

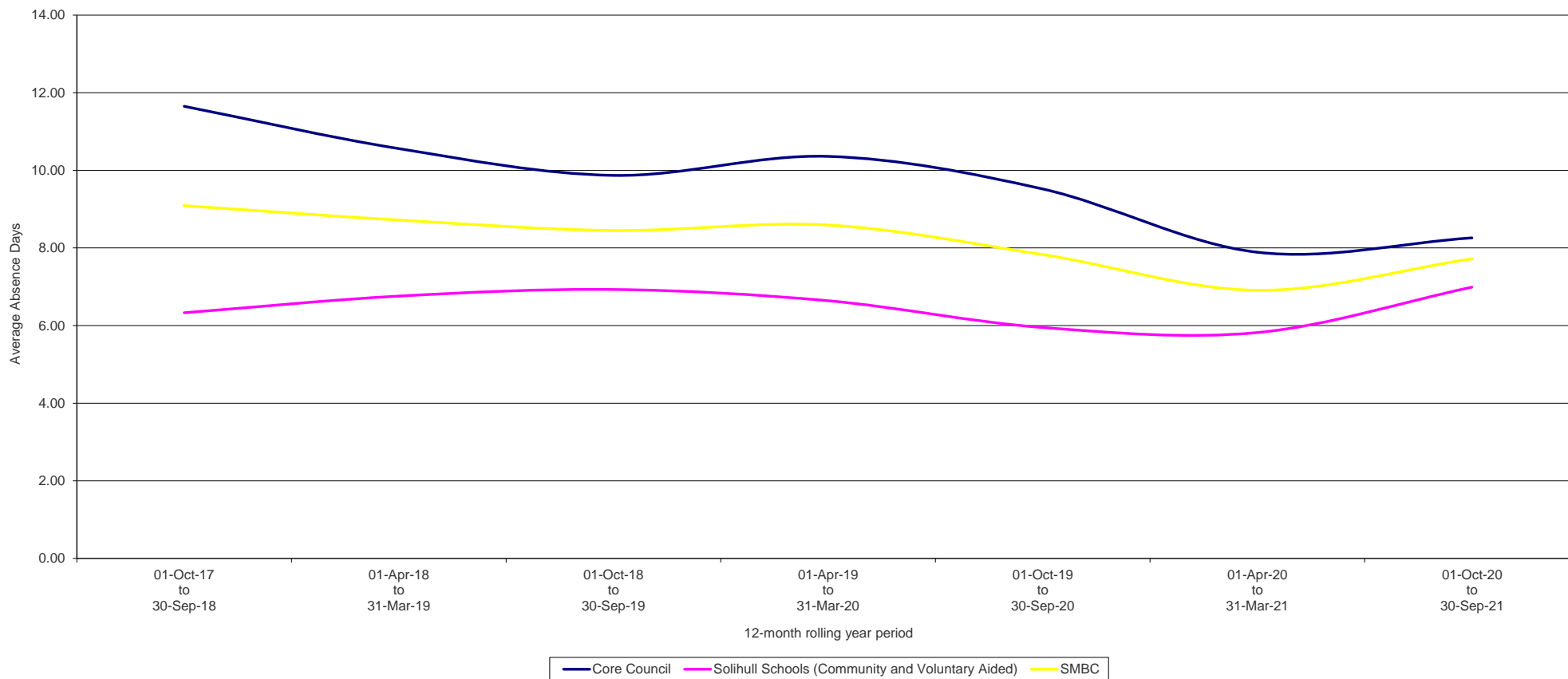
**SICKNESS ABSENCE**  
(1st October 2020 to 30th September 2021)

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>	394.87	5972.86	15.13	6.13	1894.43	4.80	4078.42	10.33	58	88
<i>Childrens Services and Skills Directorate</i>	518.16	3973.52	7.67	-1.33	1404.48	2.71	2569.04	4.96	41	54
<i>Economy and Infrastructure Directorate</i>	399.17	2713.57	6.80	-2.20	1111.99	2.79	1601.59	4.01	30	35
<i>Public Health and Commissioning Directorate</i>	69.93	114.54	1.64	-7.36	114.54	1.64	0.00	0.00	3	0
<i>Resources Directorate</i>	740.41	4784.39	6.46	-2.54	1816.27	2.45	2968.12	4.01	57	62
<i>Strategic Services Directorate</i>	4.50	0.00	0.00	-9.00	0.00	0.00	0.00	0.00	0	0
<i>WMCA Directorate</i>	0.00	0.00	0.00	-9.00	0.00	0.00	0.00	0.00	0	0
<b>Total by Directorates</b>	<b>2127.04</b>	<b>17558.88</b>	<b>8.26</b>	<b>-0.74</b>	<b>6341.71</b>	<b>2.98</b>	<b>11217.17</b>	<b>5.27</b>	<b>189</b>	<b>239</b>
<i>Solihull Schools (Community and Voluntary Aided)</i>	1587.96	11104.31	6.99	-2.01	5896.16	3.71	5208.15	3.28	196	149
<b>Grand Total by Directorate and Schools</b>	<b>3715.00</b>	<b>28663.19</b>	<b>7.72</b>	<b>-1.28</b>	<b>12237.87</b>	<b>3.29</b>	<b>16425.32</b>	<b>4.42</b>	<b>385</b>	<b>388</b>

### SICKNESS ABSENCE TREND

	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	01-Apr-20 to 31-Mar-21	01-Oct-20 to 30-Sep-21
<b>Core Council</b>	11.65	10.56	9.87	10.36	9.52	7.89	8.26
<b>Solihull Schools (Community and Voluntary Aided)</b>	6.33	6.76	6.93	6.64	5.95	5.82	6.99
<b>SMBC</b>	9.09	8.72	8.45	8.59	7.83	6.91	7.72

Sickness Absence Trend Chart

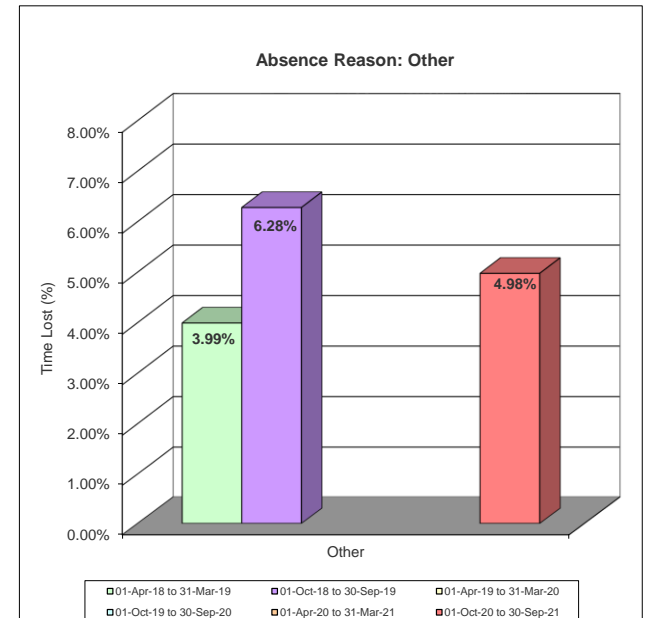
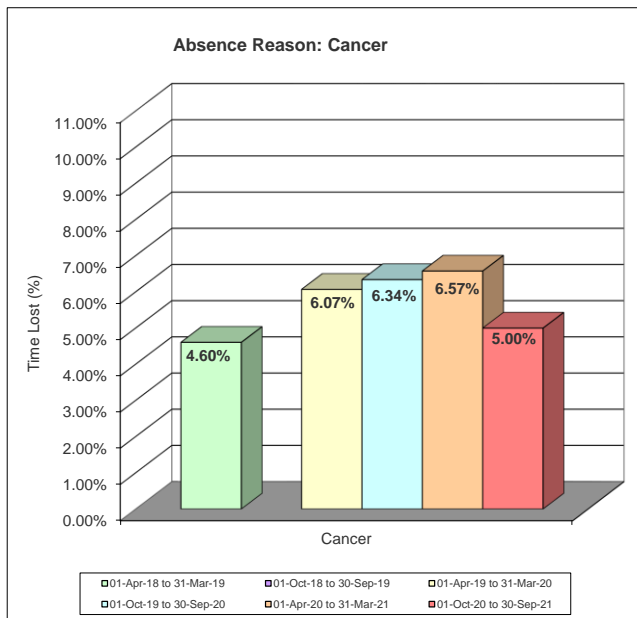
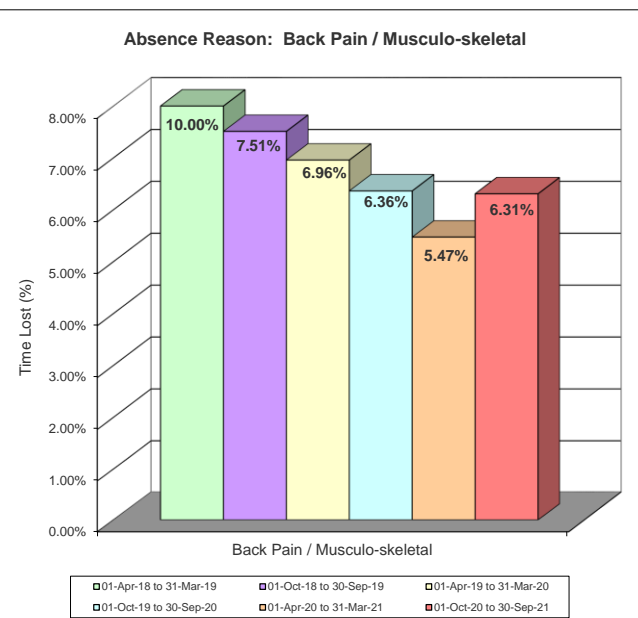
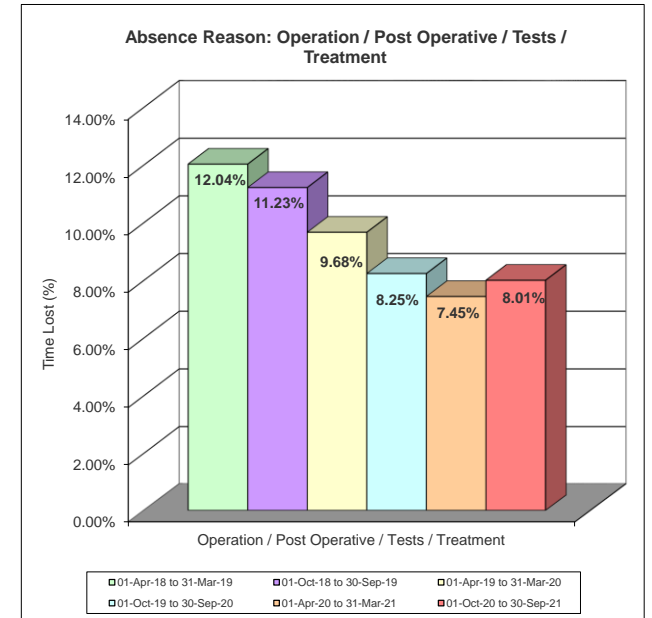
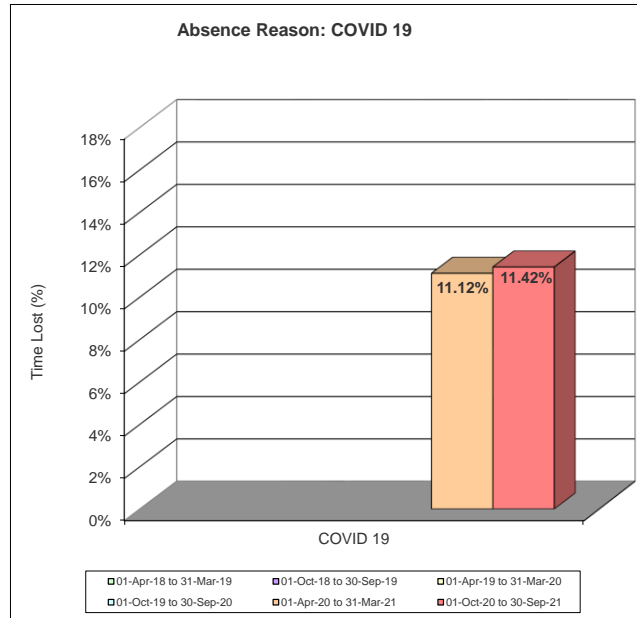
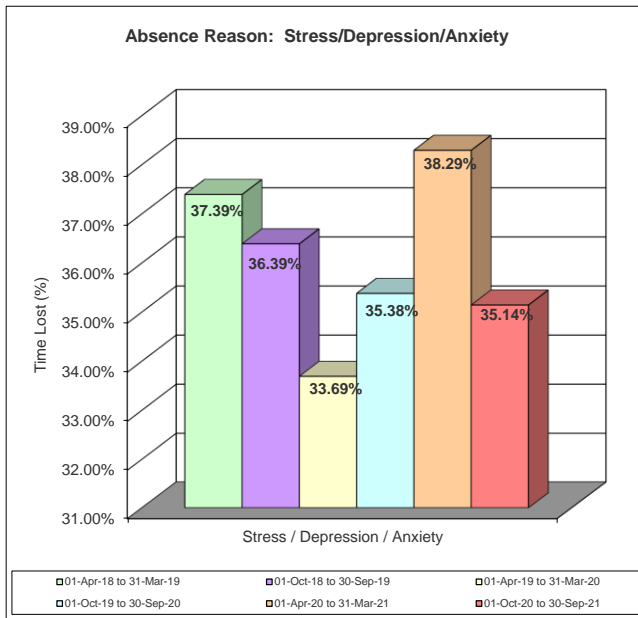


**SICKNESS ABSENCE: TOP 6 ABSENCE REASONS - DATA TABLES**

01-Apr-18 to 31-Mar-19			01-Oct-18 to 30-Sep-19			01-Apr-19 to 31-Mar-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/Anxiety/Depression</i>	8343.65	<b>37.39%</b>	<i>Stress / Depression / Anxiety</i>	7588.35	<b>36.39%</b>	<i>Stress / Depression / Anxiety</i>	7457.31	<b>33.69%</b>
<i>Operation / Post Operative / Tests / Treatment</i>	2686.94	<b>12.04%</b>	<i>Operation / Post Operative / Tests / Treatment</i>	2341.76	<b>11.23%</b>	<i>Operation / Post Operative / Tests / Treatment</i>	2142.25	<b>9.68%</b>
<i>Back Pain / Musculo-skeletal</i>	2231.16	<b>10.00%</b>	<i>Back Pain / Musculo-skeletal</i>	1566.39	<b>7.51%</b>	<i>Back Pain / Musculo-skeletal</i>	1540.30	<b>6.96%</b>
<i>Cold / Flu</i>	1337.99	<b>6.00%</b>	<i>Cold / Flu</i>	1349.88	<b>6.47%</b>	<i>Cold / Flu</i>	1487.93	<b>6.72%</b>
<i>Cancer</i>	1027.16	<b>4.60%</b>	<i>Other</i>	1309.82	<b>6.28%</b>	<i>Cancer</i>	1342.98	<b>6.07%</b>
<i>Other</i>	891.30	<b>3.99%</b>	<i>Gastrointestinal problems</i>	1121.23	<b>5.38%</b>	<i>Gastrointestinal problems</i>	1212.08	<b>5.48%</b>
<b>Total of ALL Absence Reasons</b>	<b>22312.32</b>		<b>Total of ALL Absence Reasons</b>	<b>20852.86</b>		<b>Total of ALL Absence Reasons</b>	<b>22134.39</b>	

01-Oct-19 to 30-Sep-20			01-Apr-20 to 31-Mar-21			01-Oct-20 to 30-Sep-21		
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>	7184.19	<b>35.38%</b>	<i>Stress / Depression / Anxiety</i>	6473.26	<b>38.29%</b>	<i>Stress / Depression / Anxiety</i>	6170.76	<b>35.14%</b>
<i>Operation / Post Operative / Tests / Treatment</i>	1674.62	<b>8.25%</b>	<i>COVID 19</i>	1879.78	<b>11.12%</b>	<i>COVID 19</i>	2004.88	<b>11.42%</b>
<i>Back Pain / Musculo-skeletal</i>	1292.39	<b>6.36%</b>	<i>Operation / Post Operative / Tests / Treatment</i>	1259.61	<b>7.45%</b>	<i>Operation / Post Operative / Tests / Treatment</i>	1407.10	<b>8.01%</b>
<i>Cancer</i>	1286.77	<b>6.34%</b>	<i>Cancer</i>	1111.11	<b>6.57%</b>	<i>Back Pain / Musculo-skeletal</i>	1107.70	<b>6.31%</b>
<i>Cold / Flu</i>	1178.43	<b>5.80%</b>	<i>Back Pain / Musculo-skeletal</i>	925.35	<b>5.47%</b>	<i>Cancer</i>	877.38	<b>5.00%</b>
<i>Fracture/Dislocation/Sprain/ Injury</i>	937.82	<b>4.62%</b>	<i>Fracture/Dislocation/Sprain/ Injury</i>	701.22	<b>4.15%</b>	<i>Other</i>	874.05	<b>4.98%</b>
<b>Total of ALL Absence Reasons</b>	<b>20305.89</b>		<b>Total of ALL Absence Reasons</b>	<b>16904.04</b>		<b>Total of ALL Absence Reasons</b>	<b>17558.88</b>	

**SICKNESS ABSENCE: TOP 6 ABSENCE REASONS - GRAPHS**  
 (Based on top 6 reasons for the reporting period 1st Apr 2020 to 31st Mar 2021)



### SICKNESS ABSENCE: STRESS BREAKDOWN (1st October 2020 to 30th September 2021)

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>	677.93	372.78	679.12	242.14	103.32	<b>2075.29</b>	3897.58	<b>5972.87</b>
<i>Childrens Services and Skills</i>	393.82	67.36	613.18	232.68	349.75	<b>1656.79</b>	2316.75	<b>3973.54</b>
<i>Economy and Infrastructure Directorate</i>	86.78	77.00	382.55	62.23	199.80	<b>808.36</b>	1905.39	<b>2713.75</b>
<i>Public Health and Commissioning</i>	0.00	9.00	14.45	0.00	6.00	<b>29.45</b>	85.09	<b>114.54</b>
<i>Resources</i>	548.58	531.21	275.11	164.15	81.84	<b>1600.89</b>	3183.92	<b>4784.81</b>
<i>Strategic Services</i>	0.00	0.00	0.00	0.00	0.00	<b>0.00</b>	0.00	<b>0.00</b>
<b>Core Council</b>	<b>1707.11</b>	<b>1057.35</b>	<b>1964.41</b>	<b>701.20</b>	<b>740.71</b>	<b>6170.78</b>	<b>11388.73</b>	<b>17559.51</b>

% 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>	11.35%	6.24%	11.37%	4.05%	1.73%	34.75%	65.25%
<i>Childrens Services and Skills</i>	9.91%	1.70%	15.43%	5.86%	8.80%	41.70%	58.30%
<i>Economy and Infrastructure Directorate</i>	3.20%	2.84%	14.10%	2.29%	7.36%	29.79%	70.21%
<i>Public Health and Commissioning</i>	0.00%	7.86%	12.62%	0.00%	5.24%	25.71%	74.29%
<i>Resources</i>	11.47%	11.10%	5.75%	3.43%	1.71%	33.46%	66.54%
<i>Strategic Services</i>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Core Council</b>	<b>9.72%</b>	<b>6.02%</b>	<b>11.19%</b>	<b>3.99%</b>	<b>4.22%</b>	<b>35.14%</b>	<b>64.86%</b>

