Name of Committee:	**Cabinet**
Date of Meeting:	**19/06/2025**
Relevant Scrutiny Committee:	**Resources**
Report Title:	Q4 Sickness Absence Report 2024/2025
Purpose of Report:	To update Members of the Cabinet on the sickness absence statistics for 1st April, 2024 to 31st March, 2025
Report Owner:	Executive Leader and Cabinet Member for Performance and Resources
Responsible Officer:	Rob Thomas – Chief Executive
Elected Member and Officer Consultation:	The overall sickness absence figures are reported quarterly through the Corporate Performance Indicators
Policy Framework:	This is a matter for Executive decision by Cabinet.

Executive Summary:

- The report sets out the sickness absence figures for the period 1st April, 2024 to 31st March, 2025 as part of the agreed performance management arrangements.
- Absence figures have improved based on the same period as last year (2023/2024).
- The previous year (2022/2023), saw increased levels of absence, this was due to coming out of the pandemic and absence increasing across all organisation groups including the public sector.

1. Recommendations

1.1 That the report and the April 2024 to March 2025 sickness absence figures provided in Appendix A be noted.

1.2 That the report be referred to the Resources Scrutiny Committee for consideration, with any recommendations referred back to Cabinet for further consideration.

2. Reasons for Recommendations

2.1 To bring matters to the attention of Members of the Cabinet in line with corporate objectives.

2.2 To enable the Scrutiny Committee to maintain a continued focus on the management of sickness absence throughout all services of the Council and to make recommendations to Cabinet, as appropriate.

3. Background

3.1 The levels of sickness absence within the Council are reported to Cabinet every six months.

3.2 This report sets out the sickness absence information for the period 1st April, 2024 to 31st March, 2025, including corporate and school employees. It also includes details of sickness absence figures for previous years for comparison.

3.3 This report acknowledges the work and commitment of all managers, employees and trade union colleagues in relation to the continual management of sickness absence.

4. Sickness Rates

4.1 A number of initiatives have been introduced by the Council to manage the key drivers in tackling presenteeism, such as – improving digital applications/access, lifestyle and wellbeing programmes and managing the use of annual leave. Line managers are always instrumental in looking after employee health and wellbeing.

4.2 The Council considers it very important that staff are given the support they require and we are working with colleagues within Health and Safety, Occupational Health and Organisational Development and Learning to support our staff who are working from home. Support is also provided to staff that have continued to work in the front line, especially in our Waste, Social Care and Schools teams.

4.3 The Human Resources Business Partnership (HRBP) team continues to work closely with Occupational Health and Managers on an individual case management basis and the prompt action of Managers is prioritised to keep

absences within target. An HRBP dashboard has been created to assist with the monitoring of absences within services.

4.4 Members will be aware that in all cases of stress or anxiety, employees are automatically referred to occupational health for advice, offered counselling support and managers are offered training and support in completing stress risk assessments. A revised Mental Health and Wellbeing Policy incorporates detailed advice and guidance as well as the responsibilities of managers, Occupational Health and staff in recognising and dealing with stress. The policy also provides clear expectations in responding to issues of stress and associated mental health issues.

5. Positive Health Promotion

Work is continuing to develop positive health support as follows:-

5.1 We remain committed to supporting our employees in relation to mental wellbeing and will continue to take a multi-faceted approach.

5.2 Our Learning Café, led by our dedicated Organisational Development (OD) and Learning team has a workstream which meets to discuss wellbeing with a committed team of employees from across the Council. This has seen the recent launch of a targeted campaign supported by our communications team for Stress Awareness month in April 2025. The campaign looks to highlight learning modules available on our iDev learning platform, specifically for this campaign the Stress Awareness module. The module is designed to give staff an overview of stress awareness at work, explains what stress is and how it is expressed physically and psychologically, how we can reflect and approach this and tools to support staff management.

5.3 In addition, further financial wellbeing sessions took place during April 2025, building on sessions offered prior and co-ordinated by finance educational specialists.

5.4 The above all supplements our existing offer through our wellbeing hub, established as part of our Reward and Benefits review in 2024 and regularly updated, this provides a range of resources and links to dedicated support groups from mental, physical and emotional wellbeing.

5.5 We also have a 24hour Employee Assistance Provision and a committed and highly skilled occupational health team who provide regular health checks and awareness campaigns for employees across the Council, including our schools. All practices are supported by a range of policies aimed at providing a healthy working environment where our staff can thrive and provide the best possible service to our citizens.

5.6 Flu vaccinations were delivered, both Corporately and in Schools/Residential Settings during October and November 2024. Take up has been very good across the organisation. Planning is in place for October 2025 flu vaccinations.

5.7 A new Occupational Health booking system is currently being implemented with a view to roll out by 1st November, 2025, which will enable administration time of the nurses and doctors to be reduced and will thereby provide a more efficient and streamlined process within the Occupational Health Unit.

5.8 The Occupational Health (OH) Department is intending to offer Wellbeing/Health Screening to all employees (subject to other work commitments). This includes height, weight, BMI, Blood Pressure, Cholesterol and Blood Sugar Tests. Appointments, when available, can be made via contacting Occupational Health. Alternatively, employees can contact the OH Department directly to book an appointment. Wellbeing appointments are also available, these can be booked by contacting OH Admin.

5.9 The Health, Safety and Wellbeing (HSW) team promote, monitor and review workstation assessments for all staff whether they are working from home, a council building or elsewhere. The Display Screen Equipment and Eye test procedures has recently been updated to support this work.

5.10 The Council's Stress Management Procedures have been updated so that they can be more effectively monitored and managed, and staff can access the support that they need. To date this system is working well with some staff not requiring stress risk assessments as these are about work-related issues but being sign posted to well-being action plans to support health and home related issues.

5.11 In addition the HSW Team and Occupational health team have commenced a joint piece of work to normalise menopause across the Council following attendance of a menopause conference provided by Senedd insight. Menopause drop-in sessions are also available via Occupational health.

5.12 A full report containing the breakdown of sickness absence levels per Full Time Equivalent (FTE) across all Directorates and services continues to be reviewed by the Council's Strategic Leadership Team each quarter and any required action is taken. The main performance management elements of the management of sickness absence is set out below:-

- All Directorates continue to review absence levels within Directorate management Teams on a monthly basis and in accordance with a service-based action plan.
- The focus on absence has been based on the scrutiny of priority absence reports within each directorate and service area. This has been helpful in focusing attention and support on particular absence cases.
- Long-term absence cases continue to be dealt with on an individual case management basis. Human Resource Business Partners work closely with managers to maintain communication with employees,

along with Occupational Health, to support employees' wellbeing and their return to work.

- The management of sickness absence continues to be a high priority for the Council and an important 'Corporate Health' indicator.
- Absence information is now input directly into fusion, and therefore, real time data is available to HR and Managers, including schools.

6. New Sickness Reasons

6.1 Following feedback from the Scrutiny Committee to reduce the 'Other' reason selected for sickness, a review has been completed and the 'Other' reason has now moved from the first reason to the eighth for 2024/25 data.

6.2 The 'Other' category has also been removed from the system from 1st April, 2025.

6.3 The new Sickness reason have been introduced on Oracle Fusion from 1st April, 2025 following discussions made at Scrutiny Committee. This will improve the reporting of sickness absence across the Council and Schools. The new sickness reasons are:-

Sickness Reasons from 1st April, 2025	**Change reason**
Bereavement related	New
Cancer	New
Cardiovascular Heart / Blood Pressure / Circulation	Updated
Gastrointestinal Stomach / Liver / Digestion Endocrine incl. thyroid, pituitary etc.	Updated
Genito-Urinary incl. kidney/prostate etc. / Gynaecological	Updated
Headache, Migraine, etc	No change
Infections – Bacterial / Viral	Updated
Menopause related	New
Mental Health incl. Depression/Bipolar etc.	New
Musculoskeletal/Injury/trauma incl. back and neck	Updated
Neurological incl. brain, nervous system	New
Operations and Recovery	No change

Ophthalmology/Eye/Ear/Throat/Nose (ENT) Mouth/Dental	New
Pregnancy Related	No change
Respiratory/Chest incl. COPD, Pneumonia etc.	Updated
RTA / Whiplash / Work Related Injury	Updated
Stress/anxiety - non work	Updated
Stress/anxiety - work and non-work	Updated
Stress/anxiety – work	Updated
Undisclosed	No change

7 Appendices for Consideration

7.1 Appendix A – Breakdown of Absence by Service Area

7.2 Appendix B – Overall Sickness Rates

The total days/shifts lost per FTE for the period April 2024 to March 2025 indicate a decrease in absence levels compared to same period in 2024 and 2023.

All directorates are above their target figures except for Learning and Skills and Place in relation to days lost per FTE.

Also includes a breakdown of sickness across the 22 Council's in Wales.

7.3 Appendix C – Sickness Breakdown by Directorate

Data showing the top 5 reasons for sickness absence for each Directorate, including the breakdown of reason for stress related absence.

7.4 Appendix D – Sickness by Age

8 How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

8.1 Long Term
Sickness reporting is reportable as part of the Public Accountability Measures

(PAM's) which has been developed by the Welsh Local Government Association led task and finish group. It demonstrates how Authorities are contributing to the well-being goals. Sickness has been identified as contributing to a Prosperous Wales and Healthier Wales. Reporting accurate data will help the Council account for future trends and the need to undertake regular reviews of the policies that impact on sickness rates

8.2 Prevention
The management of sickness absence together with wellbeing initiatives will help support service delivery including the meeting of corporate / service objectives

8.3 Integration
The management of absence identifies a range of issues that affect all areas of the Council's workforce. The objectives aim to identify what can be achieved when absence is managed effectively.

8.4 Collaboration
A key factor in managing sickness absence is the support from Corporate Management Team, Managers, HR, Occupational Health and Trade Unions.

8.5 Involvement
Regular reporting and management of absence ensures that we are open and transparent in relation to our approach to sickness absence. Any changes to the Attendance and Wellbeing Policy will be subject to the usual consultation process with Cabinet, Scrutiny, Managers and Trade Unions.

9 Climate Change and Nature Implications

9.1 Human activity is cited as the main cause of climate change, but organisations also contribute significantly, with businesses contributing 17% of the greenhouse gas emissions in the UK in 2019. Organisations emit greenhouse gases through their energy and resource use, transport and travel, waste management and supply chain.

9.2 HR practitioners are in a unique position due to their connections across their organisations, through their roles and the requirement to engage with all levels, disciplines and sectors. Every employee will have contact with aspects of HR throughout their employment through to the point at which they leave.

9.3 HR practitioners have the potential to play a significant leadership role in implementing all aspects of environmental sustainability through policies and procedures relating to.

- recruitment and selection
- performance management
- learning and development
- leadership and engagement.

9.4 The values of the Council include environmental sustainability, the culture of the organisation is formed when these values are put into action. For HR practitioners, this means the integration of environmental sustainability

throughout all of our policies, procedures and practices, and then clearly articulating this to all stakeholders.

10 Resources and Legal Considerations

Financial

10.1 The need to continue to maintain reasonable levels of absence will be important as the Council responds to ongoing financial pressures.

Employment

10.2 The incidence of high levels of absence has significant resource implications and places constraints on the continued delivery of high-quality service provision.

Legal (Including Equalities)

10.3 All legal implications including the Equality Act, Human Rights Act and General Data Protection Regulations have been considered within the implementation of policy provisions.

11. Background Papers

None.

Appendix A - Sickness Absence Breakdown by Service Area (2024/25)

Period 01-APRIL-2024 to 31-MAR-2025

Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	24/25 Days Lost per FTE	24/25 Annual Target	Q4 COMPARISON 23/24 Days Lost per FTE	Q4 COMPARISON 22/23 Days Lost Per FTE
Environment & Housing Services	Building Services	151.87	3.45	10.52	13.96		15.49	13.25
	Director's Office - **EHS**	33.02	1.27	1.88	3.15		4.77	10.88
	Housing Services	66.31	4.08	12.90	16.98		22.31	16.35
	Neighbourhood Services and Transport	266.13	3.73	11.43	15.16		15.04	18.89
	Shared Regulatory Services	170.16	2.00	6.34	8.34		6.93	10.47
Environment & Housing Services Totals		**687.49**	**3.16**	**9.65**	**12.81**	**13.00**	**13.22**	**14.93**
Learning & Skills	Additional Learning Needs and Wellbeing	63.45	2.28	3.04	5.32		7.81	5.09
	Director's Office - **L&S**	15.39	0.51	7.47	7.98		5.44	0.31
	Standards and Provision	55.67	3.68	17.16	20.85		7.24	14.82
	Strategy, Community Learning and Resources	90.95	1.11	3.29	4.41		6.53	5.34
Learning & Skills Totals		**225.46**	**2.04**	**6.93**	**8.97**	**9.00**	**7.00**	**7.52**
Resources	Director's Office - **RES**	23.69	0.13	2.53	2.66		0.53	0.59
	Financial Services	117.16	2.46	6.81	9.27		11.12	11.58
	Human Resources Service	49.75	1.64	1.64	3.28		4.57	15.29
	ICT Services	42.86	1.07	2.94	4.01		4.47	4.45
	Legal and Democratic Services	49.02	1.66	4.39	6.05		4.46	5.21
	Policy and Business Transformation	60.33	3.88	12.96	16.84		10.39	13.69
Resources Totals		**342.81**	**2.14**	**6.02**	**8.16**	**8.40**	**7.48**	**9.80**
Place	Directors Office - Place	5.40	1.67	0.00	1.67		1.33	0.00
	Regeneration and Planning	95.69	1.33	3.47	4.80		3.98	2.96
Place Totals		**101.09**	**1.35**	**3.28**	**4.63**	**4.50**	**3.90**	**2.96**
Social Services	Adult Services	225.72	4.42	13.79	18.21		17.01	23.97
	Children and Young People Services	246.31	2.66	11.61	14.27		11.57	16.06
	Director's Office - **SS**	16.24	1.29	4.99	6.28		3.86	5.50
	Resource Management and Safeguarding	168.51	3.51	12.07	15.58		12.91	17.02
Social Services Totals		**656.78**	**3.45**	**12.31**	**15.76**	**16.00**	**13.68**	**18.97**
Corporate Total - Excluding Schools		**2013.63**	**2.86**	**9.28**	**12.14**	**12.32**	**11.26**	**14.08**
Schools		**2165.05**	**3.83**	**4.47**	**8.30**	**9.30**	**9.42**	**11.48**
Total Including Schools		**4178.68**	**3.36**	**6.79**	**10.15**	**10.75**	**10.32**	**12.82**

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2024 to 31st March, 2025 are set out in the table below with comparative data for the same period in 2022/2023 and 2023/2024.

Total days / shifts lost per FTE (total days lost)	April to March			Target 24/25 Q4
	2022/2023	2023/2024	2024/2025	
Environment & Housing	14.93 (10174)	13.22 (9105)	12.81 (8805)	13.00
Learning and Skills	7.52 (1579)	7.00 (1545)	8.97 (2022)	9.00
Corporate Resources	9.80 (3192)	7.48 (2538)	8.16 (2797)	8.40
Place	2.96 (260)	3.90 (372)	4.63 (468)	4.50
Social Services	18.98 (12286)	13.68 (8929)	15.76 (10352)	16.00
Corporate Total - excluding Schools	14.08 (27491)	11.26 (22389)	12.14 (24444)	12.30
Schools	11.48 (20921)	9.42 (19582)	8.30 (17964)	9.30
Total Absence	12.82 (48412)	10.32 (42071)	10.15 (42408)	10.75

A more detailed breakdown of absence in each Service area is included within Appendix A.

The following table shows a breakdown of each month in Quarter 4 for 2023 / 2024 / 2025. The figures show lower days lost in 2025 compared to 2023 and has remained consistent with levels in 2024, which is encouraging.

	2023 *		2024*		2025 *	
Month	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	492	3299	336	2413	509	3162
May	562	3604	507	2913	562	3405
June	590	3632	486	2861	549	3226
July	713	4335	494	2807	563	3162
August	300	3090	246	2150	247	2193
September	569	3752	610	3070	534	2796
October	880	4800	866	4299	737	3485
November	719	4082	744	3959	748	3940
December	581	4839	834	4227	721	4131
January	706	4340	794	4291	816	4272
February	621	3823	775	4203	688	4073
March	626	4500	646	4878	685	4563

* Reported at Q4

Number of Absences = Number of Absent Employees in each individual month (i.e. an absence 15th April to 2nd June will be reported in April / May / June respectively)

Days Lost = this is the total days lost in each individual month

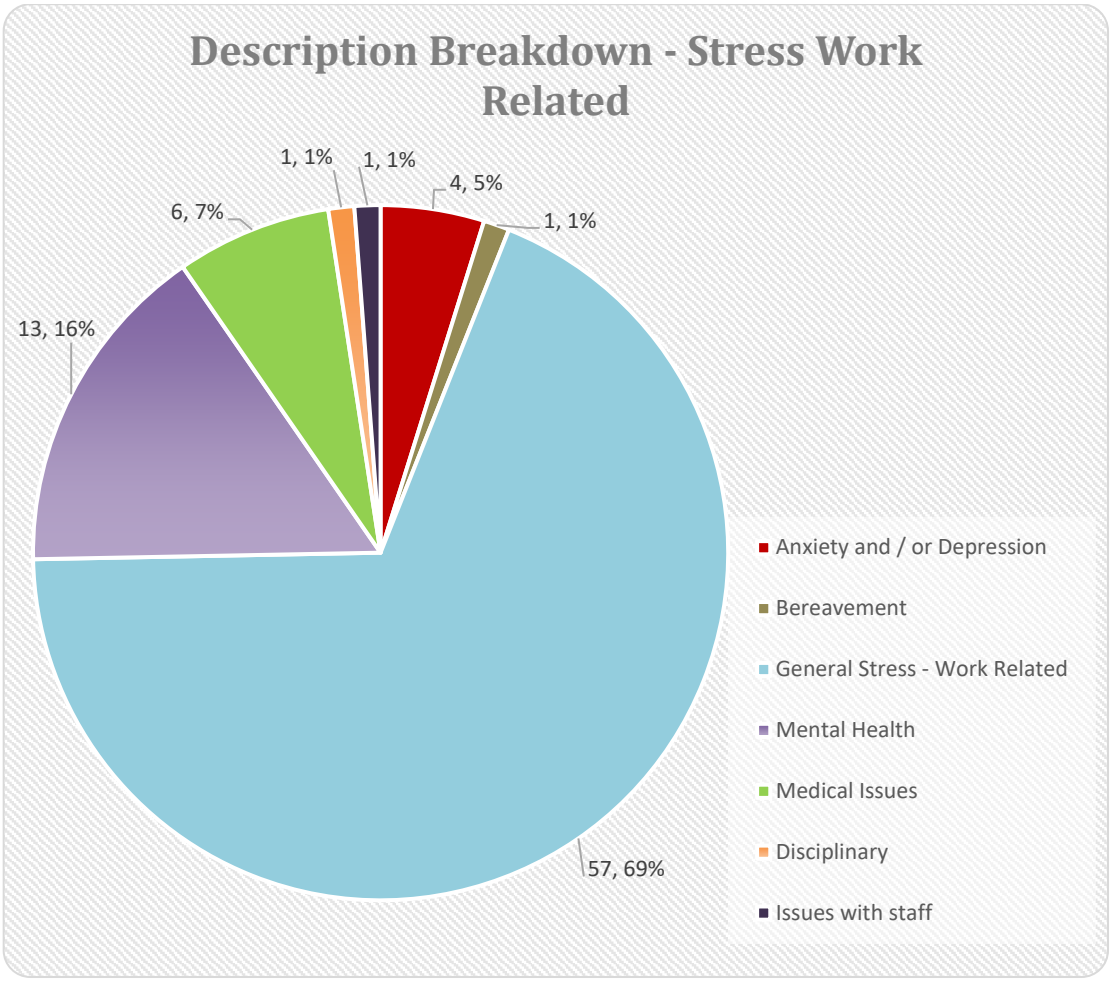
- The reasons for sickness absence across the authority (including in Schools) over the period April 2024 to March 2025 are listed in the below table compared to 2023 and 2024. The figures include both the total FTE days lost and percentages.

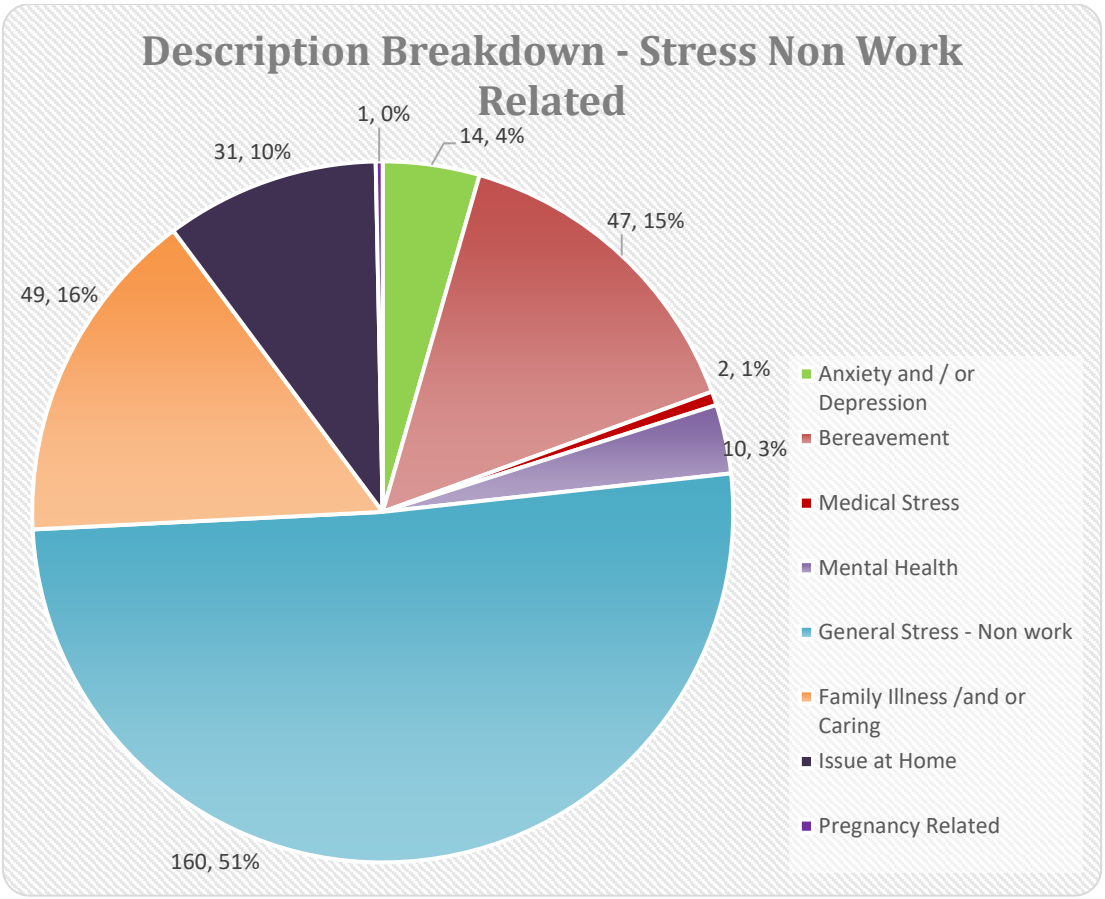
- In reference to the length of absence, members will note from the below table that 76% of all absence are categorised as long term (i.e. over 4 weeks in duration), compared with 24% short term absence.

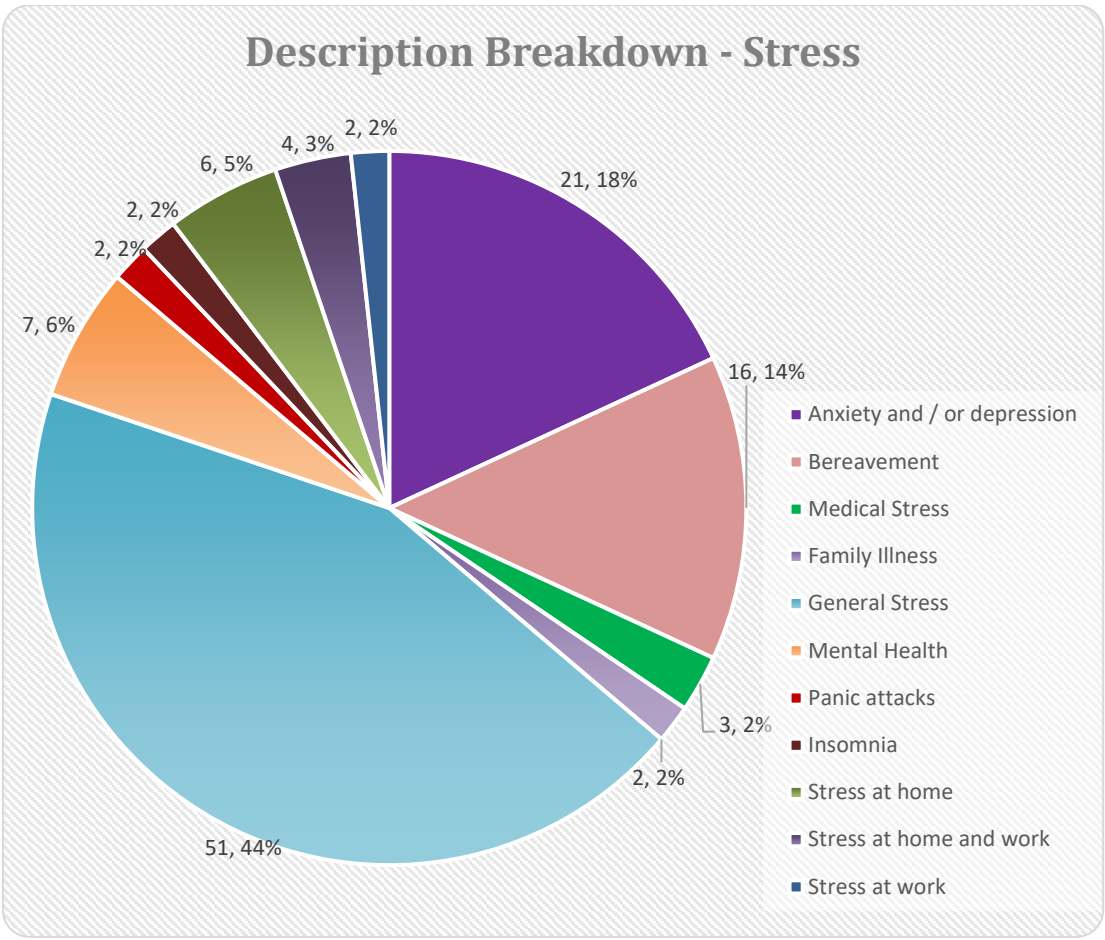
Days Lost (%)	Short Term			Long Term			Total Absence		
Absence Reason	2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
Viral Infection	*5483 37%*	*5108 34.6%*	**5665 40.3%**	*2882 9%*	*1454 5.3%*	1746 6.2%	*8366 17%*	*6562 15.6%*	**7411 17.5%**
Stress Non Work	*1126 8%*	*880 6.0%*	829 5.9%	*10356 31%*	*5562 20.4%*	**5900 20.8%**	*11482 24%*	*6441 15.3%*	6729 15.9%
Operations / Recovery	*584 4%*	*642 4.3%*	757 5.4%	*4333 13%*	*3503 12.8%*	3818 13.5%	*4917 10%*	*4144 9.9%*	4575 10.8%
Musculo-skeletal	*746 5%*	*941 6.37%*	576 4.1%	*4240 13%*	*2224 8.1%*	3230 11.4%	*4987 10%*	*3165 7.5%*	3806 9.0%
Stress	*0%*	*297 2.0%*	372 2.6%	*0%*	*1658 6.1%*	3126 11.0%	*0%*	*1955 4.6%*	3498 8.2%
Stomach Ailments	*1362 9%*	*1899 12.8%*	2073 14.8%	*681 2%*	*638 2.3%*	1195 2.3%	*2043 4%*	*2537 6.0%*	3268 7.7%
Other	*0%*	*1523 10.3%*	848 6.0%	*0%*	*4060 14.9%*	1862 6.6%	*0%*	*5583 13.3%*	2711 6.4%
Stress Work	*345 2%*	*238 1.6%*	208 1.5%	*4061 12%*	*2952 10.8%*	2481 8.8%	*4406 9%*	*3190 7.6%*	2689 6.3%
Undisclosed	*148 1%*	*426 2.9%*	457 3.3%	*367 1%*	*1506 5.5%*	1729 6.1%	*515 1%*	*1932 4.6%*	2186 5.2%
Chest Problems	*668 5%*	*623 5.2%*	667 4.8%	*443 1%*	*727 2.7%*	623 2.2%	*1111 1%*	1490 3.5%	1289 3.0%
Back Problems	*347 2%*	*386 2.6%*	329 2.3%	*1941 6%*	*1236 4.5%*	949 3.4%	*2288 5%*	1622 3.9%	1277 3.0%

Headache / Migraine	*432 3%*	*526 3.6%*	585 4.2%	*1347 4%*	*576 2.1%*	578 2.0%	*1778 4%*	1102 2.6%	1163 2.7%
Pregnancy Related	*301 2%*	*150 1.0%*	197 1.4%	*290 1%*	*242 0.9%*	617 2.2%	*590 1%*	393 0.9%	814 1.9%
Heart Problems	*60 0.4%*	*48 0.3%*	78.2 0.6%	*870 3%*	*431 1.6%*	432 1.5%	*930 2%*	479 1.1%	510 1.2%
Genito-Urinary	*204 1%*	*183 1.2%*	219 1.6%	*424 1%*	*274 1.0%*	15.6 0.1%	*628 1%*	457 1.1%	234 0.6%
Pandemic	*2809 19%*	*712 4.8%*	183 1.3%	*1432 4%*	*141 0.5%*	0%	*4240 9%*	853 2.0%	183 0.4%
RTA / Whiplash	*46 0.3%*	*51 0.3%*	13 0.1%	*83 0.2%*	*27 0.1%*	46 0.2%	*129 0.3%*	78 0.2%	59 0.1%
Phased Return to Work	*0%*	*11 0.1%*	0%	*0%*	*76 0.03%*	8 0.03%	*0%*	87 0.2%	8 0.0%
% of overall absence (Total Days)	***14660***	***14784***	**14055**	***33752***	***27287***	**28353**	***48412***	***42071***	**42408**

The following graphs show the breakdown of Stress Work Related, Stress Non-Work and Stress Related descriptions for the Council from April 2024 – March 2025

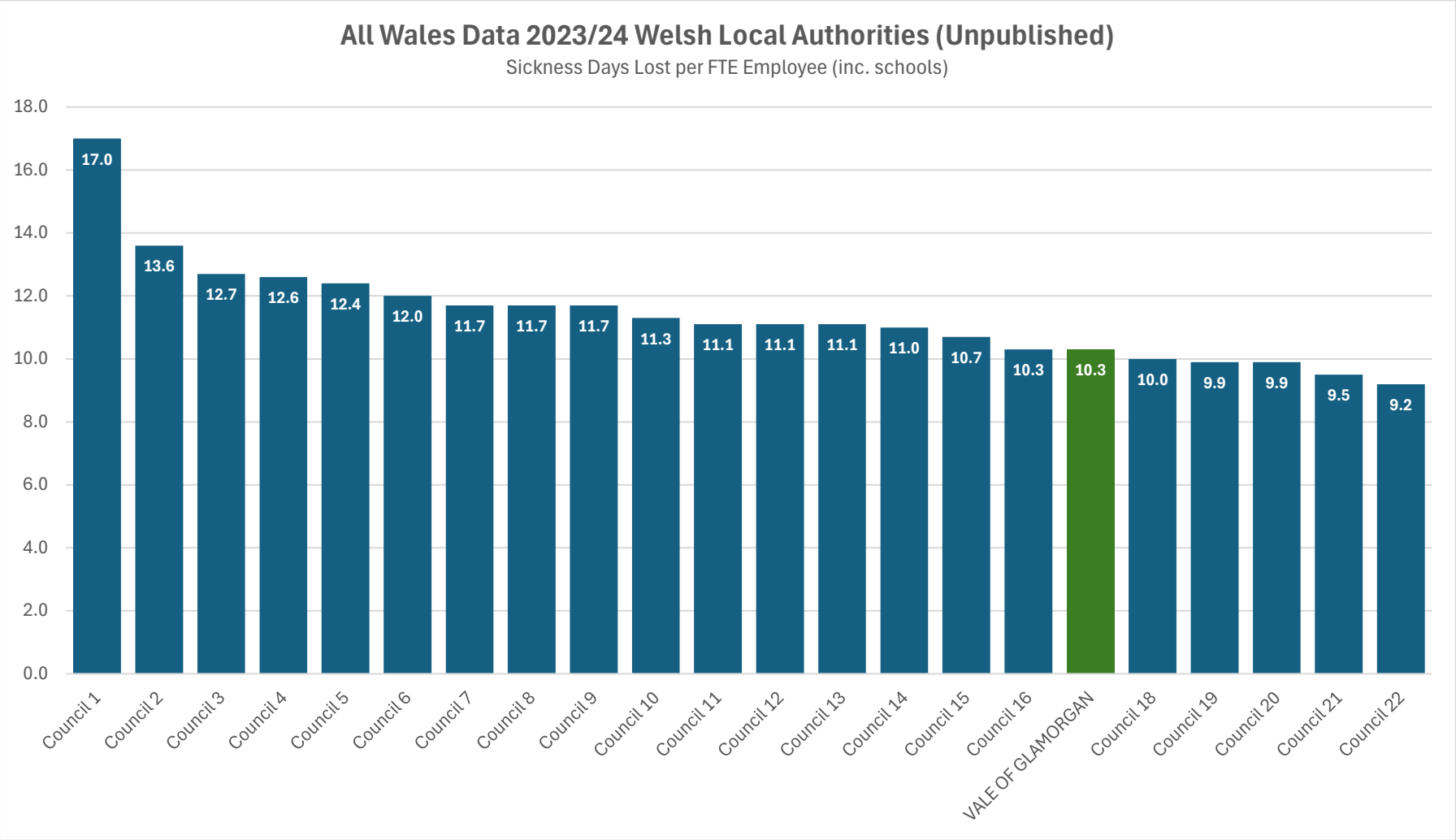



Description Breakdown - Stress Non Work Related
1, 0%
14, 4%
47, 15%
2, 1%
10, 3%
160, 51%
49, 16%
31, 10%
Anxiety and / or Depression
Bereavement
Medical Stress
Mental Health
General Stress - Non work
Family Illness /and or Caring
Issue at Home
Pregnancy Related


Description Breakdown - Stress
21, 18%
16, 14%
3, 2%
2, 2%
51, 44%
7, 6%
2, 2%
2, 2%
6, 5%
4, 3%
2, 2%
Anxiety and / or depression
Bereavement
Medical Stress
Family Illness
General Stress
Mental Health
Panic attacks
Insomnia
Stress at home
Stress at home and work
Stress at work

Agenda Item: Appendix B – Overall Sickness Rates

The comparison data for all Welsh local authorities for 2023/24 has not yet been published but the following table below shows the provisional results.



Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2024 to March 2025

The Top 5 reasons for Environment and Housing show that Musculo-skeletal has moved to the highest reported reason for absence in Q4 for 2024/25 (18.9%). It can be noted that this is based on an increase in long term sickness related to this absence type. Stress Non Work related has moved from the top spot to the third highest reason.

Days Lost (%)	Short Term			Long Term			Total Absence		
EHS - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Musculo-skeletal	269 21%	406 6.3%	97 4.4%	1005 17%	789 29.3%	**1566** **23.6%**	1274 18%	1195 13.1%	1663 18.9%
Viral Infections	748 57%	774 12.1%	**859** **39.6%**	417 7%	420 15.6%	227 3.4%	1166 16%	1194 13.1%	1086 12.3%
Stress Non Work Related	121 9%	146 2.3%	119 5.5%	1968 34%	1378 51.1%	900 13.6%	2089 29%	1524 16.7%	1019 11.6%
Stress	0	357 5.6%	57 2.6%	0	123 4.6%	925 13.9%	0	480 5.3%	982 1.2%
Stress Work Related	72 6%	36 0.6%	35 1.6%	1142 19%	945 35.1%	789 11.9%	1166 16%	981 10.8%	824 9.4%

There have been 43 instances of absences due to Stress Non-Work Related from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, Mental Health, Issues at home, Family illness and / or caring, and General Stress non work.

There have been 19 instances of absences due to Stress Reason from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, General Stress-work related, Disciplinary, Medical Issues and Mental Health.

There have been 16 instances of absences due to Stress Work Related from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, General Stress, Stress at home and work, Panic attacks and Mental Health.

Learning and Skills - Top 5 Reasons - April 2024 to March 2025

The Top 5 reasons for Learning and Skills show that Stress Non Work Related with the highest sickness reasons at 13.33%, which is also the highest sickness reasons for Long Term. It's worth noting that Other has moved from the top reason to the fourth. Sickness rates in Learning and Skills has declined since 2020 which may be linked to the implementation of Big Fresh Catering Company Ltd.

Days Lost (%)	Short Term			Long Term			Total Absence		
LS - Top 5 Absence	2021/ 2022	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Stress Non Work Related	47 10%	20 4.2%	15 3.3%	452 59%	185 17.4%	**501** **32.1%**	499 40%	205 13.3%	516 13.3%
Viral Infections	229 50%	153 31.9%	**194** **42.3%**	4 1%	20 2.8%	241 15.4%	233 19%	183 11.8%	435 21.5%
Stress	0	43 4.0%	0	0	19 4.0%	292 18.7%	0	62 4.0%	292 14.4%
Other	0	73 15.1%	45 9.8%	0	241 22.6%	100 6.4%	0	313 20.3%	145 7.2%
Undisclosed	0	37 14.7%	28 6.2%	0	0	112 7.2%	0	37 11.4%	112 7.2%

There have been 12 instances of absences due to Stress Non-Work Related from April 2024 to March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, Mental Health, Issues at home, Family illness and / or caring, and General Stress non work.

There have been 4 instances of absences due to Stress Reason from April to March 2025, the description for each of these is include Anxiety and / or Depression, Bereavement and General Stress.

“Other” absence can include specific illness related to cancer and other serious conditions.

Corporate Resources - Top 5 Reasons - April 2024 to March 2025

The Top 5 reasons for Resources shows Stress Non-Work Related continues to be the highest contributor to absence, although this has decreased significantly from this time in 2024, to 17.2% from 48%. Viral infections continues to be the top short term reason at 44%, which has increased by 5.2% from this time last year. Stress work related has increased to 17.1 from 5.9% this time last year. Stress has moved onto the top 5 reasons currently standing at 10.4, to last year's 1.6%, an increase of 8.8%. Other has moved from the top 5.

Days Lost (%)	Short Term			Long Term			Total Absence		
RES - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Stress Non Work Related	95 16%	125 13.7%	52 7.1%	1097 57%	677 41.6%	429 20.8%	768 22%	1192 48%	482 17.2%
Stress Work Related	17 3%	1 0.1%	0	348 18%	149 9.2%	**479 23.2%**	365 15%	150 5.9%	479 17.1%
Viral Infections	303 52%	353 38.8%	**323 44.0%**	0	48 2.9%	79 3.8%	303 12%	401 15.8%	402 14.4%
Operations and Recovery	39 4.7%	54 6.0%	92 12.5%	240 10.2%	178 10.9%	231 11.2%	279 8.7%	232 9.1%	323 11.5%
Stress	0	24 1.5%	28 3.8%	0	16 1.8%	264 12.8%	0	40 1.6%	292 10.4%

There have been 24 instances of absences due to Stress Non-Work Related from April 2024 – March 2025, the descriptions for these Bereavement, Mental Health, Family illness and / or caring, and General Stress non work

There have been 8 instances of absences due to Stress Work Related from April 2024 – March 2025, the descriptions for these include General Stress – work related and Medical Issues. There have been 7 instances of absences due to Stress Reason from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, Medical Stress and General stress.

Social Services - Top 5 Reasons - April 2023 to March 2024

The Top 5 reasons for Social Services shows that the Other reason has moved from first place to fourth place from 22% last year to 10.5% this year. The highest contributors to absence in 2025 is Stress Non Work related which has increased slightly from last year's 19% to this year's 21.2%. Viral Infections continues to be the highest short term absence reason at 38.3% which has increased since last year's 26.2%.

Days Lost (%)	Short Term			Long Term			Total Absence		
SS - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Stress Non Work Related	350 16%	192 7%	173 7.6%	3377 48%	1249 20.3%	**2019 25.0%**	3727 40%	806 19%	2192 21.2%
Viral Infection	1008 45%	725 26.2%	**867 38.3%**	964 14%	335 5.4%	602 7.4%	1973 21%	507 12%	1469 14.2%
Stress	0	648 1.7%	48 2.1%	0	762 12.4%	1125 13.9%	0	434 10%	1173 11.3%
Other	0	414 15%	200 8.8%	0	1554 25.2%	885 10.9%	0	1968 22%	1085 10.5%
Operations and Recovery	88 2.9%	173 6.3%	104 4.6%	861 9.3%	546 8.9%	890 11.0%	948 7.7%	368 9%	993 9.6%

There have been 75 instances of absences due to Stress Non-Work Related from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, Mental Health, Issues at home, Family illness and / or caring, Medical Stress and General Stress non work.

There have been 27 instances of absences due to Stress Reason from April 2024 – March 2025, the description for these include Anxiety and / or Depression, Bereavement, Mental Health, Family illness, Medical stress, Insomnia, Stress at home, Stress at home and work and General stress.

"Other" absence can include specific illness related to cancer and other serious conditions.

Place - Top 5 Reasons - April 2024 to March 2025

The Top 5 reasons for Places shows Stress Non Work related has moved from first lace to second, from last year's 36.4% to this year's 28.6%. The highest contributor to absence in 2025 is Operations and Recovery which has increased from 12.6% to this year's 42.4%, this is also the highest long term absence at 53.4%. The highest short term absence remains as Viral Infections 35.4% which has decreased from last years at 59%. Stomach Ailments at 8.3% and Stress Work related at 6.2% have moved onto the top 5.

Days Lost (%)	Short Term			Long Term			Total Absence		
PLC - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Operations and Recovery	18 13%	2 3.1%	21 15.4%	0	45 14.4%	**177** **53.4%**	18 8%	47 12.6%	198 42.4%
Stress Non Work Related	0	0	8 5.9%	9 4.9%	135 43.2%	126 37.9**%**	9 3.4%	135 36.4	134 28.6%
Viral Infection	67 48%	35 59%	**48** **35.4%**	41 50%	0	0	108 49%	35 9.3%	48 10.3%
Stomach Ailments	0	0	39 28.5%	15 8.3%	4 6.8%	0	15 6.8%	4 1.1%	39 8.3%
Stress Work Related	41 50.3%	0	0	6 3.5%	0	29 8.7%	47 18.1%	0	29 6.2%

There have been 3 instances of absences due to Stress Non-Work Related from April 2024 – March 2025, the descriptions for these include General Stress – Non work related.

There have been 1 instance of absences due to Stress Work Related from April 2024 – March 2025. The description for this is General Stress – Work related.

Schools - Top 5 Reasons - April 2024 to March 2025

The Top 5 reasons for Schools shows Viral Infections as the highest contributor to absence in 2024 (18.8%) and 2025 (22.1%). Stress Non Work Related is the highest long term contributor at 19.9% a slight increase on last year's 16.5%. Stress Work Related moved from the top 5 reasons and stomach ailments at 9.9% and Musculoskeletal at 8.5% have moved onto the top 5. Viral Infections is still the highest short term absences at 40.7% which is a slight increase on last year's 39%. Other has moved from the top 5.

Days Lost (%)	Short Term			Long Term			Total Absence		
SCH - Top 5 Absence	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025	2022/ 2023	2023/ 2024	2024/ 2025
Viral Infection	3127 56%	3069 39.0%	**3374 40.7%**	1456 16%	622 5.3%	596 6.2%	4583 31%	3690 18.8%	3970 22.1%
Stress Non Work Related	505 6.6%	397 5.0%	462 5.6%	3462 26%	1937 16.5%	**1925 19.9%**	3967 19.0%	2334 11.9%	2387 13.3%
Operations & Recovery	333 6%	265 3.4%	429 5.2%	1901 21%	1743 14.9%	**1925 19.9%**	2234 15%	2007 10.3%	2354 13.1%
Stomach Ailments	128 1.0%	224 1.9%	1362 16.4%	722 9.5%	1196 15.2%	413 4.3%	851 4.1%	1420 7.3%	1776 9.9%
Musculo-skeletal	1720 13.0%	1010 8.6%	378 4.6%	310 4.1%	1196 4.5%	1142 11.8%	2040 9.8%	1368 7.0%	1520 8.5%

There have been 157 instances of absences due to Stress Non-Work Related from April 2024 – March 2025, the descriptions for these include Anxiety and / or Depression, Bereavement, Mental Health, Issues at home, Family illness and / or caring, and General Stress non work.

There have been 31 instances of absences due to Stress Work Related from April 2024 – March 2025, the descriptions for these include Anxiety and/ or Depression, Bereavement, General Stress – Work related and Mental Health.

There have been 59 instances of absences due to Stress Reason from April 2024 – March 2025, the descriptions for these include Anxiety and /or Depression, General Stress, Stress at home, Panic Attacks, Insomnia and Family Illness.

Sickness by Age Range (Q4 2024/25)

The following showing a comparison related to age groups across the Council and Schools.

Age Group	FTE number	FTE Sickness Days Lost	Days lost per person (FTE days lost / FTE)
16-25	254	1549	6.1
26-35	847	7285	8.6
36-45	1067	8972	8.4
46-55	1139	12074	10.6
56-64	717	10809	15.1
65+	91	1719	18.9