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Appendix A - Trend information for BVPI 12 – day's sickness per FTE (2019/20)

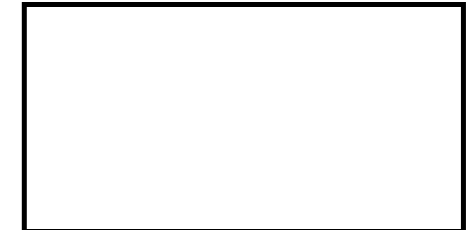
Quarter	Q1	Q2	Q3	Q4
BVPI 12 figure	3.1	2.93	2.88	2.6
Cumulative	3.1	6.03	8.91	11.51
BVPI 12 figure last year	2.44	2.26	2.64	2.69

Year	10/11	11/12	12/13	13/14	14/15	15/16
BVPI 12 figure (year end)	12.13	11.58	8.27	7.82	8.07	8.75
FTE at year end	449.28	441.12	431.3	395.55	386.51	394.5

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		
FTE at year end	388.87	493.85	517.29	553.34		

**Appendix B – Benchmark Figures by Corporate Area**

Area	Quarter 4 (01/01/20 - 31/03/20)		
	No. of available working days lost due to sickness	No. Employee's with sickness absence days in period	Comments
<b>Affordable Homes</b>			
Affordable Homes (ex. SH )	304	26	7 long term sickness absences
Sheltered Housing	46	8	1 long term sickness absences
<b>Chief Executive Team</b>			
Chief Executive Team	0	0	
<b>Corporate Services</b>			
Finance, Policy & Performance	6	2	
Business & Customer Service	103	11	1 long term sickness absences
HR	14	3	
Facilities	9	2	
Democratic Services (incl. Elections)	0	0	
Revenues & Benefits	103	14	1 long term sickness absences
<b>H&amp; ES</b>			
Health & Environment (ex. GCSW)	139	9	2 long term sickness absences
GCWS	640	55	9 long term sickness absences
<b>GCSPS</b>			
GCSPS	74	18	1 long term sickness absences
<b>Total</b>	<b>1438</b>	<b>148</b>	



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**Appendix C - Sickness Days per FTE in Quarter 4 (01/01/20 - 31/03/20) (Compared to last quarter)**

Increased Sickness
Maintained Sickness
Decreased Sickness

Area	FTE at 01/10/2019	Sickness days per FTE in Q3 (2019/20)	FTE at 01/01/2020	Sickness days per FTE in Q4 (2019/20)	Number of sickness days between Q3 & Q4 2019/20
<b>Affordable Homes</b>	103.59	3.39	106.40	3.29	-0.10
Affordable Homes (ex. SH)	81.94	3.44	84.13	3.61	0.17
Sheltered Housing	21.65	3.19	22.27	2.07	-1.12
<b>Chief Executives</b>	9.81	0.20	10.35	0.00	-0.20
<b>Corporate Services (Total of 7 depts. below)</b>	104.28	1.42	112.97	0.00	-1.42
Finance, Policy & Performance	13.99	0.71	18.40	0.33	-0.39
Business & Customer Service	21.64	3.28	24.03	4.29	1.01
HR	9.81	0.61	9.70	1.44	0.83
Facilities	5.69	0.00	5.69	1.58	1.58
Democratic Services (incl. Elections)	10.00	0.30	10.00	0.00	-0.30
Revenues & Benefits	43.15	1.34	45.15	2.28	0.94
<b>H&amp;ES</b>	211.28	4.53	201.89	0.00	-4.53
Health & Environment	47.87	4.87	45.67	3.04	-1.82
GCSW	163.41	4.44	156.22	4.10	-0.34
<b>GCSPS</b>	122.03	1.07	121.73	0.61	-0.46
			553.34	2.60	

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**Appendix D – Long Term v Short Term sickness**

Department	Quarter 4 (01/01/20 - 31/03/20) 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
<b>Affordable Homes</b>				
Affordable Homes (exc. SH and DLO)	228	75.0%	76	25.0%
Sheltered Housing	32.00	69.6%	14.0	30.4%
<b>Chief Executive Team</b>	0	0.0%	0	0.0%
<b>Corporate Services</b>				
Finance, Policy & Performance	0	0.0%	6	100.0%
Business & Customer Services	65	63.1%	38	36.9%
HR	0	0.0%	14	100.0%
Facilities	0	0.0%	9	100.0%
Democratic Services & Elections	0	0.0%	0	0.0%
Revenues & Benefits	65	63.1%	38	36.9%
<b>H&amp;ES</b>				
Health & Environment (ex. GCSW)	120	86.3%	19	13.7%
GCSW	373	58.3%	267	41.7%
<b>GCSPS</b>	26	35.1%	48	64.9%
<b>Total</b>	<b>909</b>	<b>63.21%</b>	<b>529</b>	<b>36.79%</b>

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**Appendix E – Sickness absence by reason given – Quarter 4 (01/01/20 – 31/03/20) (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	42			1					3	20	66			132	Back
Chest/respiratory					1	5			3		19	8		36	Chest/respiratory
Ear, nose, mouth, eye	19	2			9						10	4		44	Ear, nose, mouth, eye
Face														0	Face
Genito-urinary		2												2	Genito-urinary
Headaches & migraine	9	1			7					45	3	3		68	Headaches & migraine
Heart, blood pressure, circulation											10			10	Heart, blood pressure, circulation
Operation & post op recovery														0	Operation & post op recovery
Other	33										18	4		55	Other
Other Muscular-Skeletal	32						4				231	1		268	Other Muscular-Skeletal
Pregnancy related					2									2	Pregnancy related
Stomach, liver, kidney, digestion	4	1			10		4		16		66	7		108	Stomach, liver, kidney, digestion
Stress, depression & mental health	146	32			66	7			67	42	154	26		540	Stress, depression & mental health
Viral/Infections	19	8		5	8	2	1		14	32	63	21		173	Viral/Infections
<b>Total</b>	<b>304</b>	<b>46</b>	<b>0</b>	<b>6</b>	<b>103</b>	<b>14</b>	<b>9</b>	<b>0</b>	<b>103</b>	<b>139</b>	<b>640</b>	<b>74</b>	<b>0</b>	<b>1438.0</b>	<b>Total</b>

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**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 Q3 2019/20	Q4 LAST YEAR 2018- 19	Days Lost for Q4 (2019/20) 01/01/20- 31/03/20	Change since last quarter (Q3 19-20) -/+	Change since Q4 last year (18-19) - /+
Back	91	132	132	41	0
Chest/respiratory	79	117	36	-43	-81
Ear, nose, mouth, eye	26	27	44	18	17
Face	0	0	0	0	0
Genito-urinary	1	4	2	1	-2
Headaches & migraine	83	16	68	-15	52
Heart, blood pressure,	0	43	10	10	-33
Operation & post op recovery	0	0	0	0	0
Other	10	79	55	45	-24
Other Muscular- Skeletal	292	323	268	-24	-55
Pregnancy related	13	12	2	-11	-10
Stomach, liver, kidney, digestion	178	120.5	108	-70	-12.5
Stress, depression &	621	282	540	-81	258
Viral/Infections	195	234.8	173	-22	-61.8
Not recorded	0	0	0	0	0
<b>Total</b>	1581	1364.7	1589		