

AVERAGE NUMBER OF DAYS SICK PER FULL TIME EQUIVALENT (FTE)

Jan-15

Directorate	Department	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15 Target	Threshold	
Executive Office	Business Support Unit												5.83	7.00	8.00
	Corporate Communications	0.55	0.55	0.50	1.08	0.91	1.00	0.92	0.73	0.64	0.45	1.36	1.36	7.00	8.00
	Democratic & Member Support						10.73	9.93	9.77	9.79	9.73	10.71	9.12	7.00	8.00
	Management & Support (Chief Executive0						0.00	0.00	0.00	-	-	-	0.00	7.00	8.00
	Policy, Performance and Partnerships	3.42	3.48	5.02	4.21	5.52	7.88	9.00	10.28	6.67	6.10	6.67	7.18	7.00	8.00
	EXECUTIVE OFFICE TOTAL (inc Management and Support)	2.50	2.55	3.30	2.90	3.48	6.35	6.35	6.86	5.50	5.37	6.00	5.81	7.00	
People	Adult Social Care												10.88	9.00	10.50
	Childrens, Young People & Families Services	11.10	9.82	11.29	8.67	10.13	9.86	9.97	9.57	9.76	10.38	10.43	9.87	9.00	10.50
	Co-operative Commissioning & Adult Social Care	9.55	8.33	9.20	7.57	9.46	9.19	8.93	8.62	8.18	8.35	8.47	3.90	11.00	12.00
	Education, Learning & Families	6.68	5.82	5.71	5.23	6.22	6.43	6.40	6.60	6.96	7.06	7.43	15.46	7.00	9.00
	Homes & Communities	7.24	5.97	7.36	6.44	7.94	7.71	8.06	7.97	8.25	8.04	8.45	6.49	7.00	8.00
	Housing Services												9.26	7.00	8.00
	Learning and Communities												6.96	7.00	8.00
	Strategic Co-operative Commissioning												3.63	7.00	8.00
	Programmes Director						0.00	0.00	0.00	0.00	0.00	0.00	0.00	7.00	8.00
	DIRECTORATE TOTAL (excluding Schools, inc Management and Support)	8.36	7.28	7.94	6.59	7.90	8.00	8.01	7.90	8.05	8.23	8.49	8.53	9.45	
Place	Business Team (Place)	15.20	10.59	9.81	9.00	9.00	0.00	0.00	0.00	0.00	2.30	2.18	1.36	7.00	7.00
	Economic Development	3.85	3.90	4.03	3.82	4.60	4.37	4.57	3.01	3.02	2.74	2.78	3.09	7.00	9.00
	Strategic Planning & Infrastructure	5.59	4.39	4.03	4.03	3.98	5.81	5.04	7.20	4.67	3.54	2.87	2.98	7.00	9.00
	Street Services	7.57	6.82	6.82	7.29	8.59	9.61	9.73	9.99	10.95	10.98	11.26	11.03	9.00	10.00
	DIRECTORATE TOTAL	8.01	7.15	7.07	7.17	8.16	7.98	7.96	8.23	8.33	7.98	8.04	7.92	8.50	
Public Health	Civil Protection Unit						1.25	1.25	1.25	1.00	0.25	0.25	1.63	7.00	9.00
	Office of the Director of Public Health	4.27	3.77	3.72	3.03	3.76	4.52	3.39	1.68	1.30	4.10	4.30	2.28	7.00	7.00
	Public Protection Services						7.06	4.88	4.49	4.28	3.83	4.52	5.19	9.00	10.00
	DIRECTORATE TOTAL	4.27	3.77	3.72	3.03	3.76	6.40	4.47	3.88	3.63	3.73	4.27	4.54	8.50	
Transformation & Change	Customer Services	6.19	6.66	6.08	6.05	6.42	6.68	5.91	6.28	6.86	7.14	7.31	8.24	7.00	9.00
	Finance	6.77	6.31	5.75	5.60	5.52	6.28	5.67	5.94	5.84	6.60	7.21	6.91	9.00	10.50
	Human Resources and Organisational Dev	3.82	3.03	2.89	2.63	3.22	3.48	3.97	4.46	4.12	4.63	5.73	6.92	7.00	9.00
	ICT						4.09	4.00	4.39	-	-	-	0.00	9.00	10.50
	Legal Services	6.12	5.59	6.93	7.12	9.00	6.98	7.09	7.32	7.68	7.86	8.25	7.93	7.00	9.00
	Portfolio Transformation						0.70	0.77	0.88	1.62	2.05	2.49	2.82	7.00	9.00
	Transformation Programmes Managers												0.00	7.00	9.00
	DIRECTORATE TOTAL (inc Management and Support)	6.20	5.75	5.42	5.34	5.63	5.84	5.42	5.84	5.96	6.42	6.86	7.15	8.50	
COUNCIL TOTAL (excluding Schools)	7.59	6.79	6.95	6.35	7.24	7.29	7.11	7.26	7.37	7.48	7.77	7.82	8.49		

Comments: All Directorates are within the target set and overall the Council's absence is less than the 8.49 target with an average sickness absence of 7.82 days. Some Departments however have absences higher than target. They are: Democratic & Member Support, Adult Social Care, Childrens, Young People & Families Services, Education, Learning & Families, Housing Services, Street Services, Customer Services and Legal Services.