

**POLICY & RESOURCES
CABINET BOARD**

7TH JANUARY 2011

CHIEF EXECUTIVE'S OFFICE

JOINT REPORT OF THE

**HEAD OF CHANGE MANAGEMENT & INNOVATION
K. JONES**

&

**DIRECTOR OF ENVIRONMENT
J. FLOWER**

INDEX OF REPORT ITEMS

PART 1. Doc Code: PRB-070111-REP-KJ-J(2)

SECTION C – MATTERS FOR MONITORING		
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PART 1, SECTION C, ITEM 1

SICKNESS ABSENCE MANAGEMENT

Purpose of Report

To report the latest sickness absence data for the services within the Committee's portfolio and to provide an update on the progress of the Corporate review of sickness absence management.

Progress Update

A new approach to sickness absence management has been developed and trialled. The review is now moving into an implementation phase with the aim of having the new approach fully embedded across the Council by the end of March.

The phasing for rolling out the new approach is as follows:

Directorate	From
Environment Directorate	November 2010
Social Services Health and Housing	December 2010
Finance and Corporate Services	January 2011
Education Leisure and Lifelong Learning	March 2011

An Implementation Board has been set up to oversee the work and to monitor the effect of the new approach. A key role for the Board will be to identify further opportunities for improvement that can be pursued beyond this current project.

An initial meeting has been held with school governors and it is anticipated that work with schools will commence early in the New Year. An implementation plan will be drawn up with schools to trial and roll out a revised approach that is suitable for school settings.

In terms of overall levels of sickness absence, the tables attached show that sickness absence rates appear to be falling. While the new approach to absence management has yet to be rolled out, since March 2010 a significant profile has been given to reducing levels of absenteeism across the whole Council. Clearly, the position will need to be monitored closely to ensure that performance improvement is sustainable.

It is intended that management information will considerably enhanced once the new approach is implemented. In the meantime, the available data is presented to assist Members in their scrutiny role.

Recommended

That the progress on the corporate review be noted and that the data is received and reviewed by the Committee.

Contact Officer

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List of Background Papers

Summary sickness figures from March through to September 2010.
Summary of employees with three or more instances of sickness within the last 12 months as at 30th September 2010.
Summary of employees who are consecutively sick for 28 days or more at the end of September 2010.

Wards Affected

All

Appendices

Appendix 1 – Summary of Data for March through to September 2010
Appendix 2 – Employees with 3 or more instances of sickness within last 12 months
Appendix 3 – Summary Employees who are consecutively sick for 28 days or more at the end of September 2010

Appendix 1

Council Summary sickness Totals (excluding Teachers) - Annual Sickness pattern	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep- 10
Number of employees (posts) with zero instances of sickness within last year	*	*	*	*	2,458	2,501	2,066
Number of employees (posts) with 1 instance of sickness within last year	*	*	*	*	1,969	1,987	2,427
Number of working days lost for those employees with 1 instance of sick in last year.	*	*	*	*	27,016	26,425	29,039
Number of employees (posts) with 2 instances of sickness within last year	*	*	*	*	1,244	1,259	1,510
Number of working days lost for those employees with 2 instances of sick in last year.	*	*	*	*	25,367	26,100	27,482
Number of employees (posts) with 3 or more instances of sickness within last year	1,477	1,563	1,565	1,554	1,529	1,443	1,298
Number of working days lost for those employees with 3 or more instances of sick in last year.	39,533	43,462	43,255	41,570	41,095	39,097	33,209
Total Number of employee posts (excluding teachers)	*	*	*	*	7,200	7,190	7,301
Total Number of working days lost for those employees who are sick within the year.	*	*	*	*	93,478	91,622	89,730

* data collected and reported from July 2010.

Council - Annual Long Term Sickness Pattern	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep- 10
Number of employees (posts) who are consecutively sick for 28 days or more	150	148	181	145	134	133	128
Number of working days lost for those employees who are consecutively sick for 28 days or more	12,038	12,874	15,883	13,083	12,521	12,356	11,852

Council - Full Time equivalent (FTE) - (excluding Teachers) - Monthly totals	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep- 10
Number of FTE days lost	4,839	4,042	3,822	4,124	3,884	3,208	3,952
Number of FTE posts (excluding teachers)	5,020	5,017	5,009	5,024	5,037	4,990	5,001
sickness days lost per FTE employee (excluding teachers)	0.96	0.81	0.76	0.82	0.77	0.64	0.79
sickness days lost per FTE employee (excluding teachers) - cumulative 2010-2011	n/a	0.81	1.57	2.39	3.16	3.80	4.60

Council - Full Time equivalent (FTE) - (including Teachers) - Annual Totals	2006/2007	2007/2008	2008/2009	2009/10	2010/11		
sickness days lost per FTE employee (including teachers)	12.50	11.80	11.83	11.30	#9.04		

updated projected figure for the year based on first six months data i.e. April to September 2010.

Appendix 2

Council summary of employees with 3 or more instances of sick within the last year as at 30 th September 2010						
Dir	Dept	Division	Emp Count	WD Abs	TEMP	PERM
CHEX	CORPORATE STRATEGY	CORPORATE COMMUNICATIONS & MARKETING TEAM	3	121	1	2
CHEX	CORPORATE STRATEGY	COMMUNITIES FIRST	5	165	5	0
CHEX	CORPORATE STRATEGY	YOUTH OFFENDING AND COMMUNITY SAFETY	9	169	4	5
CHEX	CORPORATE STRATEGY	MAYORAL AND CIVIC SERVICES/EXECUTIVE SUPPORT SERVICES	1	6	0	1
	CORPORATE STRATEGY Total		18	461	10	8
CHEX	HUMAN RESOURCES	HUMAN RESOURCES	4	78	0	4
CHEX	HUMAN RESOURCES	HEALTH & SAFETY UNIT	1	12	0	1
CHEX	HUMAN RESOURCES	LEARNING TRAINING AND DEVELOPMENT	5	50	0	5
CHEX	HUMAN RESOURCES	OCCUPATIONAL HEALTH UNIT	1	42	0	1
	HUMAN RESOURCES Total		11	182	0	11
EDLS	ACCESS & SUPPORT SERVICES	ACCESS MANAGED SERVICES	57	1983	5	52
EDLS	ACCESS & SUPPORT SERVICES	CENTRAL SERVICES	1	11	0	1
EDLS	ACCESS & SUPPORT SERVICES	ELRS	1	6	0	1
EDLS	ACCESS & SUPPORT SERVICES	MANAGEMENT INFORMATION SERVICE	7	67	2	5
EDLS	ACCESS & SUPPORT SERVICES	STUDENT PUPIL FAMILY AWARDS	2	14	0	2
EDLS	ACCESS & SUPPORT SERVICES	WELSH LANGUAGE SERVICE	3	41	0	3
	ACCESS & SUPPORT SERVICES Total		71	2122	7	64
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	CHILDREN AND YOUNG PEOPLE PARTNERSHIP	2	40	2	0
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	COUNTRYSIDE	3	130	0	3
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	CULTURAL SERVICES	15	310	2	13
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	LIFELONG LEARNING	13	472	2	11
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	PASS	6	153	6	0
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	YOUTH SERVICE	15	260	11	4
	PARTNERSHIPS & COMMUNITY DEVELOPMENT Total		54	1365	23	31
EDLS	SCHOOLS	COEDFFRANC PRIMARY SCHOOL	11	127	1	10
EDLS	SCHOOLS	ALDERMAN DAVIES C.I.W. PRIMARY	6	107	2	4
EDLS	SCHOOLS	ALLTWEN PRIMARY	3	91	0	3
EDLS	SCHOOLS	BAGLAN PRIMARY	8	111	0	8
EDLS	SCHOOLS	BLAENBAGLAN PRIMARY	8	117	1	7
EDLS	SCHOOLS	BRYNCOCH C.I.W. PRIMARY SCHOOL	4	34	1	3
EDLS	SCHOOLS	BLAENDULAIS PRIMARY	1	9	1	0
EDLS	SCHOOLS	MAES Y COED SPECIAL SCHOOL	22	469	7	15
EDLS	SCHOOLS	BLAENGWRACH PRIMARY	1	16	1	0
EDLS	SCHOOLS	BLAENHONDDAN PRIMARY SCHOOL	2	28	0	2
EDLS	SCHOOLS	CYMER AFAN COMPREHENSIVE	4	243	0	4

EDLS	SCHOOLS	CYMER AFAN PRIMARY SCHOOL	5	118	2	3
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<u>Dir</u>	<u>Dept</u>	<u>Division</u>	<u>Emp Count</u>	<u>WD Abs</u>	<u>TEMP</u>	<u>PERM</u>
EDLS	SCHOOLS	CATWG PRIMARY SCHOOL	1	3	0	1
EDLS	SCHOOLS	CWMTAWE COMPREHENSIVE	18	335	1	17
EDLS	SCHOOLS	CWMGORS PRIMARY SCHOOL	2	24	0	2
EDLS	SCHOOLS	COED HIRWAUN PRIMARY SCHOOL	1	34	0	1
EDLS	SCHOOLS	CENTRAL INFANTS	7	82	3	4
EDLS	SCHOOLS	CILFFREW PRIMARY	8	127	3	5
EDLS	SCHOOLS	CLUN PRIMARY SCHOOL	1	21	1	0
EDLS	SCHOOLS	CWM NEDD PRIMARY SCHOOL	1	40	0	1
EDLS	SCHOOLS	CREUNANT PRIMARY SCHOOL	2	10	1	1
EDLS	SCHOOLS	CRYNALLT INFANTS	3	82	2	1
EDLS	SCHOOLS	CRYNALLT JUNIOR SCHOOL	2	16	0	2
EDLS	SCHOOLS	CROESERW PRIMARY SCHOOL	2	71	1	1
EDLS	SCHOOLS	CRYMLYN PRIMARY SCHOOL	1	88	0	1
EDLS	SCHOOLS	CEFN SAESON COMPREHENSIVE	12	180	0	12
EDLS	SCHOOLS	CWMAFAN INFANTS	2	22	0	2
EDLS	SCHOOLS	CWMAFAN JUNIOR SCHOOL	1	33	1	0
EDLS	SCHOOLS	CWRT SART COMPREHENSIVE	12	116	1	11
EDLS	SCHOOLS	DYFFRYN COMPREHENSIVE	16	212	1	15
EDLS	SCHOOLS	DWR-Y-FELIN COMPREHENSIVE	18	592	1	17
EDLS	SCHOOLS	EASTERN PRIMARY SCHOOL	5	45	1	4
EDLS	SCHOOLS	GLANAFAN COMPREHENSIVE	6	133	1	5
EDLS	SCHOOLS	GWAUN-CAE-GURWEN PRIM SCHOOL	6	251	2	4
EDLS	SCHOOLS	GODRE'R GRAIG PRIMARY SCHOOL	2	17	0	2
EDLS	SCHOOLS	GLYN PRIMARY SCHOOL	1	12	1	0
EDLS	SCHOOLS	GNOLL PRIMARY SCHOOL	6	110	4	2
EDLS	SCHOOLS	GROES PRIMARY SCHOOL	4	32	3	1
EDLS	SCHOOLS	GLAN-Y-MOR PRIMARY SCHOOL	1	8	0	1
EDLS	SCHOOLS	LLANGATWG COMMUNITY SCHOOL	12	367	3	9
EDLS	SCHOOLS	MAESMARCHOG PRIMARY SCHOOL	1	7	0	1
EDLS	SCHOOLS	MYNACHLOG NEDD JUNIOR SCHOOL	2	27	0	2
EDLS	SCHOOLS	NEATH ABBEY INFANTS SCHOOL	2	28	0	2
EDLS	SCHOOLS	RHYDYFRO PRIMARY SCHOOL	2	28	1	1
EDLS	SCHOOLS	RHOS PRIMARY SCHOOL	1	117	0	1
EDLS	SCHOOLS	SANDFIELDS PRIMARY SCHOOL	2	22	0	2
EDLS	SCHOOLS	SANDFIELDS COMPREHENSIVE	21	478	2	19
EDLS	SCHOOLS	ST. JOSEPH'S INFANTS SCHOOL	3	12	2	1
EDLS	SCHOOLS	ST. JOSEPH'S PRIMARY SCHOOL	2	13	0	2

EDLS	SCHOOLS	ST. JOSEPH'S COMPREHENSIVE	16	259	1	15
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Dir	Dept	Division	Emp Count	WD Abs	TEMP	PERM
EDLS	SCHOOLS	ST. THERESE'S PRIMARY SCHOOL	1	4	1	0
EDLS	SCHOOLS	TIRMORFA PRIMARY SCHOOL	1	9	0	1
EDLS	SCHOOLS	TONMAWR PRIMARY SCHOOL	2	11	2	0
EDLS	SCHOOLS	TONNAU PRIMARY SCHOOL	3	34	1	2
EDLS	SCHOOLS	TREBANNWS PRIMARY SCHOOL	3	95	0	3
EDLS	SCHOOLS	TRAETHMELYN PRIMARY SCHOOL	5	43	3	2
EDLS	SCHOOLS	TYWYN PRIMARY	7	140	1	6
EDLS	SCHOOLS	WAUNCEIRCH PRIMARY SCHOOL	7	57	0	7
EDLS	SCHOOLS	YGG CWM NEDD	9	200	2	7
EDLS	SCHOOLS	YGG CASTELL NEDD	12	252	4	8
EDLS	SCHOOLS	YGG PONTARDAWE	5	111	1	4
EDLS	SCHOOLS	YGG RHOS AFAN	5	51	0	5
EDLS	SCHOOLS	YGG TYLE'R YNN	2	37	0	2
EDLS	SCHOOLS	YSGOL HENDRE SPECIAL SCHOOL	10	159	0	10
EDLS	SCHOOLS	YNY SMAERDY PRIMARY SCHOOL	3	133	0	3
EDLS	SCHOOLS	YNY SFACH PRIMARY SCHOOL	2	303	1	1
EDLS	SCHOOLS	YG YSTALYFERA	9	327	0	9
EDLS	SCHOOLS	VELINDRE SPECIAL SCHOOL	3	24	1	2
	SCHOOLS Total		369	7514	70	299
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	BRYNCOCH TUITION CENTRE	4	213	0	4
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	EDUCATION PSYCHOLOGY	5	159	1	4
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	EDUCATION DEVELOPMENT & INCLUSION SERVICE	3	27	1	2
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	LIFELONG LEARNING	6	182	1	5
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	ENGAGE PROJECT CENTRAL MANAGEMENT TEAM	1	4	1	0
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	SUPPORT FOR INCLUSION	7	253	0	7
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	TY AFAN PRIMARY PUPIL REFERRAL UNIT	1	26	0	1
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	TY AFAN SECONDARY PUPIL REFERRAL UNIT	2	68	0	2
	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE Total		29	932	4	25
EDLS	SUPPORT SERVICES AND COMMISSIONING DEVELOPMENT	SUPPORT FOR INCLUSION	1	5	0	1
	SUPPORT SERVICES AND COMMISSIONING DEVELOPMENT Total		1	5	0	1
FINC	FINANCIAL SERVICES	CORPORATE PROCUREMENT	1	10	0	1

FINC	FINANCIAL SERVICES	CORPORATE SERVICES	3	37	0	3
FINC	FINANCIAL SERVICES	CORPORATE CAPITAL & RISK MANAGEMENT	3	49	1	2

Dir	Dept	Division	Emp Count	WD Abs	TEMP	PERM
FINC	FINANCIAL SERVICES	EXCHEQUER	4	28	1	3
FINC	FINANCIAL SERVICES	FINANCIAL SERVICES	2	10	0	2
	FINANCIAL SERVICES Total		13	134	2	11
FINC	ICT	BAGLAN I.T. CENTRE	10	108	2	8
FINC	ICT	I.T. CUSTOMER SERVICES	3	130	0	3
FINC	ICT	I.T. INFRASTRUCTURE	13	461	3	10
FINC	ICT	INFORMATION / COMMUNICATION & TECHNOLOGY	1	6	0	1
	ICT Total		27	705	5	22
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	MEMBER AND COMMITTEE SERVICES	5	55	1	4
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	BUSINESS SUPPORT UNIT	1	23	1	0
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	CHILDCARE	2	36	2	0
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	LITIGATION/PLANNING/COMMERCIAL	1	12	0	1
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	REGISTRATION SERVICE	1	6	0	1
	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER Total		10	132	4	6
FINC	REVENUES AND CUSTOMER SERVICES	CUSTOMER SERVICES	9	253	1	8
FINC	REVENUES AND CUSTOMER SERVICES	BENEFITS/MISC. INCOME	12	114	0	12
FINC	REVENUES AND CUSTOMER SERVICES	COUNCIL TAX/INCOME	6	112	0	6
	REVENUES AND CUSTOMER SERVICES Total		27	479	1	26
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MAINTENANCE	25	733	1	24
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MANAGEMENT (NEATH)	7	168	1	6
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MANAGEMENT (PONTARDAWE)	3	46	0	3
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MANAGEMENT (PORT TALBOT)	4	105	1	3
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	BUILDING WORKS	12	383	0	12
	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES Total		51	1435	3	48
SSHS	BUILDING SERVICES	HOUSING MAINTENANCE	1	80	0	1
SSHA	BUILDING SERVICES	BUILDING WORKS	1	24	0	1
	BUILDING SERVICES Total		2	104	0	2
SSHS	COMMUNITY CARE AND HOUSING SERVICES	COASTAL PROJECT	7	74	7	0
SSHS	COMMUNITY CARE AND HOUSING SERVICES	DIR SERV O & D PEOPLE OCCUPATIONAL THERAPY SERVICE	3	39	1	2
SSHS	COMMUNITY CARE AND HOUSING SERVICES	LEARN DIS SERV – C.S.T.	2	8	0	2
SSHS	COMMUNITY CARE AND HOUSING SERVICES	LEARN DIS SERV – L.D.DIRECT SERVICES	70	1778	17	53

SSHS	COMMUNITY CARE AND HOUSING SERVICES	RENEWAL & ADAPT SERV – RENEWAL TEAM	3	22	0	3
SSHS	COMMUNITY CARE AND HOUSING SERVICES	RENEWAL & ADAPT SERV – REGENERATION TEAM	2	74	0	2
SSHS	COMMUNITY CARE AND HOUSING SERVICES	CARE MGMT SERVICES (O & D PEOPLE)	23	750	0	23

Dir	Dept	Division	Emp Count	WD Abs	TEMP	PERM
SSHS	COMMUNITY CARE AND HOUSING SERVICES	DIR SERV O & D PEOPLE – HOME CARE SERVICE	69	2130	0	69
SSHS	COMMUNITY CARE AND HOUSING SERVICES	HOUSING OPTIONS SERVICES	4	111	1	3
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H. SERV	1	25	0	1
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H. SERV – C.M.H. SERVICES	3	134	0	3
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H.SERV – OPERATIONS – DAY SERVICES	1	4	0	1
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H.SERV – OPERATIONS – REHAB SERVICES	6	53	1	5
SSHS	COMMUNITY CARE AND HOUSING SERVICES	DIR SERV O & D PEOPLE – RES AND DAY SERV	125	3626	3	122
	COMMUNITY CARE AND HOUSING SERVICES Total		319	8828	30	289
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	FIRST RESPONSE & DISABILITY SERVICES	4	75	0	4
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	FOSTERING ADOPTION & LEAVING CARE SERVICES	3	99	0	3
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	PLACEMENT REVIEW & CHILD PROTECTION SERVICES	4	156	0	4
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	LOOKED AFTER CHILDREN & FAMILY SUPPORT SERVICES	8	352	0	8
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	HILLSIDE SECURE CENTRE	21	522	2	19
	CHILDREN AND YOUNG PEOPLE SERVICES Total		40	1204	2	38
SSHS	HOUSING AND PUBLIC PROTECTION	ENVIRONMENTAL HEALTH – FOOD H & S HEALTH PROMOTION	1	19	0	1
SSHS	HOUSING AND PUBLIC PROTECTION	HOUSING OPTIONS SERVICES	1	144	0	1
SSHS	HOUSING AND PUBLIC PROTECTION	RENEWAL & ADAPT SERV – GRANT AGENCY & SUPPORT	1	64	0	1
	HOUSING AND PUBLIC PROTECTION Total		3	227	0	3
SSHS	HOUSING MANAGEMENT	BUILDING WORKS	1	7	0	1
SSHS	HOUSING MANAGEMENT	HOUSING MAINTENANCE	3	54	0	3
SSHS	HOUSING MANAGEMENT	HOUSING MANAGEMENT (NEATH)	3	38	2	1
SSHS	HOUSING MANAGEMENT	HOUSING MANAGEMENT (PONTARDAWE)	2	15	1	1
	HOUSING MANAGEMENT Total		9	114	3	6
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	BUSINESS SUPPORT – OPERATIONAL SERVICES – COMMUNITY CARE	6	66	0	6
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	BUSINESS SUPPORT – OPERATIONAL SERVICES – CHILDREN'S SERVICE	10	300	0	10
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	BUSINESS SUPPORT – PERFORMANCE MANAGEMENT	1	13	0	1
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	ENVIRONMENTAL HEALTH – FOOD H & S HEALTH PROMOTION	2	9	0	2
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	ENVIRONMENTAL HEALTH – HOUSING & GEN. ENV. HEALTH	4	47	0	4
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	TRADING STANDARDS	4	155	1	3
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	CONTRACTING & COMMISSIONING UNIT	3	30	1	2
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	POLICY AND SPECIAL PROJECTS TEAM	1	17	1	0
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	FINANCE	8	272	0	8
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	WELFARE RIGHTS	2	52	2	0
	BUSINESS STRATEGY AND PUBLIC PROTECTION Total		41	961	5	36

TECS	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME	EMPLOYMENT SUPPORT	1	9	1	0
TECS	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME	FINANCE SERVICES	9	306	1	8

Dir	Dept	Division	Emp Count	WD Abs	TEMP	PERM
TECS	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME	VALLEYS PROGRAMME	1	13	1	0
	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME Total		11	328	3	8
TECS	PLANNING	CLIMATE CHANGE UNIT	7	154	1	6
TECS	PLANNING	BUILDING CONTROL	4	57	0	4
TECS	PLANNING	DEVELOPMENT CONTROL	2	13	0	2
TECS	PLANNING	PLANNING POLICY	1	18	0	1
	PLANNING Total		14	242	1	13
TECS	SOUTH WALES TRUNK ROAD AGENCY	ASSET MANAGEMENT	4	61	0	4
TECS	SOUTH WALES TRUNK ROAD AGENCY	BUSINESS MANAGEMENT	2	17	1	1
TECS	SOUTH WALES TRUNK ROAD AGENCY	NETWORK MANAGEMENT	5	48	0	5
	SOUTH WALES TRUNK ROAD AGENCY Total		11	126	1	10
TECS	ENGINEERING AND TRANSPORT	COMMUNITY TRANSPORT	11	344	4	7
TECS	ENGINEERING AND TRANSPORT	FLEET SERVICES	2	59	0	2
TECS	ENGINEERING AND TRANSPORT	CONTACT CREW	10	257	0	10
TECS	ENGINEERING AND TRANSPORT	HIGHWAYS DEVELOPMENT CONTROL	2	24	0	2
TECS	ENGINEERING AND TRANSPORT	ENGINEERING	8	202	0	8
TECS	ENGINEERING AND TRANSPORT	ROAD SAFETY	6	272	1	5
	ENGINEERING AND TRANSPORT Total		39	1158	5	34
TECS	PROPERTY AND REGENERATION	REGENERATION	1	5	0	1
TECS	PROPERTY AND REGENERATION	ARCHITECTURAL DESIGN & PROJECT MANAGEMENT	1	18	0	1
TECS	PROPERTY AND REGENERATION	CONTACT CREW	5	134	1	4
TECS	PROPERTY AND REGENERATION	ESTATES & VALUATION MNGMNT	2	30	0	2
TECS	PROPERTY AND REGENERATION	FACILITIES MANAGEMENT	18	625	0	18
TECS	PROPERTY AND REGENERATION	PROPERTY RESOURCES MNGMNT	1	6	0	1
	PROPERTY AND REGENERATION Total		28	818	1	27
TECS	STREETCARE SERVICES	DRAINAGE STREETWORKS & TRUNK ROAD SERVICES	10	311	0	10
TECS	STREETCARE SERVICES	BUILDING WORKS	7	379	1	6
TECS	STREETCARE SERVICES	PARKS & NEIGHBOURHOOD SERVICES	46	1629	5	41
TECS	STREETCARE SERVICES	LIGHTING & HIGHWAY NETWORK SERVICES	6	155	1	5
TECS	STREETCARE SERVICES	WASTE SERVICES	31	1159	5	26
	STREETCARE SERVICES Total		100	3633	12	88
	Grand Total		1298	33209	192	1106

Appendix 3

Council Summary - employees who are consecutively sick for 28 days or more as at 30th September 2010

<u>Dir</u>	<u>HOS</u>	<u>Section</u>	<u>Count</u>	<u>WD Abs</u>	<u>Temp</u>	<u>Perm</u>
CHEX	CORPORATE STRATEGY	CORPORATE COMMUNICATIONS & MARKETING TEAM	1	33	1	
	CORPORATE STRATEGY Total		1	33	1	0
EDLS	ACCESS & SUPPORT SERVICES	ACCESS MANAGED SERVICES	8	1414	0	8
EDLS	ACCESS & SUPPORT SERVICES	MANAGEMENT INFORMATION SERVICE	1	125	1	0
	ACCESS & SUPPORT SERVICES Total		9	1539	1	8
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	CULTURAL SERVICES	3	303	1	2
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	LIFELONG LEARNING	1	228	0	1
EDLS	PARTNERSHIPS & COMMUNITY DEVELOPMENT	YOUTH SERVICE	1	261	0	1
	PARTNERSHIPS & COMMUNITY DEVELOPMENT Total		5	792	1	4
EDLS	SCHOOLS	ALDERMAN DAVIES C.I.W. PRIMARY	1	38	0	1
EDLS	SCHOOLS	BLAENGWRACH PRIMARY	1	61	0	1
EDLS	SCHOOLS	CYMER AFAN COMPREHENSIVE	2	199	0	2
EDLS	SCHOOLS	CILFFREW PRIMARY	1	158	0	1
EDLS	SCHOOLS	CRYMLYN PRIMARY SCHOOL	1	83	0	1
EDLS	SCHOOLS	CWRT SART COMPREHENSIVE	1	248	0	1
EDLS	SCHOOLS	DYFFRYN COMPREHENSIVE	1	21	0	1
EDLS	SCHOOLS	DWR-Y-FELIN COMPREHENSIVE	10	1106	0	10
EDLS	SCHOOLS	EASTERN PRIMARY SCHOOL	1	88	0	1
EDLS	SCHOOLS	GLANAFAN COMPREHENSIVE	2	42	2	0
EDLS	SCHOOLS	GWAUN-CAE-GURWEN PRIM SCHOOL	1	146	0	1
EDLS	SCHOOLS	GNOLL PRIMARY SCHOOL	1	21	0	1
EDLS	SCHOOLS	GROES PRIMARY SCHOOL	1	21	0	1
EDLS	SCHOOLS	LLANGATWG COMMUNITY SCHOOL	1	117	0	1
EDLS	SCHOOLS	ST. JOSEPH'S COMPREHENSIVE	4	220	0	4
EDLS	SCHOOLS	TRAETHMELYN PRIMARY SCHOOL	1	22	1	0
EDLS	SCHOOLS	YGG CWM NEDD	1	22	0	1
EDLS	SCHOOLS	YNYSFACH PRIMARY SCHOOL	1	73	0	1
	SCHOOLS Total		32	2686	3	29
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	EDUCATION PSYCHOLOGY	1	38	0	1
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	LIFELONG LEARNING	1	35	0	1
EDLS	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE	SUPPORT FOR INCLUSION	1	142	0	1

	SCHOOLS EDUCATION DEVELOPMENT & INCLUSION SERVICE Total		3	215	0	3
FINC	FINANCIAL SERVICES	EXCHEQUER	1	70	0	1
	FINANCIAL SERVICES Total		1	70	0	1
FINC	ICT	I.T. CUSTOMER SERVICES	1	103	0	1
	ICT Total		1	103	0	1
Dir	HOS	Section	Count	WD Abs	Temp	Perm
FINC	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER	CHILDCARE	1	68	0	1
	LEGAL AND DEMOCRATIC SERVICES AND MONITORING OFFICER Total		1	68	0	1
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MAINTENANCE	2	100	0	2
NPTH	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES	HOUSING MANAGEMENT (PORT TALBOT)	1	20	0	1
	HOUSING MANAGEMENT & HOUSING BUILDING SERVICES Total		3	120	0	3
SSHS	COMMUNITY CARE AND HOUSING SERVICES	LEARN DIS SERV - L.D.DIRECT SERVICES	5	227	0	5
SSHS	COMMUNITY CARE AND HOUSING SERVICES	CARE MGMT SERVICES (O & D PEOPLE)	1	58	0	1
SSHS	COMMUNITY CARE AND HOUSING SERVICES	DIR SERV O & D PEOPLE - HOME CARE SERVICE	6	723	0	6
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H. SERV - C.M.H. SERVICES	1	88	0	1
SSHS	COMMUNITY CARE AND HOUSING SERVICES	M.H.SERV - OPERATIONS - REHAB SERVICES	2	296	0	2
SSHS	COMMUNITY CARE AND HOUSING SERVICES	DIR SERV O & D PEOPLE - RES AND DAY SERV	16	1130	2	14
	COMMUNITY CARE AND HOUSING SERVICES Total		31	2522	2	29
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	FOSTERING ADOPTION & LEAVING CARE SERVICES	1	40	0	1
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	LOOKED AFTER CHILDREN & FAMILY SUPPORT SERVICES	3	308	0	3
SSHS	CHILDREN AND YOUNG PEOPLE SERVICES	HILLSIDE SECURE CENTRE	4	126	0	4
	CHILDREN AND YOUNG PEOPLE SERVICES Total		8	474	0	8
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	FINANCE	1	213	0	1
SSHS	BUSINESS STRATEGY AND PUBLIC PROTECTION	WELFARE RIGHTS	3	504	3	0
	BUSINESS STRATEGY AND PUBLIC PROTECTION Total		4	717	3	1
TECS	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME	ENTERPRISE	1	48	0	1
TECS	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME	FINANCE SERVICES	1	65	0	1
	ECONOMIC DEVELOPMENT AND VALLEYS PROGRAMME Total		2	113	0	2
TECS	ENGINEERING AND TRANSPORT	ROAD SAFETY	1	261	0	1
	ENGINEERING AND TRANSPORT Total		1	261	0	1
TECS	PROPERTY AND REGENERATION	CONTACT CREW	1	23	0	1
TECS	PROPERTY AND REGENERATION	FACILITIES MANAGEMENT	7	475	0	7
	PROPERTY AND REGENERATION Total		8	498	0	8
TECS	STREETCARE SERVICES	DRAINAGE STREETWORKS & TRUNK ROAD SERVICES	2	58	0	2
TECS	STREETCARE SERVICES	BUILDING WORKS	3	234	1	2
TECS	STREETCARE SERVICES	PARKS & NEIGHBOURHOOD SERVICES	9	978	2	7
TECS	STREETCARE SERVICES	LIGHTING & HIGHWAY NETWORK SERVICES	1	93	0	1
TECS	STREETCARE SERVICES	WASTE SERVICES	3	278	0	3

	STREETCARE SERVICES Total		18	1641	3	15
	Grand Total		128	11852	14	114