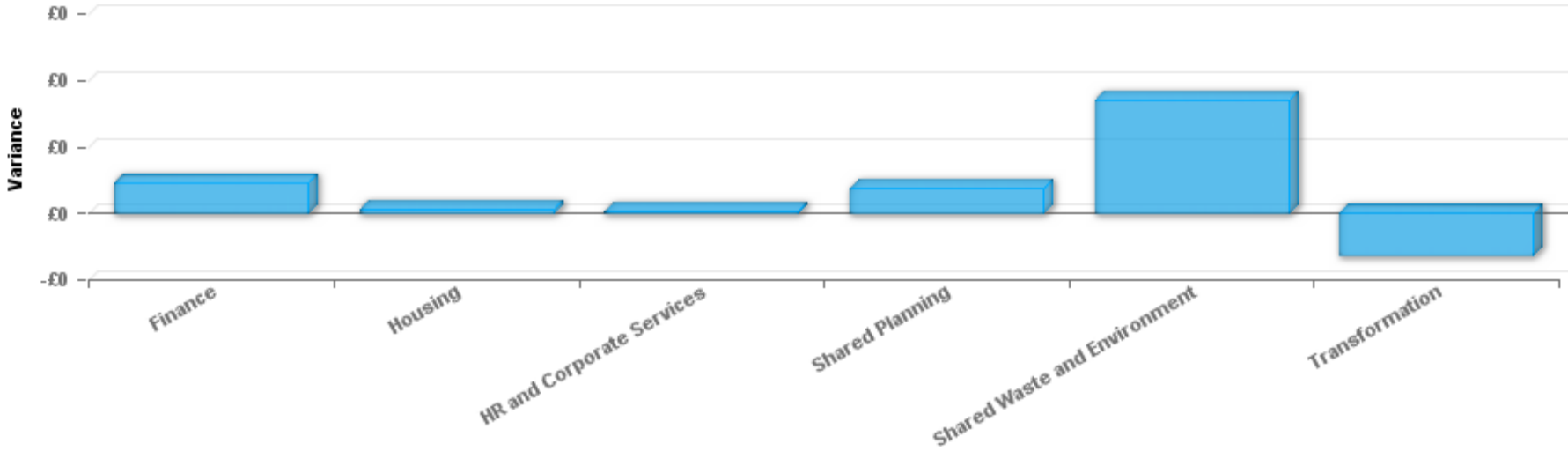
% Availability Lost Current vs Previous Qtr

Reason	% Days Lost of Availability Previous Qtr	% Days Lost of Availability Current Qtr	Variance
Accident at Work		53.01%	53.01%
Asthma chest respiratory heart cardiac circulatory		42.04%	42.04%
Back and neck problem	10.84%	33.48%	22.63%
Chest respiratory (eg asthma hayfever)	70.59%	56.45%	-14.14%
Cold/Cough/Influenza	9.09%		-9.09%
Cough cold flu influenza eye ear nose and throat problems (including infec	4.55%		-4.55%
Covid-19	6.25%	6.50%	0.25%
Eye ear nose & mouth/dental; sinusitis	13.87%	27.46%	13.59%
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis	51.22%	19.87%	-31.35%
Genito urinary and gynaecological	45.45%	62.90%	17.45%
Genito-urinary; menstrual problems	11.29%	24.03%	12.74%
Headache migraine dental oral	4.55%	12.29%	7.74%
Heart blood pressure circulation	66.67%	61.81%	-4.86%
Infections (Inc flu colds and throat)	13.10%	20.04%	6.94%
Injury fracture		90.24%	90.24%
Musculoskeletal problems inc back and neck	13.64%	72.76%	59.12%
Neurological; headaches & migraines	9.15%	6.62%	-2.53%
Other	33.21%	11.46%	-21.75%
Other muscular - skeletal problems	22.83%	44.98%	22.16%
Pregnancy related	18.18%	34.16%	15.98%
Stomach liver kidney & digestion	25.68%	17.06%	-8.61%
Stress Anxiety Depression (Personal)	31.82%	53.89%	22.07%
Stress Anxiety Depression (Work)	50.00%	28.57%	-21.43%
Stress Anxiety Depression (Work and Personal)	43.18%	57.84%	14.66%
Stress/depression & mental health	48.79%	4.76%	-44.03%
Total	1.87%	3.20%	1.34%



Days Lost Working Cost Current vs Previous Qtr

Org Structure	Days Lost Working Cost Previous Qtr	Days Lost Working Cost Current Qtr	Variance
Executive			
Finance	£1,568.04	£6,568.54	£5,000.50
Housing	£25,123.19	£21,183.59	-£3,939.61
HR and Corporate Services	£1,036.43	£900.13	-£136.30
Shared Planning	£5,981.53	£18,144.19	£12,162.66
Shared Waste and Environment	£31,698.45	£69,020.44	£37,321.99
Transformation	£8,435.03	£4,567.45	-£3,867.57
Total	£73,842.67	£120,384.34	£46,541.68



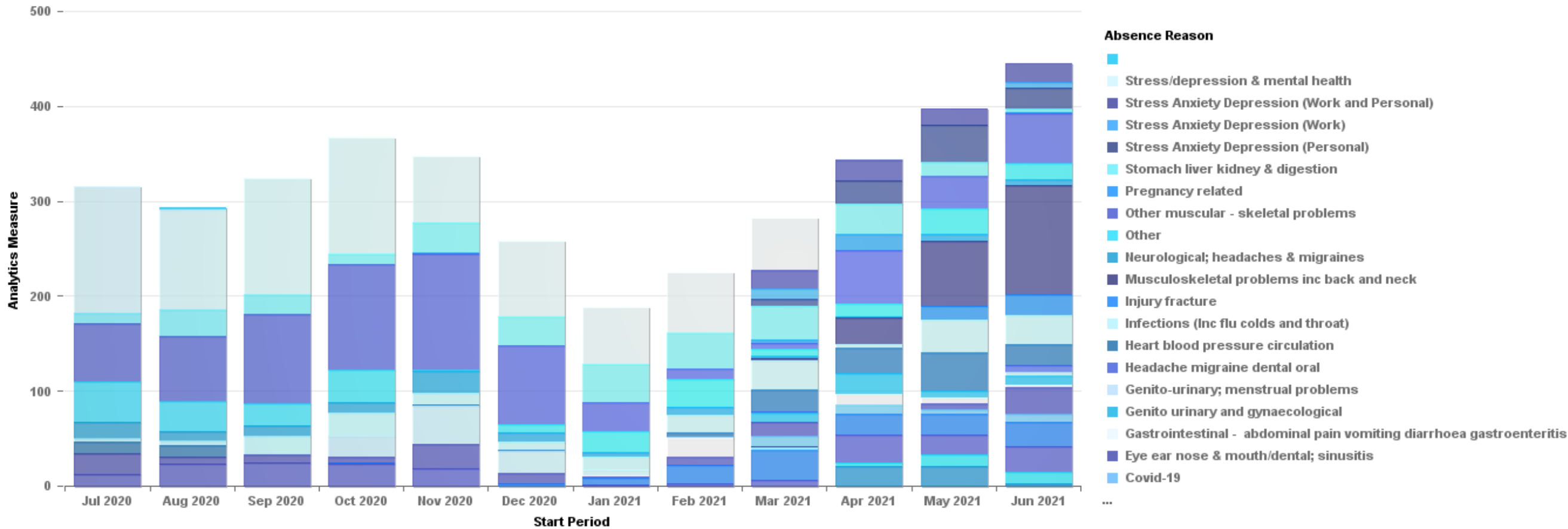
Absence Analytics Q1 2021-22

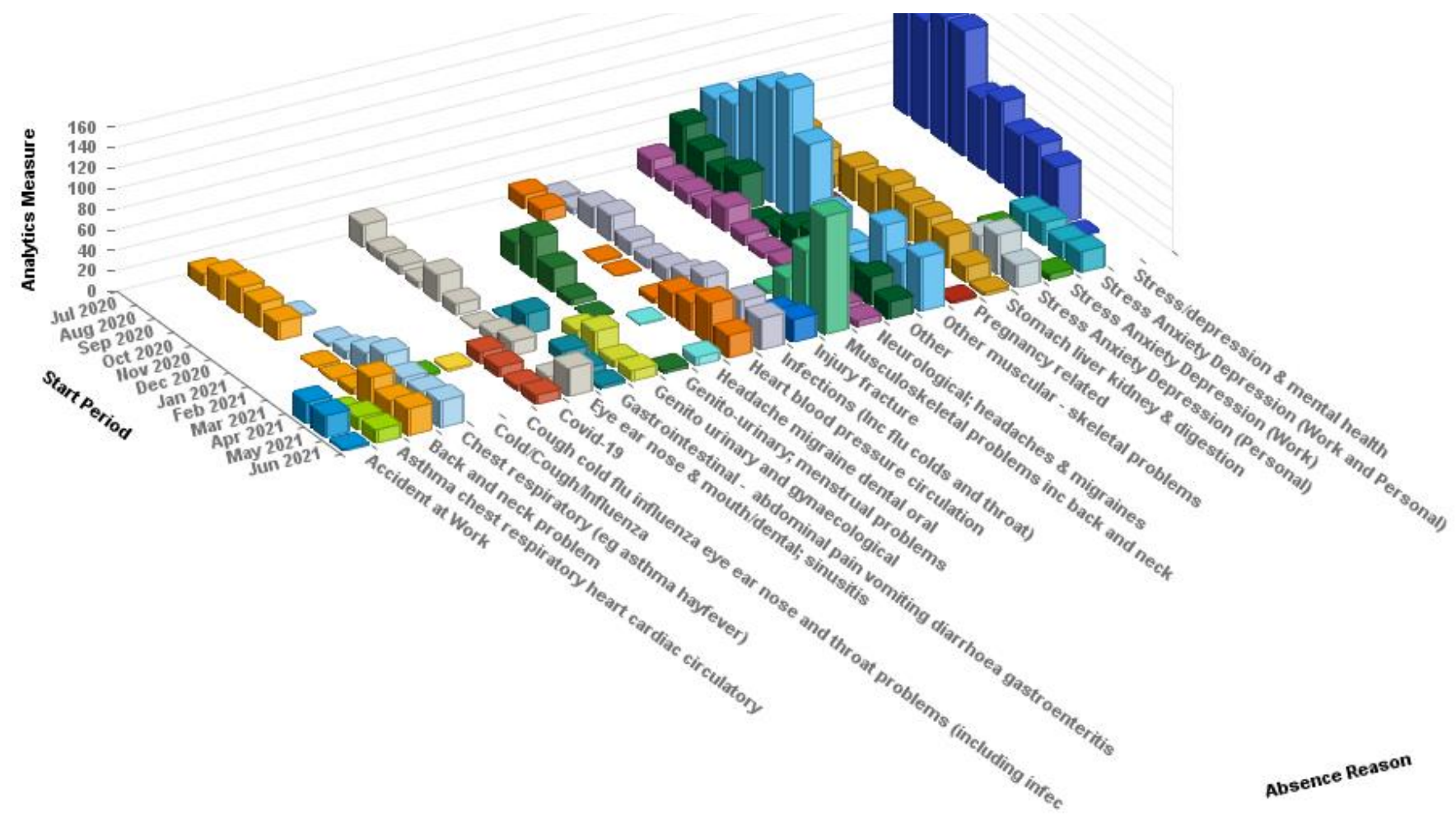


Absence Analytics Trending by Reason - Days Lost

	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Total
Accident at Work										21	21	2	44
Asthma chest respiratory heart cardiac circulatory										3	12	13	28
Back and neck problem	12	23	25	23	18		1	2	6	30	21	26	187
Chest respiratory (eg asthma hayfever)				2		3	8	20	32	22	22	26	135
Cold/Cough/Influenza									2				2
Cough cold flu influenza eye ear nose and throat problems (including infec									2				2
Covid-19									11	10	5	9	35
Eye ear nose & mouth/dental; sinusitis	22	8	8	6	26	11	1	8	14		6	27.5	137.5
Gastrointestinal - abdominal pain vomiting diarrhoea gastroenteritis							1	20		10	6	3	40
Genito urinary and gynaecological									10	22	7	10	49
Genito-urinary; menstrual problems				21	40	23	6	1				3	94
Headache migraine dental oral									1			8	9
Heart blood pressure circulation	13	12			1	0.5		5	23	27	40	22	143.5
Infections (Inc flu colds and throat)	3	5	20	25	13	9	13	19	31	4	35	30.5	207.5
Injury fracture											15	22	37
Musculoskeletal problems inc back and neck									3	28	68	115	214
Neurological; headaches & migraines	17	10	11	11	23	10	5.5	8	2	1.5	7	6	112
Other	43	31	23	34	1	8	22	30	7	13	27.5	16.5	256
Other muscular - skeletal problems	61	69	94	111	123	83	30	11	6	57	34	52.5	731.5
Pregnancy related					1				4	17		2	24
Stomach liver kidney & digestion	11	28	21	12	32	31	41	37	36	32	15	3	299
Stress Anxiety Depression (Personal)									7	24	38.5	22	91.5
Stress Anxiety Depression (Work)									11			6	17

Stress Anxiety Depression (Work and Personal)										19	22	17	20	78
Stress/depression & mental health	134	105	122	122	69	79	60	64	55	1				811
		2												2
Total	316	293	324	367	347	257.5	188.5	225	282	344.5	397	445		



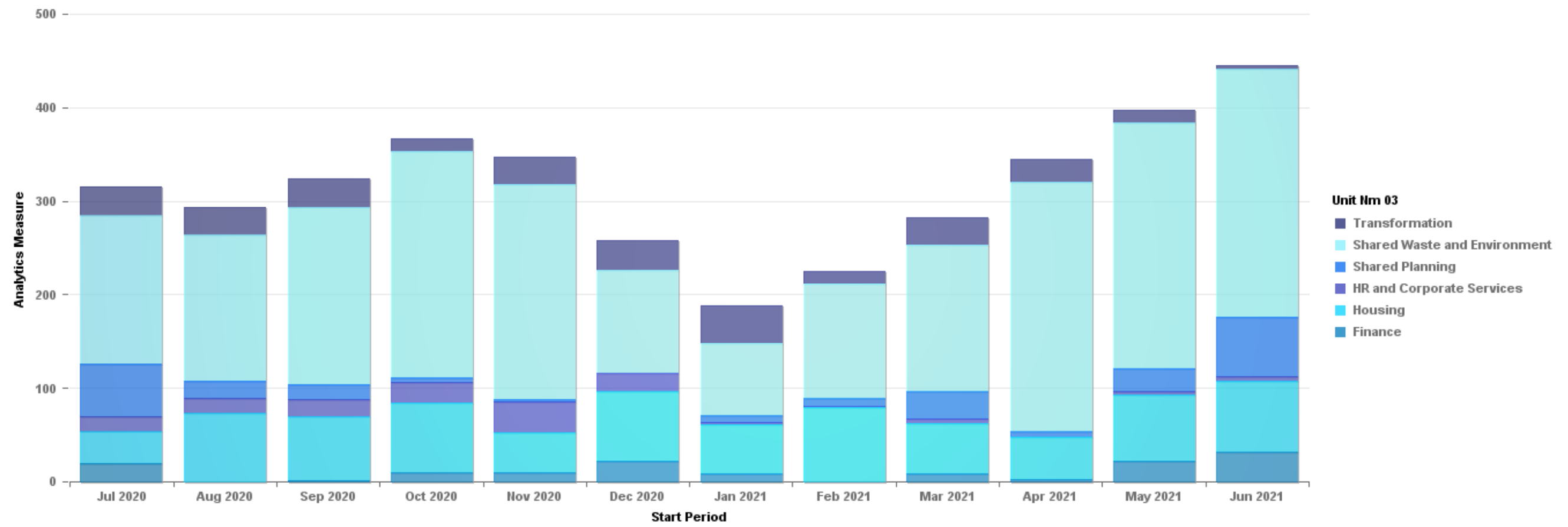


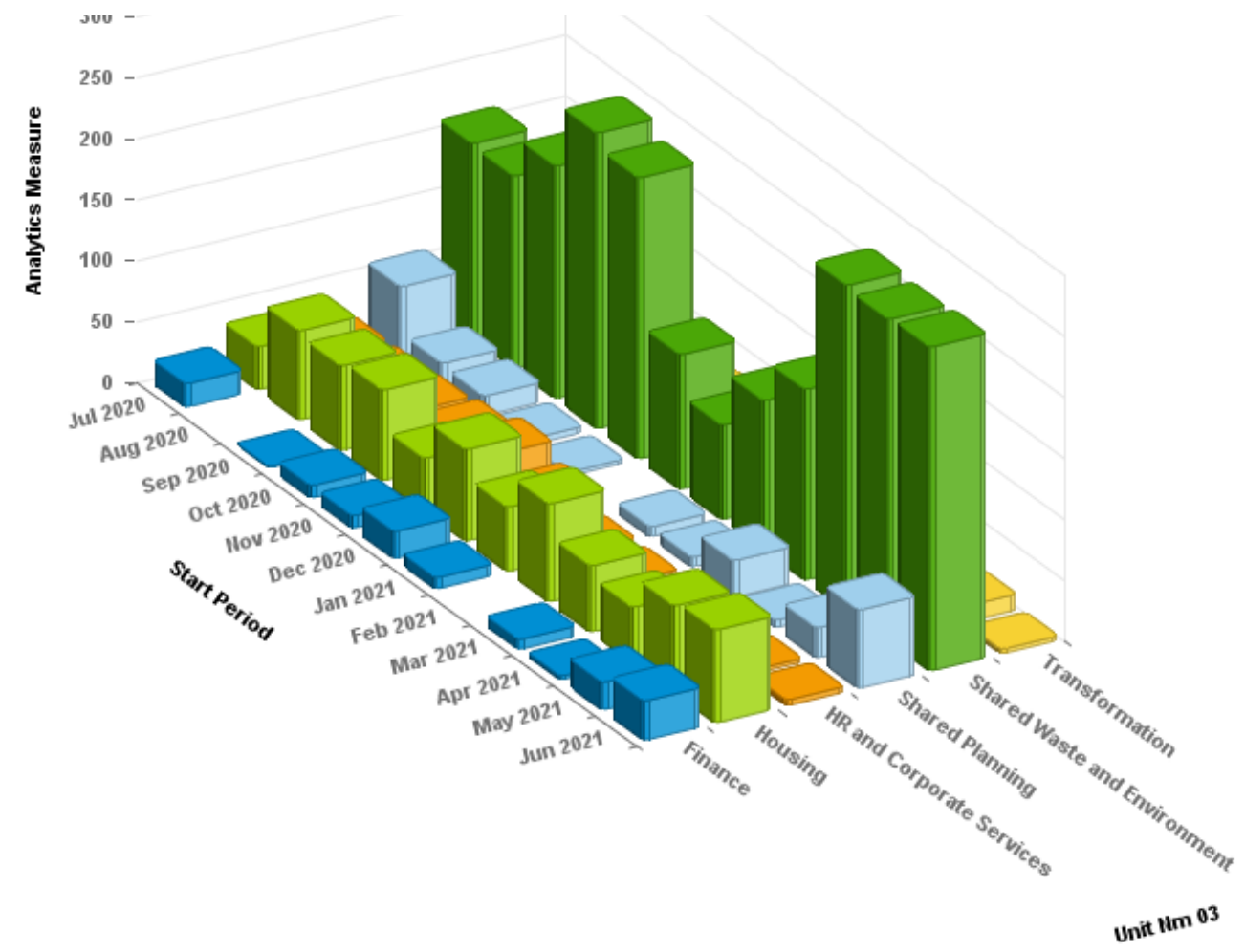
Absence Analytics Q1 2021-22



Absence Analytics Trending by Structure - Days Lost

	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Total
Finance	19		1	10	10	22	9		8	3	22.5	32	136.5
Housing	35	73	69	74	43	75	52.5	80	54	45	71	76	747.5
HR and Corporate Services	16	16	18	22	32	19.5	2	1	5		3	4.5	139
Shared Planning	56	18	16	5	3		8	8	30	6	24.5	64	238.5
Shared Waste and Environment	159	157	190	242	230	110	77	122	156	266	263	265	2237
Transformation	31	29	30	14	29	31	40	14	29	24.5	13	3.5	288
Total	316	293	324	367	347	257.5	188.5	225	282	344.5	397	445	





Trend information for BVPI 12 – day's sickness per FTE (2021/22)

Quarter	Q1	Q2	Q3	Q4
BVPI 12 figure	2.03			
Cumulative				
BVPI 12 figure last year	1.27	2.02	2.2	1.04

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	6.53	
FTE at year end	388.87	493.85	517.29	553.34	602.13	



Absence Analytics June 2021

Glossary

This page describes the objects used in the Absence Analytics Pack, and contains a link allowing you to raise a support case

Object	Description
Employee Count	Number of People working in the organisation at any point in each period
Absence Instances	Number of Absence Instances at any point in each period
Days / Hours Lost	Total number of Days /Hours Lost, directly from the iTrent Absence Calculation
Short / Long Term	The above, Days or Hours Lost, split into ST / LT based on the number of days absent for each Absence ID
Ave Days Lost per Emp	Number of Days Lost per person
Days Available in Period	Assumed number of working days in each period, multiplied by each employees FTE to give an approximate number of available days
% Days Lost of Availability	Days Lost as a percentage of the assumed available days
Days Lost Working Cost	Daily salary cost of each absent employee, based on Scalepoint Value / Rate of Pay at the time of absence.
Average Duration of Absence	Average number of days lost for each absent employee
Length of Service (LOS) band	5 year grouping, based on Organisation Start Date
Bradford Factor	Means of measuring absenteeism
EMAIL SUPPORT	Log Support Case