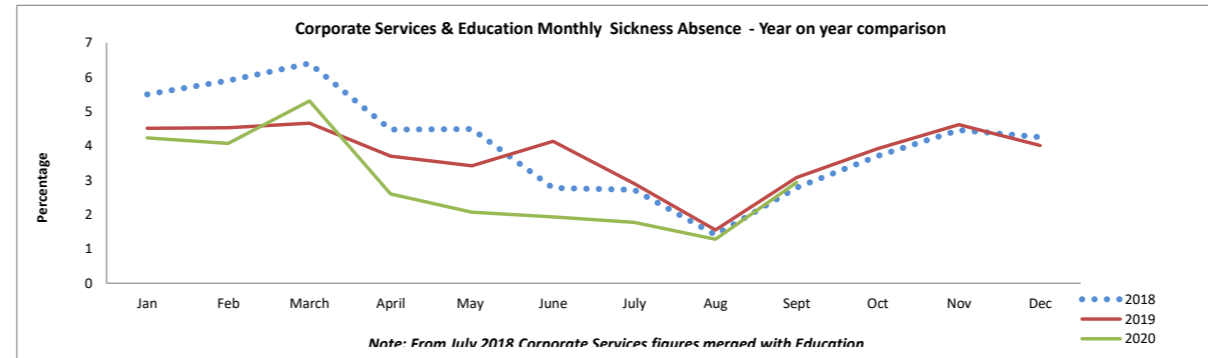
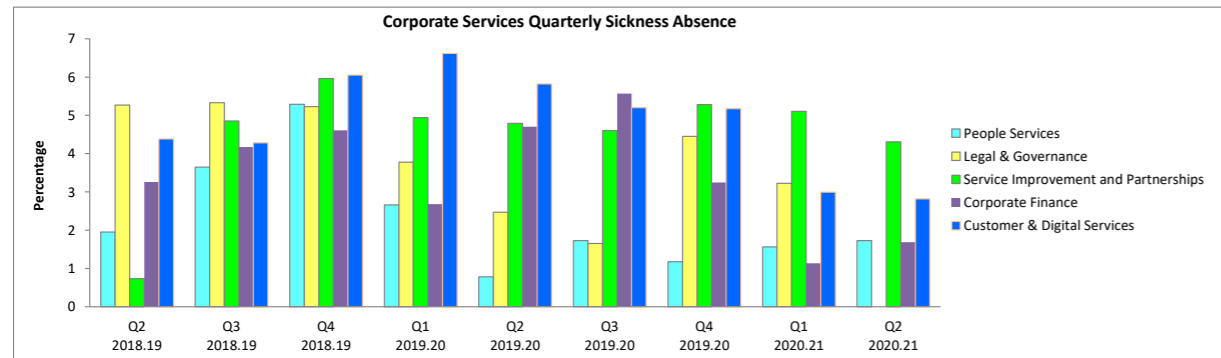


Resources - Staff



Q1 Monthly Breakdown	April			May			June		
% Sickness Absence	Short Term	Long Term	Overall %	Short Term	Long Term	Overall %	Short Term	Long Term	Overall %
People Services	0.24	1.06	1.30	0	1.05	1.05	1.25	1.06	2.30
Legal & Governance	0	4.25	4.25	0	2.84	2.84	0	2.58	2.58
Service Improvement and Partnerships	0.95	5.01	5.95	0.31	4.39	4.70	0.53	3.95	4.48
Corporate Finance	0.10	1.37	1.48	0.75	0.97	1.73	0.73	1.43	2.16
Customer & Digital Services	0.36	4.32	4.68	0.08	3.34	3.43	0.37	0.49	0.86

Q2 Monthly Breakdown	July			August			September		
% Sickness Absence	Short Term	Long Term	Overall %	Short Term	Long Term	Overall %	Short Term	Long Term	Overall %
People Services	0.44	1.20	1.64	0	1.07	1.07	1.53	0.92	2.45
Legal & Governance	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service Improvement and Partnerships	1.21	3.40	4.62	0.35	3.16	3.50	1.74	3.05	4.79
Corporate Finance	0.85	0.96	1.81	0.66	1.32	1.98	0.63	0.66	1.30
Customer & Digital Services	0.59	1.29	1.87	0.63	1.55	2.18	1.05	2.19	3.25

What is our Workforce information telling us?

Procurement and Information Governance

All sickness absence is managed in line with Council policy. In relation to the long term sickness for a particular employee we worked closely with the employee and HR Team to develop and agree a flexible working approach to help the employee back into the work place.

I.T – One member of staff on long term absence, with MSA procedures being followed. Sickness continues to improve in the last 12 months. The Digital Infrastructure and Operations Manager has left the employment of the Authority

Short Term Sickness

Customer Services, IT Helpdesk and the Mailroom 01.04.2020 - 30.09.2020 - 4 staff members with short term absence totalling 10 days

Long Term Sickness

Customer Services, IT Helpdesk and the Mailroom 01.04.2020 - 30.09.2020

6 staff member with long term absence totalling 229 days

3 staff members have returned and are back in work - 3 staff remain off.

All staff all being managed and supported in line with Managing Absence Policy

Service Improvement and Partnerships

Long term sickness absence is accounted for by one member of staff. Staff number are relatively low in the team.

Other Leavers - Death in Service, Dismissal, Dismissal on ill Health Grounds, End of Fixed Term Contract, End of Relief Employment, Gross Mis conduct, Sickness Absence

Corporate Services Workforce Information					
	Q2	Q3	Q4	Q1	Q2
Voluntary Leavers	30	27	24	7	14
Other Leavers	7	4	6	5	1
Total Leavers	37	31	30	12	15
External New Entrants	26	18	38	3	10
Number of Agency Workers	5	4	4	4	4
Headcount	1439	1416	1419	1406	1392
55 and over	394	399	413	423	428
% of headcount	27.38%	28.18%	29.11%	30.09%	30.75%