

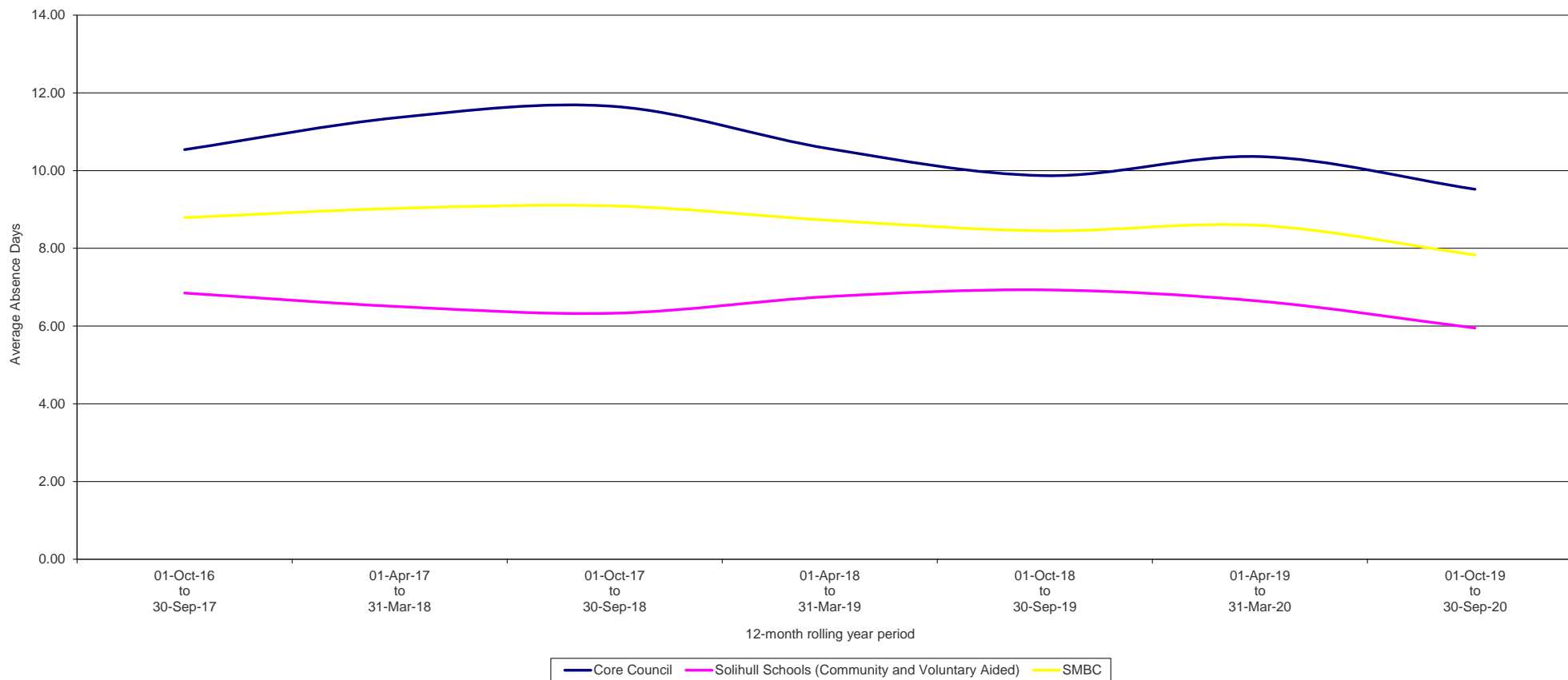
**SICKNESS ABSENCE**  
(1st October 2019 to 30th September 2020)

Directorate	Average FTE	Total No. of Days Absent over 12 months	Average Absence Days	Public Sector Target 2019/20 9.00 days (+/-)	Total Short-Term Absence Days	Average Short-Term Absence Days per Average FTE	Total Long Term Absence Days	Average Long-Term Absence Days per Average FTE	No. of people with 10+ (10-19 days) in past 12 months based on duration	No. of people with 20+ days in past 12 months based on duration
<i>Adult Care and Support</i>	399.19	5957.42	14.92	5.92	1816.39	4.55	4141.02	10.37	48	77
<i>Childrens Services and Skills Directorate</i>	514.46	5731.64	11.14	2.14	1457.88	2.83	4273.77	8.31	40	70
<i>Economy and Infrastructure Directorate</i>	407.33	3133.97	7.69	-1.31	1272.58	3.12	1861.39	4.57	34	35
<i>Public Health and Commissioning Directorate</i>	62.18	278.18	4.47	-4.53	149.18	2.40	129.00	2.07	4	2
<i>Resources Directorate</i>	745.72	5193.93	6.96	-2.04	2232.43	2.99	2961.50	3.97	67	59
<i>Strategic Services Directorate</i>	3.50	10.00	2.86	-6.14	10.00	2.86	0.00	0.00	1	0
<i>WMCA Directorate</i>	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0
<b>Total by Directorates</b>	2132.88	20305.14	9.52	0.52	6938.46	3.25	13366.68	6.27	65.83	243
<i>Solihull Schools (Community and Voluntary Aided)</i>	1911.51	11379.12	5.95	-3.05	5772.14	3.02	5606.99	2.93	49.27	141
<b>Grand Total by Directorate and Schools</b>	4044.38	31684.26	7.83	-1.17	12710.59	3.14	18973.67	4.69	59.88	384

### SICKNESS ABSENCE TREND

	01-Oct-16 to 30-Sep-17	01-Apr-17 to 31-Mar-18	01-Oct-17 to 30-Sep-18	01-Apr-18 to 31-Mar-19	01-Oct-18 to 30-Sep-19	01-Apr-19 to 31-Mar-20	01-Oct-19 to 30-Sep-20
<b>Core Council</b>	10.54	11.37	11.65	10.56	9.87	10.36	9.52
<b>Solihull Schools (Community and Voluntary Aided)</b>	6.85	6.50	6.33	6.76	6.93	6.64	5.95
<b>SMBC</b>	8.79	9.03	9.09	8.72	8.45	8.59	7.83

Sickness Absence Trend Chart

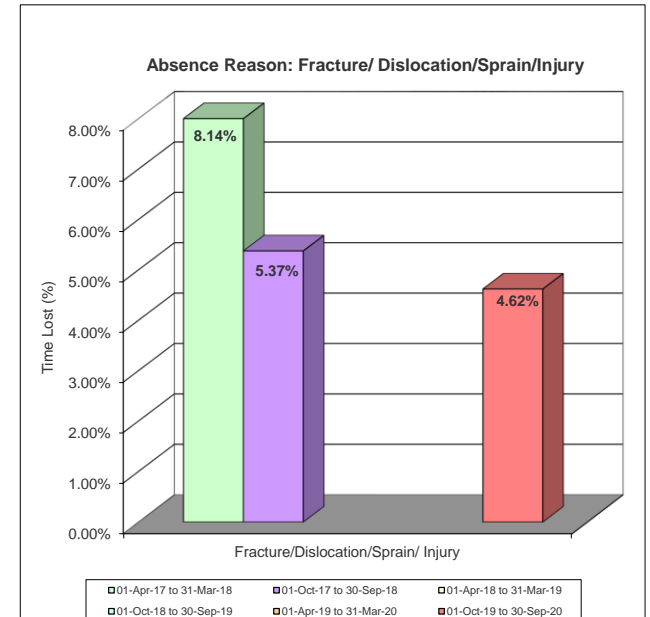
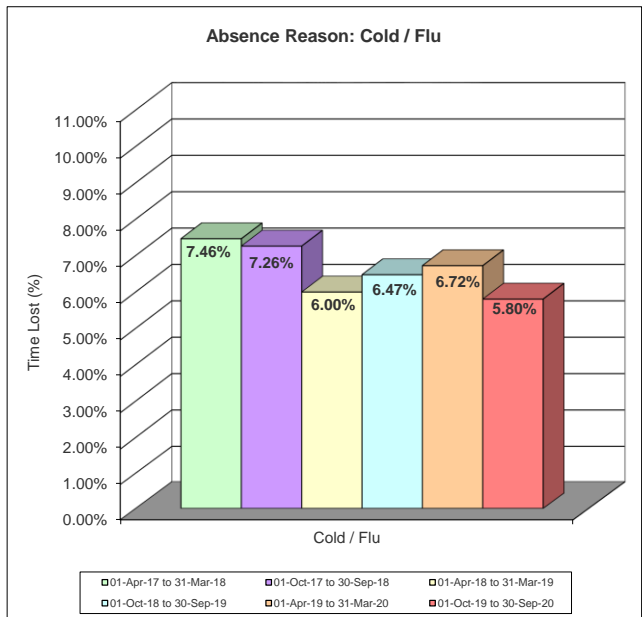
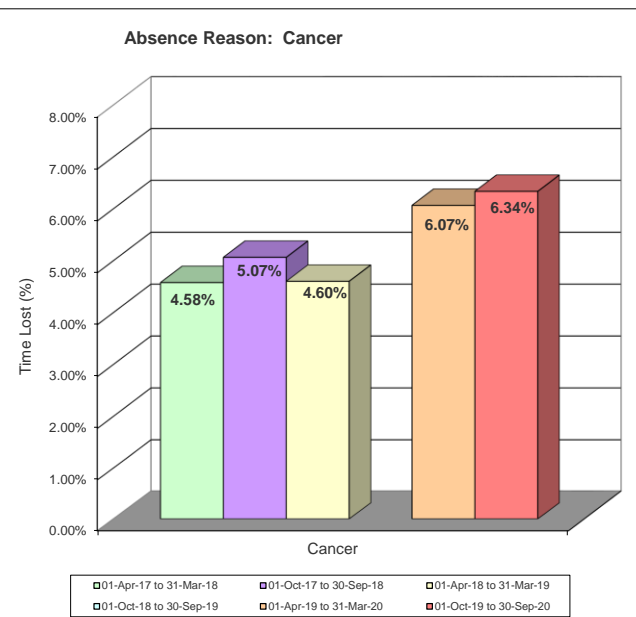
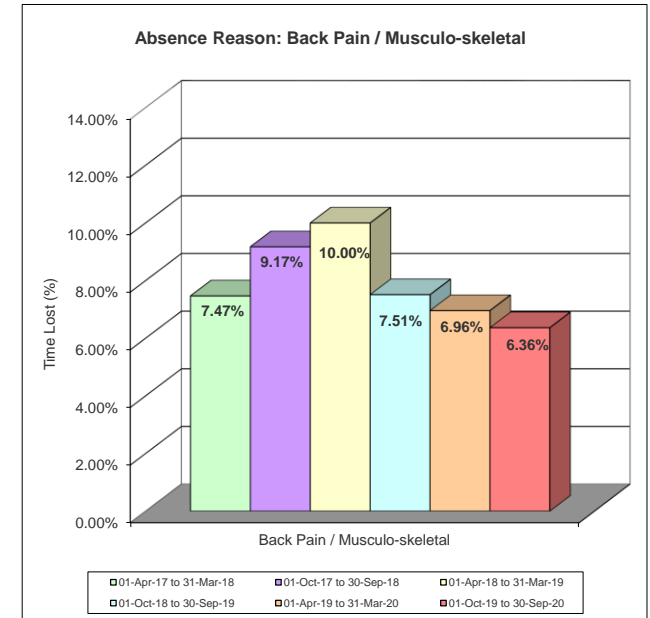
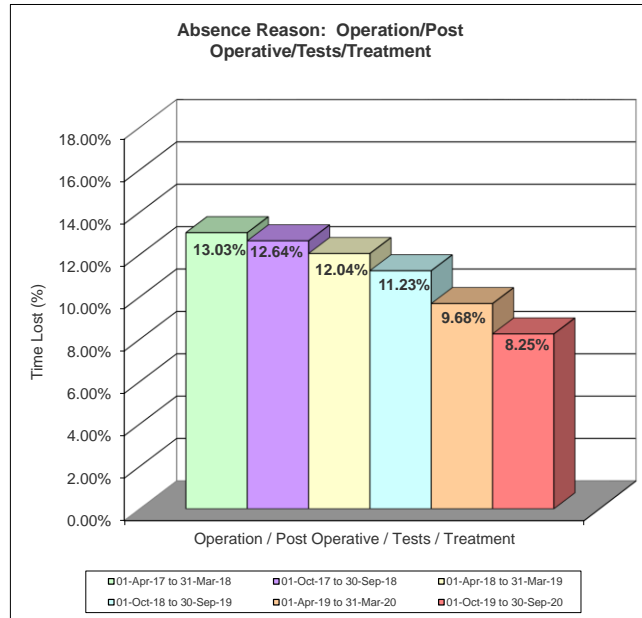
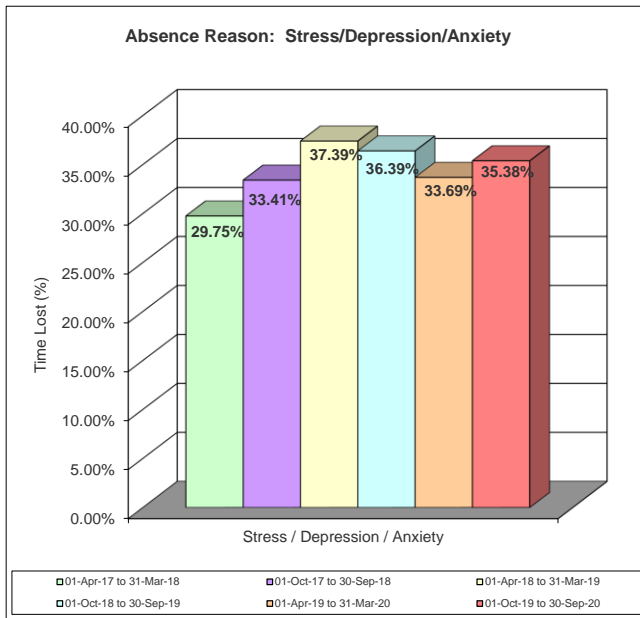


**SICKNESS ABSENCE: TOP 6 ABSENCE REASONS - DATA TABLES**

01-Apr-17 to 31-Mar-18			01-Oct-17 to 30-Sep-18			01-Apr-18 to 31-Mar-19		
Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons	Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons	Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons
<i>Stress/Anxiety/Depression</i>	7246.01	29.75%	<i>Stress/Anxiety/Depression</i>	8247.29	33.41%	<i>Stress/Anxiety/Depression</i>	8343.65	37.39%
<i>Operation / Post Operative / Tests / Treatment</i>	3173.01	13.03%	<i>Operation / Post Operative / Tests / Treatment</i>	3121.07	12.64%	<i>Operation / Post Operative / Tests / Treatment</i>	2686.94	12.04%
<i>Fracture / Dislocation</i>	1981.87	8.14%	<i>Back Pain / Musculo-skeletal</i>	2264.33	9.17%	<i>Back Pain / Musculo-skeletal</i>	2231.16	10.00%
<i>Back Pain / Musculo-skeletal</i>	1818.96	7.47%	<i>Cold / Flu</i>	1792.58	7.26%	<i>Cold / Flu</i>	1337.99	6.00%
<i>Cold / Flu</i>	1817.66	7.46%	<i>Fracture / Dislocation</i>	1326.90	5.37%	<i>Cancer</i>	1027.16	4.60%
<i>Cancer</i>	1115.22	4.58%	<i>Cancer</i>	1250.52	5.07%	<i>Other</i>	891.30	3.99%
<b>Total of ALL Absence Reasons</b>	<b>24356.88</b>		<b>Total of ALL Absence Reasons</b>	<b>24687.50</b>		<b>Total of ALL Absence Reasons</b>	<b>22312.32</b>	

01-Oct-18 to 30-Sep-19			01-Apr-19 to 31-Mar-20			01-Oct-19 to 30-Sep-20		
Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons	Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons	Top 6 Absence Reasons	Average Time Lost in No. of Days	Percentage Over ALL Absence Reasons
<i>Stress / Depression / Anxiety</i>	7588.35	36.39%	<i>Stress / Depression / Anxiety</i>	7457.31	33.69%	<i>Stress / Depression / Anxiety</i>	7184.19	35.38%
<i>Operation / Post Operative / Tests / Treatment</i>	2341.76	11.23%	<i>Operation / Post Operative / Tests / Treatment</i>	2142.25	9.68%	<i>Operation / Post Operative / Tests / Treatment</i>	1674.62	8.25%
<i>Back Pain / Musculo-skeletal</i>	1566.39	7.51%	<i>Back Pain / Musculo-skeletal</i>	1540.30	6.96%	<i>Back Pain / Musculo-skeletal</i>	1292.39	6.36%
<i>Cold / Flu</i>	1349.88	6.47%	<i>Cold / Flu</i>	1487.93	6.72%	<i>Cancer</i>	1286.77	6.34%
<i>Other</i>	1309.82	6.28%	<i>Cancer</i>	1342.98	6.07%	<i>Cold / Flu</i>	1178.43	5.80%
<i>Gastrointestinal problems</i>	1121.23	5.38%	<i>Gastrointestinal problems</i>	1212.08	5.48%	<i>Fracture/Dislocation/Sprain/ Injury</i>	937.82	4.62%
<b>Total of ALL Absence Reasons</b>	<b>20852.86</b>		<b>Total of ALL Absence Reasons</b>	<b>22134.39</b>		<b>Total of ALL Absence Reasons</b>	<b>20305.89</b>	

**SICKNESS ABSENCE: TOP 6 ABSENCE REASONS - GRAPHS**  
 (Based on top 6 reasons for the reporting period 1st Oct 2019 to 30th Sept 2020)



### SICKNESS ABSENCE: STRESS BREAKDOWN (1st Oct 2019 to 30th Sept 2020)

Average Time Lost in No. of Days								
	Anxiety	Depression	Stress - Personal	Stress - Work Related	Stress - Work Related and Personal	Total	Total of Other Absence Reasons	Grand Total of All Absence Reasons
<i>Adult Care and Support</i>	894.75	285.46	953.87	244.87	385.05	2764.00	3193.54	5957.54
<i>Childrens Services and Skills</i>	478.13	421.16	687.47	406.34	260.03	2253.13	3478.60	5731.73
<i>Economy and Infrastructure Directorate</i>	77.86	72.84	353.86	270.95	147.36	922.87	2211.26	3134.13
<i>Public Health and Commissioning</i>			10.65			10.65	267.54	278.19
<i>Resources</i>	286.13	223.56	327.34	145.23	251.35	1233.61	3960.69	5194.30
<i>Strategic Services</i>						0.00	10.00	10.00
<b>Core Council</b>	1736.87	1003.02	2333.19	1067.39	1043.79	7184.26	13121.63	20305.89

% of Grand Total of All Absence Reasons							
	Anxiety	Depression	Stress - Personal	Stress - Work Related	Stress - Work Related and Personal	Total	Total of Other Absence Reasons
<i>Adult Care and Support</i>	15.02%	4.79%	16.01%	4.11%	6.46%	46.39%	53.61%
<i>Childrens Services and Skills</i>	8.34%	7.35%	11.99%	7.09%	4.54%	39.31%	60.69%
<i>Economy and Infrastructure Directorate</i>	2.48%	2.32%	11.29%	8.65%	4.70%	29.45%	70.55%
<i>Public Health and Commissioning</i>	0.00%	0.00%	3.83%	0.00%	0.00%	3.83%	96.17%
<i>Resources</i>	5.51%	4.30%	6.30%	2.80%	4.84%	23.75%	76.25%
<i>Strategic Services</i>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
<b>Core Council</b>	8.55%	4.94%	11.49%	5.26%	5.14%	35.38%	64.62%

**Core Council Directorates**

	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)	Absence Per Emp (Days)
<b>Core Council</b>	<b>0.96</b>	<b>0.90</b>	<b>0.98</b>	<b>0.91</b>	<b>0.79</b>	<b>1.12</b>	<b>0.73</b>	<b>0.58</b>	<b>0.58</b>	<b>0.60</b>	<b>0.55</b>	<b>0.72</b>
<i>Adult Care &amp; Support</i>	1.31	1.27	1.11	1.21	1.02	1.16	1.01	1.18	1.23	1.26	1.20	1.39
<i>Childrens Services &amp; Skills Directorate</i>	1.20	1.00	1.40	1.07	1.00	1.56	0.92	0.62	0.67	0.70	0.60	0.67
<i>Economy and Infrastructure Directorate</i>	0.83	0.97	0.83	0.79	0.74	0.95	0.69	0.27	0.32	0.36	0.40	0.59
<i>Public Health &amp; Commissioning Directorate</i>	0.12	0.39	0.51	0.17	0.36	0.78	0.02	0.02	0.14	0.08	0.02	0.04
<i>Resources Directorate</i>	0.71	0.63	0.74	0.79	0.60	0.90	0.53	0.45	0.34	0.36	0.28	0.52
<i>Strategic Services Directorate</i>	0.00	0.00	0.00	0.00	0.00	3.33	0.00	0.00	0.00	0.00	0.00	0.00
<i>WMCA Directorate</i>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00