

Quarter 2, 2014
Average Sick Days Lost per Head of Service (Excluding Teachers)
1st April 2014 to 30th September 2014

Service Area	FTE Days Lost	FTE Employees as at 30.9.2014	Average FTE Sick Days
Corporate Strategy and Democratic Services	311.42	74.7	4.2
Human Resources	232.63	74.5	3.1
Education – Partnership and Community Development	1362.99	289.8	4.7
Education – Schools (and Schools Inclusion)	4884.11	1162.4	4.2
Education – Support Services and Commissioning Development	1662.45	330.1	5.0
Financial Services	624.51	183.9	3.4
ICT	156.08	105.2	1.5
Legal and Democratic	282.95	71.6	4.0
Business Strategy and Public Protection	704.03	175.5	4.0
Children and Young People’s Services	1985.56	299.3	6.6
Community Care and Housing	3318.74	642.6	5.2
Engineering and Transport	823.45	154.5	5.3
Planning	130.5	68.9	1.9
Property and Regeneration	521.33	186.2	2.8
SWTRA	226.96	167.0	1.4
Street Care	2793.96	504.3	5.5

Quarter 2 (1st April to 30th September)

Sickness Absence (Excluding Teachers) – Working Days Lost Top Five Areas

Quarter 2 2013/14 compared to Quarter 2 2014/15

	Employees Sick (Not FTE)		Calendar Days Lost		Working Days Lost		FTE Days Lost	
	2013	2014	2013	2014	2013	2014	2013	2014
Primary Schools	427	426	6430.00	6339.50	4819.00	4756.50	2048.06	2406
Secondary Schools	216	223	4321.50	3417.00	3171.50	2550.50	1543.97	1323.37
Access Managed Services	210	228	4493.00	5728.50	3230.00	4129.50	1223.23	1394.62
Integrated Community Services (Home Care and Day Care)	124	140	2723.50	2799.00	1943.00	1987.50	1158.03	1203.11
Waste and Neighbourhood	101	93	2377.00	2678.50	1705.00	1912.50	1641.91	1831.15
Total (for Top Five Areas)	1,078	1,110	20,345	20,962.5	14,868.5	15,336.5	7,615.2	8,158.25

Estimated effect of reducing sickness down to Council average of 9.19 days in targeted areas

	FTE Employees	FTE Days lost	Average FTE Sick Days	Current Council Average sick days	FTE Days lost at Average sick days	Possible reduction in number of sick days if brought down to average	Average cost of 1 day sick by division	Days * Daily Cost	Cost of cover - assumes post covered at same rate	Total
	A	B	B / A	D	E = A x D	B - E	From Payroll			
ELLL - Partnerships	309.72	3,105.44	10.03	9.19	2,846.33	259.11	131.37	34,040.21	34,040.21	68,080.43
ELLL - Support Services and Commissioning	371.80	4,541.23	12.21	9.19	3,416.84	1,124.39	116.72	131,238.89	131,238.89	262,477.79
Community Care and Housing	647.37	8,415.97	13.00	9.19	5,949.33	2,466.64	118.63	292,620.97	292,620.97	585,241.94
Engineering and Transport	143.02	1,653.18	11.56	9.19	1,314.35	338.83	125.53	42,531.18	42,531.18	85,062.36
Property and Regeneration	196.52	1,851.04	9.42	9.19	1,806.02	45.02	119.55	5,382.27	5,382.27	10,764.54
Street Care	495.85	5,621.92	11.34	9.19	4,556.86	1,065.06	125.05	133,181.15	133,181.15	266,362.31
Totals		25,188.78			19,889.73	5,299.05	736.84	638,994.68	638,994.68	1,277,989.37

Please note the data in the above table does not include support, management and administrative costs.

The cost of sickness for 2013/14 was £5.615m (This does not include any cover costs).