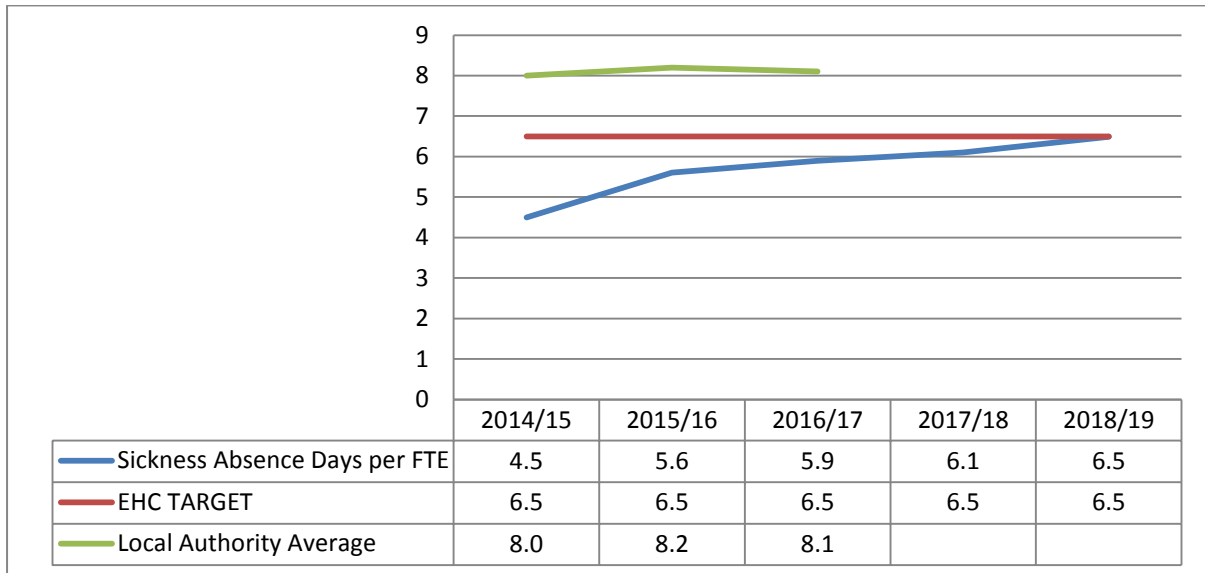


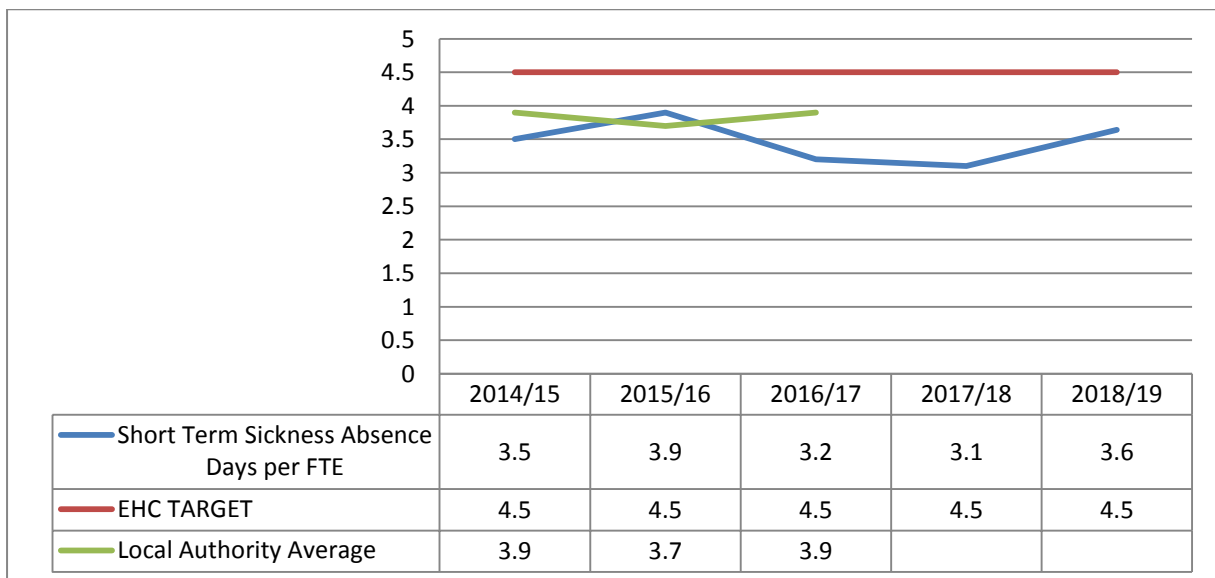
Sickness Absence Charts

Chart 1 – Total Absence Days per FTE



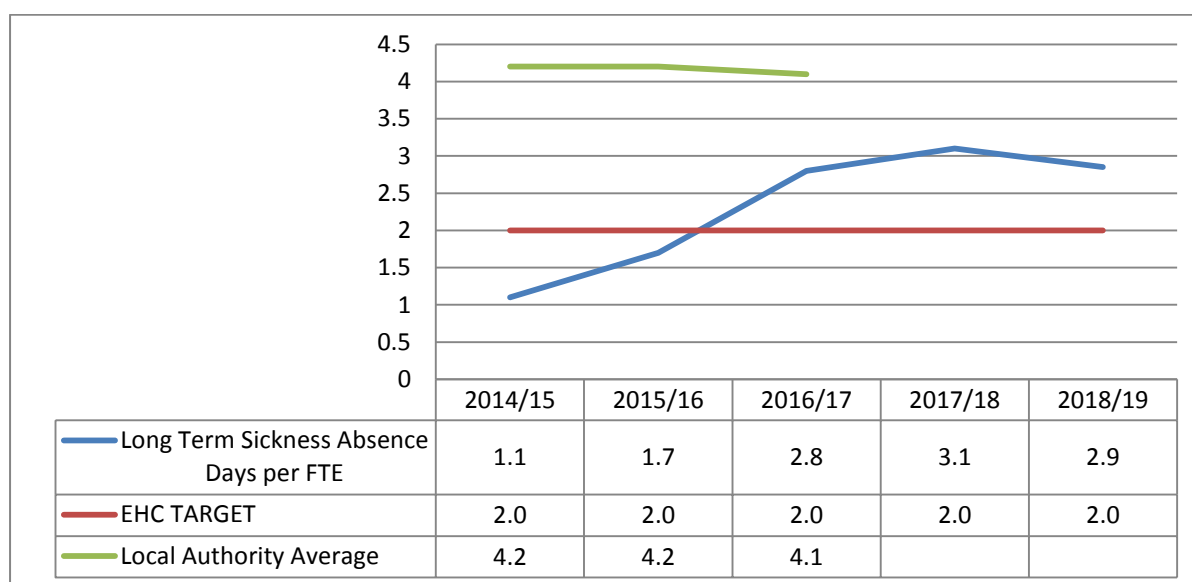
Local Authority Average figures are taken from the latest Local Government Survey available at the time. The 2016/17 survey is the latest available at the time of writing this report.

Chart 2 - Short Term Absence per FTE



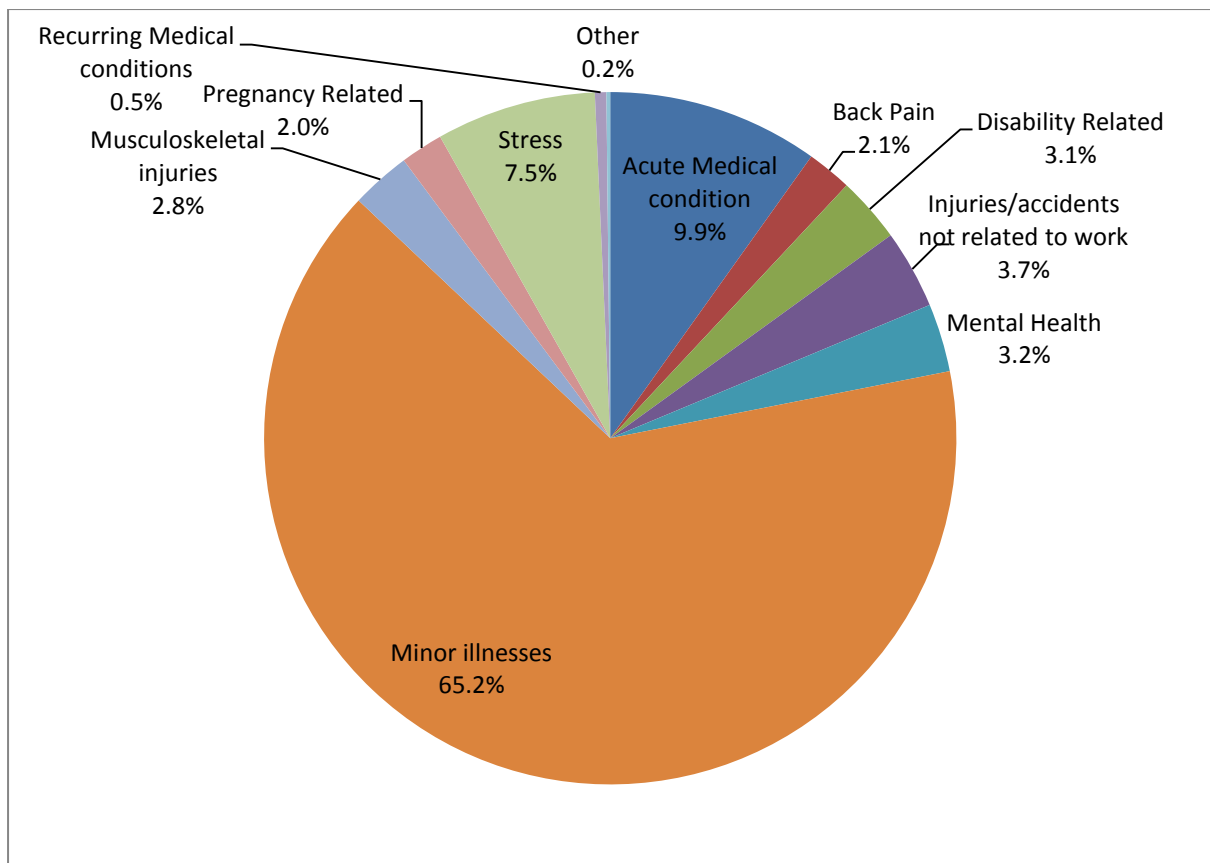
Local Authority Average figures are taken from the latest Local Government Survey available at the time. The 2016/17 survey is the latest available at the time of writing this report.

Chart 3 - Long Term Absence per FTE



Local Authority Average figures are taken from the latest Local Government Survey available at the time. The 2016/17 survey is the latest available at the time of writing this report.

Chart 4 - Causes of Short Term absence



KEY:

- *Minor illnesses (e.g. colds/flu, stomach upsets, headaches and migraines minor operations)*
- *Musculoskeletal injuries (e.g. neck strains and repetitive strain injury, but excluding back pain)*
- *Recurring medical conditions (e.g. asthma, angina and allergies)*
- *Mental ill health (e.g. clinical depression and anxiety)*
- *Acute medical conditions (e.g. stroke, heart attack and cancer)*
- *Home/Family Responsibilities (e.g. bereavement)*

Chart 5 – Short Term Absence in each service

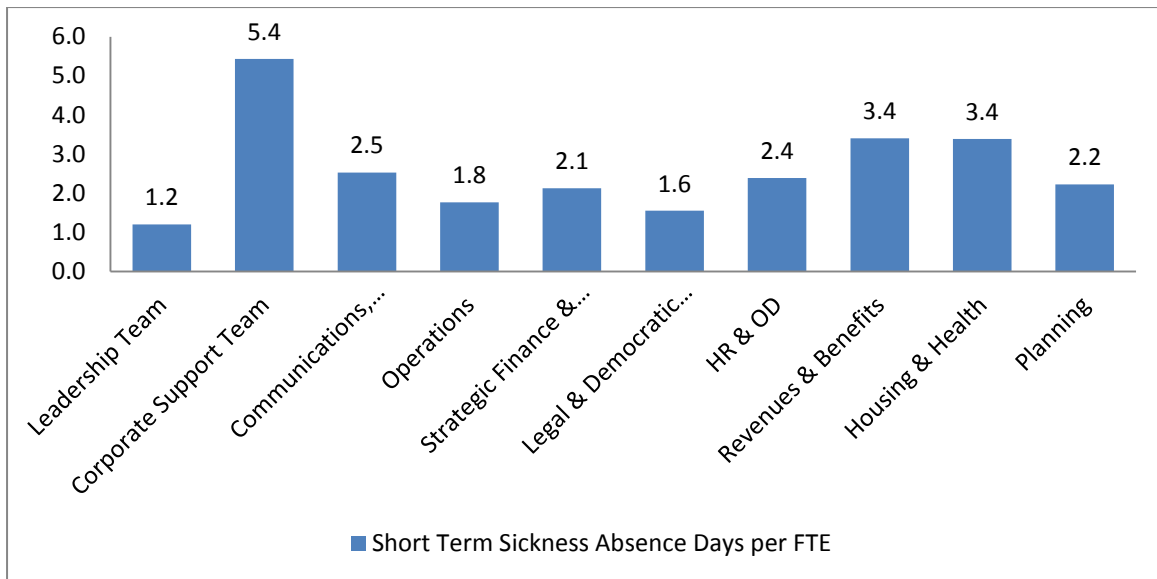
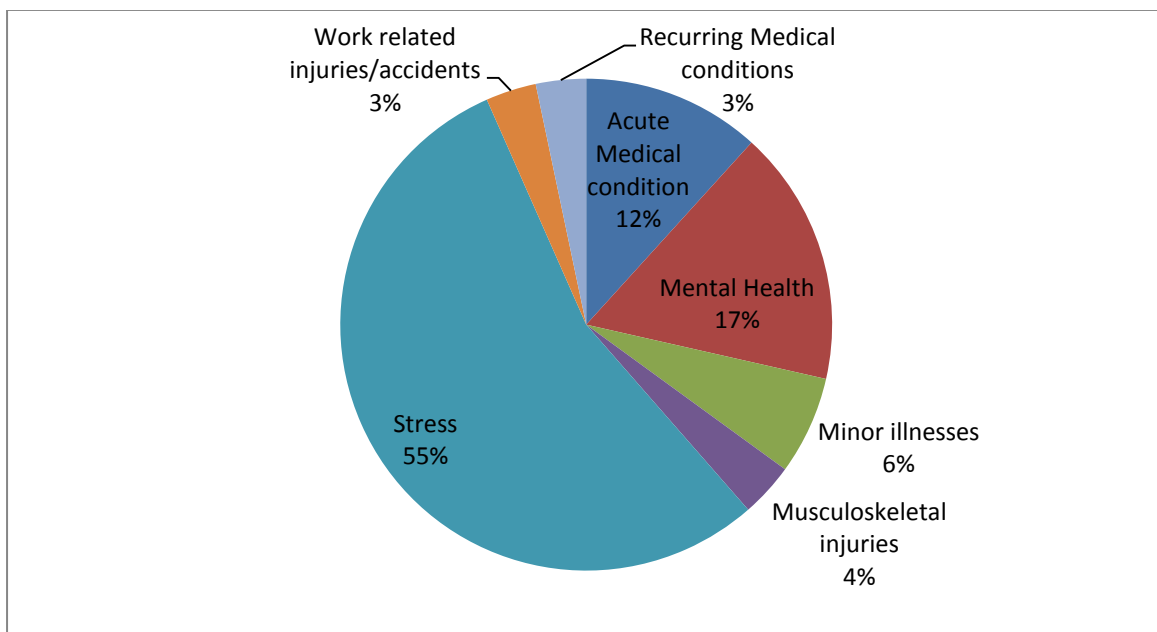


Chart 6 – Causes of Long Term absence



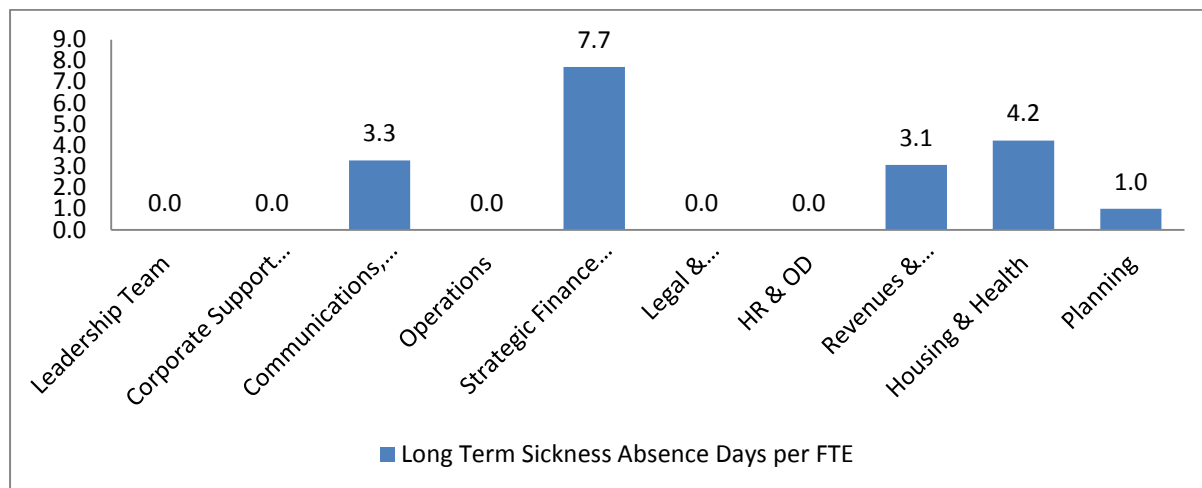
Number of employees – Acute Medical Conditions (3), Mental Health (2), Minor illnesses (4), Musculoskeletal (2), Stress (7), Work-related injuries (1), Recurring Medical Conditions (1)

KEY:

- *Minor illnesses (e.g. colds/flu, stomach upsets, headaches and migraines)*
- *Musculoskeletal injuries (e.g. neck strains and repetitive strain injury, but excluding back pain)*

- *Recurring medical conditions (e.g. asthma, angina and allergies)*
- *Mental ill health (e.g. clinical depression and anxiety)*
- *Acute medical conditions (e.g. stroke, heart attack and cancer)*
- *Home/Family Responsibilities (e.g. bereavement)*

Chart 7 - Long Term Absence in each service



Long Term absences in Strategic Finance and Property were accumulated by three employees, 2 are back at work and 1 has left the council