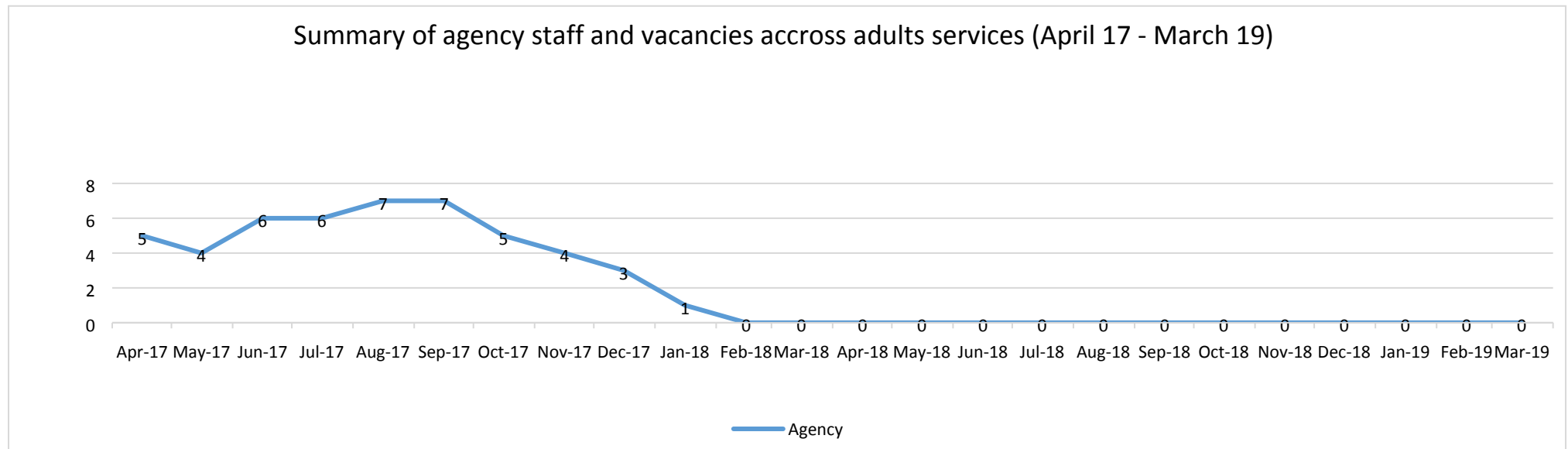


Sickness levels have remained in their increased levels within the Homecare and Reablement Team during this quarter. Some of this is attribute to the management of Change process that has been underway during this time. However, all of these cases are being managed in line with the Maximising Attendance Procedure. The predominant reason for long term absence within Adult Services at this time remains to be “Personal Stress/Anxiety” and “Muscular Skeletal” conditions.

HR2 – Priority Indicator – Summary of Agency Staff and Vacancies across the service from April 2017– March 2019



NB. The number of vacancies do not include those generated by the Homecare/ Reablement MoC, as these are part of the Management of Change process and are potentially not vacancies that will be filled or recruited into.

There continues to be a steady number of vacancies during this period, the majority of which are in the Social Work Teams. These vacancies have arisen due to leavers in the previous quarter, employees accessing flexible working arrangements and the release of additional funding.