

Meeting of:	Cabinet
Date of Meeting:	Thursday, 28 May 2026
Relevant Scrutiny Committee:	Resources Scrutiny Committee
Urgent Decision Procedure Used (If yes, why)	To allow the report to be considered by Resources Scrutiny Committee at its meeting dated 10th June 2026.
Item Type	Part I
Report Title:	Q4 Sickness Absence Report 2025/2026
Portfolio Holder:	Executive Leader and Cabinet Member for Performance and Resources
Strategic Leadership Team:	Chief Executive
Lead Officer:	Head of Human Resources and Organisational Development

1.0 What is this report about?

- 1.1 The report sets out the sickness absence figures for the period 1st April 2025 to 31st March 2026 as part of the agreed performance management arrangements.

2.0 What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	That the report and the April 2025 to March 2026 sickness absence figures provided in Appendix A be noted.	To bring matters to the attention of Cabinet, in line with corporate objectives.
2.2	That the report be referred to Resources Scrutiny Committee for consideration, with any Recommendations referred back to Cabinet. Should Scrutiny make no Recommendations, the matter would be considered as agreed.	To enable Cabinet to maintain a continued focus on the management of sickness absence throughout all services of the Council, to consider the report and seek the views of the Scrutiny Committee.
2.3	T H A T the use of the urgent decision procedure as set out in Section 15.14 of the Council's Constitution be approved to allow the report to be considered by Resources	To allow the reference from Cabinet to be considered by the relevant Scrutiny Committee.

	Recommendations – What and How?	Reason for Recommendation – Why?
	Scrutiny Committee at its meeting dated 10th June 2026.	

3.0 What is the background to this report?

- 3.1 The levels of sickness absence within the Council are reported to Cabinet and Scrutiny every six months.
- 3.2 This report sets out the sickness absence information for the period 1st April 2025 to 31st March 2026, 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.

4.0 What issues are there to be considered?

- 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 & 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 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. A HR absence 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. The Mental Health & Wellbeing Procedures have been updated they incorporate advice and guidance was well was the responsibilities of all parties, managers, occupational health and staff. The Procedures recognise that mental health in the workplace is a wellbeing issue and acknowledges the importance of identifying and reducing workplace stressors.
- 4.5 Westfield Health is providing a 24-hour advice line for staff.

5.0 How has evidence been used to inform the report, including the views of others?

- 5.1 A full report containing the breakdown of sickness absence levels per 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 are set out below.
- 5.2 All Directorates continue to review absence levels within Directorate management Teams on a monthly basis and in accordance with a service-based action plan.
- 5.3 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.
- 5.4 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.
- 5.5 The management of sickness absence continues to be a high priority for the Council and an important 'Corporate Health' indicator.
- 5.6 Absence information is input directly into fusion, and therefore, real time data is available to HR and Managers, including schools.
- 5.7 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. The update consolidates the difference between work related stress risk assessments which provide action planning for issues and well-being action plans which provide staff with support and reasonable adjustments for health issues.

6.0 What are the next steps if the recommendations are approved?

- 6.1 The reporting and management of sickness absence continues to be a key objective as part of Senior Leadership Team discussions.
- 6.2 The Attendance and Wellbeing Policy continues to have regular reviews to ensure it is up-to-date and relevant.

7.0 How does this report support Vale 2030 and Reshaping?

- 7.1 The sickness absence report supports Vale 2030 and the Reshaping programme by providing insight into workforce health and capacity, enabling targeted actions to improve wellbeing, productivity, and financial sustainability so the Council can deliver modern, resilient services.

8.0 How does this demonstrate the Five Ways of Working?

8.1 Long-term

By analysing absence trends over time, the report supports early intervention and sustainable workforce planning to reduce future impacts on services.

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

Effective sickness absence management relies on collaboration between the 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.

Resources

9.0 Finance

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

10.0 Workforce

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

11.0 Legal and Equalities

11.1 Does an Equalities Impact Assessment need to be completed? If not, why?

An Equalities Impact Assessment has not been completed as the report relates to workforce management data and does not propose any new policy or change that would impact individuals differently based on protected characteristics.

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

12.0 **Key Contacts**

12.1 **Who are the primary officers to contact with any comments and/or queries on the report?**

Lead Officer: Laithe Bonni, Operational Manager HR Employee Services, Lsbonni@valeofglamorgan.gov.uk	Democratic Services Officer: Matthew Swindell, Cabinet and Committee Services Officer, mlswindell@valeofglamorgan.gov.uk
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Appendices

Appendix A – Breakdown of Absence by Service Area.

Appendix B – Overall Sickness Rates - The total days/shifts lost per FTE for the period April 2025 to March 2026 indicate a decrease in absence levels compared to same period in 2024 and 2023.

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.

Appendix D – Sickness by Age.

Background Documents

None.

Appendix A - Sickness Absence Breakdown by Service Area (2025/26)

Period 01-APRIL-2025 to 31-MAR-2026

Period 01-APRIL-2025 to 31-MAR-2026							Q4 COMPARISON	
Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	25/26 Days Lost per FTE	25/26 Annual Target	24/25 Days Lost per FTE	23/24 Days Lost Per FTE
Environment & Housing Services	Building Services	158.56	3.04	7.85	10.89	16.54	13.96	15.49
	Director's Office - EHS	33.77	1.58	2.04	3.62	6.33	3.15	4.77
	Housing Services	73.82	3.89	10.61	14.50	24.67	16.98	22.31
	Neighbourhood Services and Transport	258.62	3.15	10.51	13.66	18.52	15.16	15.04
	Shared Regulatory Services	166.33	2.64	8.39	11.03	8.50	8.34	6.93
Environment & Housing Services Totals		691.10	3.00	8.99	11.99	14.91	12.81	13.22
Learning & Skills	Additional Learning Needs and Wellbeing	66.71	2.66	5.63	8.29	9.35	5.32	7.81
	Director's Office - L&S	14.44	0.14	9.12	9.26	6.17	7.98	5.44
	Standards and Provision	56.41	2.85	7.25	10.10	10.56	20.85	7.24
	Strategy, Community Learning and Resources	87.94	1.35	7.83	9.18	7.70	4.41	6.53
Learning & Skills Totals		225.50	2.04	7.12	9.15	8.45	8.97	7.00
Resources	Digital	62.06	5.44	11.14	16.58	17.95	4.01	4.47
	Director's Office - RES	24.15	1.12	2.72	3.84	4.00	2.66	0.53
	Financial Services	112.47	2.40	7.01	9.41	10.16	9.27	11.12
	Human Resources Service	47.62	2.01	2.12	4.13	7.45	3.28	4.57
	Legal and Democratic Services	44.78	1.50	8.88	10.38	10.24	6.05	4.46
	Policy and Business Transformation	40.24	0.00	0.00	0.00	6.65	16.84	10.39
Resources Totals		331.32	2.41	6.17	8.58	9.41	8.16	7.48
Place	Directors Office - Place	38.97	1.17	2.75	3.93	2.25	1.67	1.33
	Regeneration and Planning	53.94	1.19	4.20	5.39	5.75	4.80	3.98
Place Totals		92.91	1.18	3.59	4.78	4.00	4.63	3.90
Social Services	Adult Services	232.22	4.73	12.55	17.29	23.91	18.21	17.01
	Children and Young People Services	256.00	3.18	9.61	12.80	18.00	14.27	11.57
	Director's Office - SS	18.00	3.67	1.72	5.39	5.50	6.28	3.86
	Resource Management and Safeguarding	186.36	4.62	7.08	11.71	21.59	15.58	12.91
Social Services Totals		692.58	4.10	9.71	13.82	17.25	15.76	13.68
Corporate Total - Excluding Schools		2033.41	3.09	8.32	11.41	11.04	12.14	11.26
Schools		2221.77	3.75	5.24	8.99	10.45	8.30	9.42
Total Including Schools		4255.18	3.43	6.71	10.15	10.75	10.15	10.32

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2025 to 31st March 2026 are set out in the table below with comparative data for the same period in 2023/2024 and 2024/2025.

Total days / shifts lost per FTE (total days lost)	April to March			Target 25/26
	2023/2024	2024/2025	2025/2026	Q4
Environment & Housing	13.22 (9105)	12.81 (8805)	11.99 (8287)	14.91
Learning and Skills	7.00 (1545)	8.97 (2022)	9.15 (2064)	8.45
Corporate Resources	7.48 (2538)	8.16 (2797)	8.58 (2842)	9.41
Place	3.90 (372)	4.63 (468)	4.78 (444)	4.50
Social Services	13.68 (8929)	15.76 (10352)	13.82 (9569)	17.25
Corporate Total - excluding Schools	11.26 (22389)	12.14 (24444)	11.41 (23205)	11.04
Schools	9.42 (19582)	8.30 (17964)	8.99 (19977)	10.45
Total Absence	10.32 (42071)	10.15 (42408)	10.15 (43182)	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 2024 / 2025 / 2026, detailing number of absences recorded and number of days lost each month.

Month	2024 *		2025*		2026 *	
	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	336	2413	509	3162	470	2626
May	507	2913	562	3405	496	2839
June	486	2861	549	3226	537	3067

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July	494	2807	563	3162	423	2456
August	246	2150	247	2193	223	2079
September	610	3070	534	2796	616	3137
October	866	4299	737	3485	846	4314
November	744	3959	748	3940	830	4356
December	834	4227	721	4131	764	4474
January	794	4291	816	4272	848	4470
February	775	4203	688	4073	691	4224
March	646	4878	685	4563	718	5140

* 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

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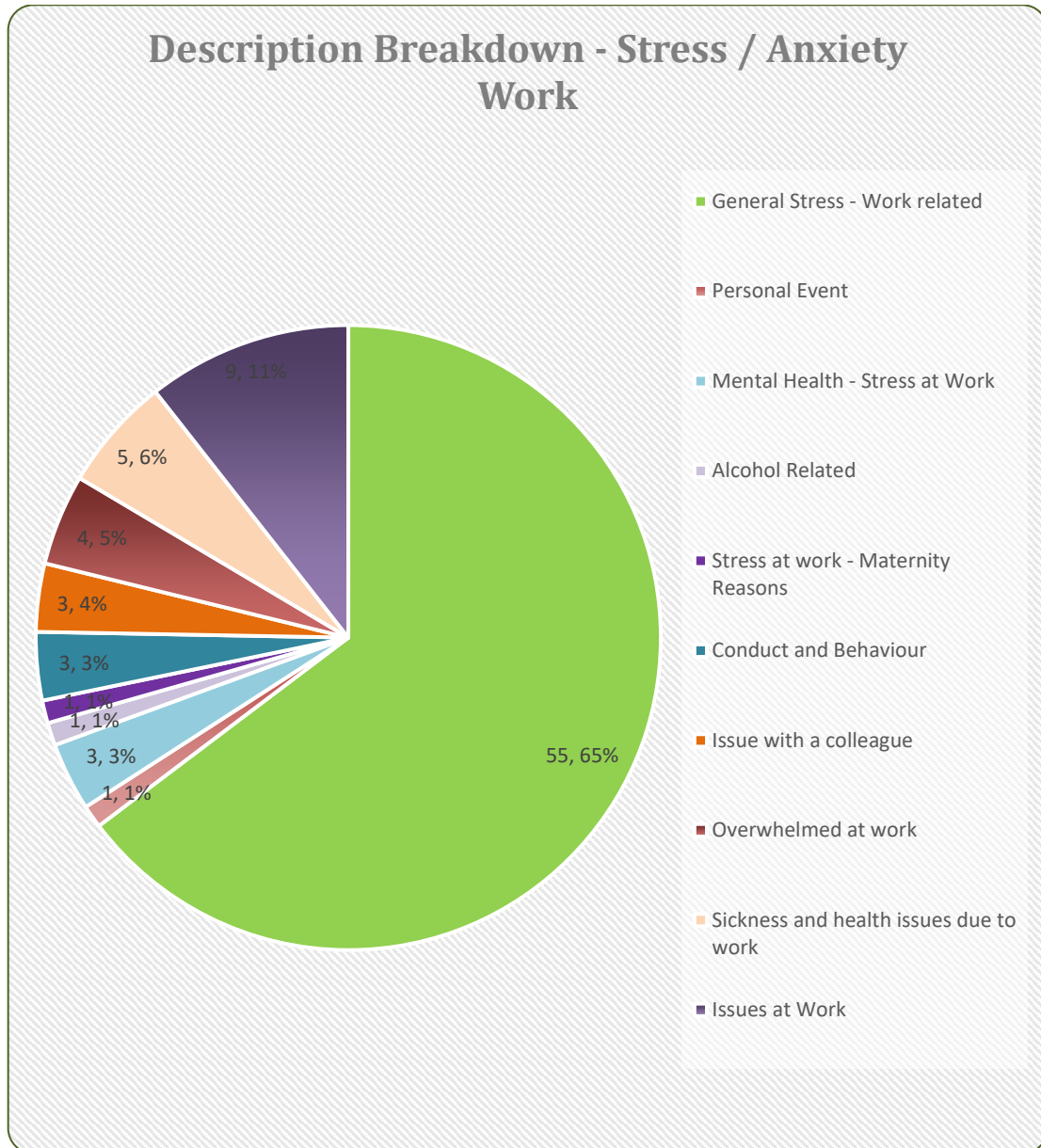
- The reasons for sickness absence across the authority (including in Schools) over the period April 2025 to March 2026 are listed in the below table compared to 2024 and 2025. The figures include both the total FTE days lost and percentages.
- In reference to the length of absence, members will note from the below table that 66% of all absence are categorised as long term (i.e. over 4 weeks in duration), compared with 34% short term absence.

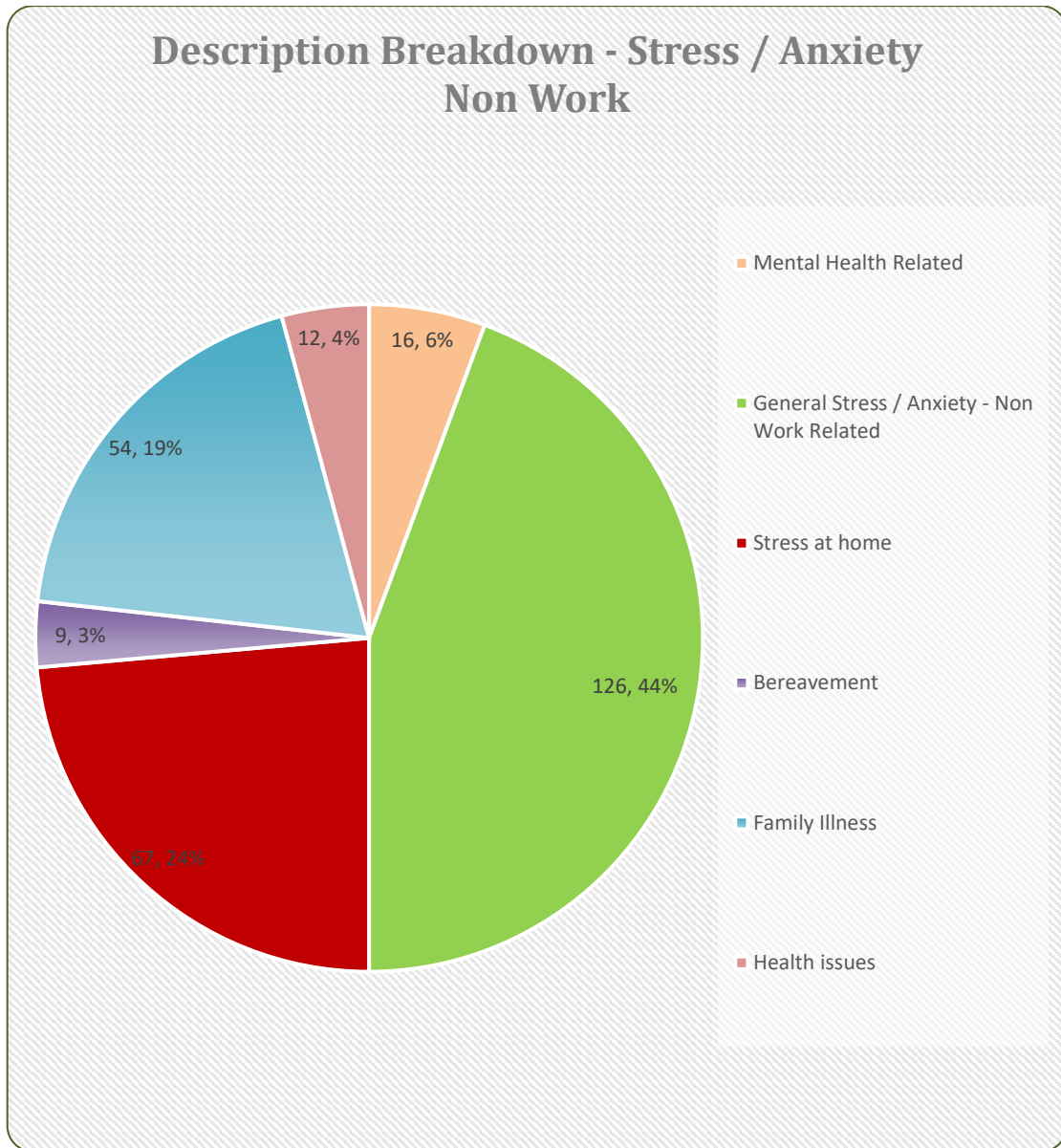
Days Lost (%)	Short Term			Long Term			Total Absence		
	2024	2025	2026	2024	2025	2026	2024	2025	2026
Infections	5108 34.6%	5665 40.3%	5471 37.4%	1454 5.3%	1746 6.2%	1002 3.5%	6562 15.6%	7411 17.5%	6472 15.0%
Stress Non Work	880 6.0%	829 5.9%	804 5.5%	5562 20.4%	5900 20.8%	4418 15.5%	6441 15.3%	6729 15.9%	5223 12.1%
Operations / Recovery	642 4.3%	757 5.4%	699 4.8%	3503 12.8%	3818 13.5%	3657 12.8%	4144 9.9%	4575 10.8%	4355 10.1%
Musculo-skeletal	941 6.37%	576 4.1%	1221 8.4%	2224 8.1%	3230 11.4%	3128 11.0%	3165 7.5%	3806 9.0%	4349 10.1%
Undisclosed	426 2.9%	457 3.3%	886 6.1%	1506 5.5%	1729 6.1%	3077 10.8%	1932 4.6%	2186 5.2%	3963 9.2%
Gastrointestinal	1899 12.8%	2073 14.8%	1964 13.5%	638 2.3%	1195 2.3%	1100 3.9%	2537 6.0%	3268 7.7%	2065 7.1%
Stress Work	238 1.6%	208 1.5%	210 1.4%	2952 10.8%	2481 8.8%	2270 8.0%	3190 7.6%	2689 6.3%	2480 5.7%
Stress	297 2.0%	372 2.6%	193 1.3%	1658 6.1%	3126 11.0%	1882 6.6%	1955 4.6%	3498 8.2%	2075 4.8%
Bereavement Related	0%	0%	255 1.8%	0%	0%	1816 6.4%	0%	0%	2072 4.8%
Headache / Migraine	526 3.6%	585 4.2%	617 4.2%	576 2.1%	578 2.0%	962 3.4%	1102 2.6%	1163 2.7%	1579 3.7%
Mental Health	0%	0%	227 1.6%	0%	0%	1113 3.9%	0%	0%	1340 3.1%

Agenda Item: Appendix B – Overall Sickness Rates

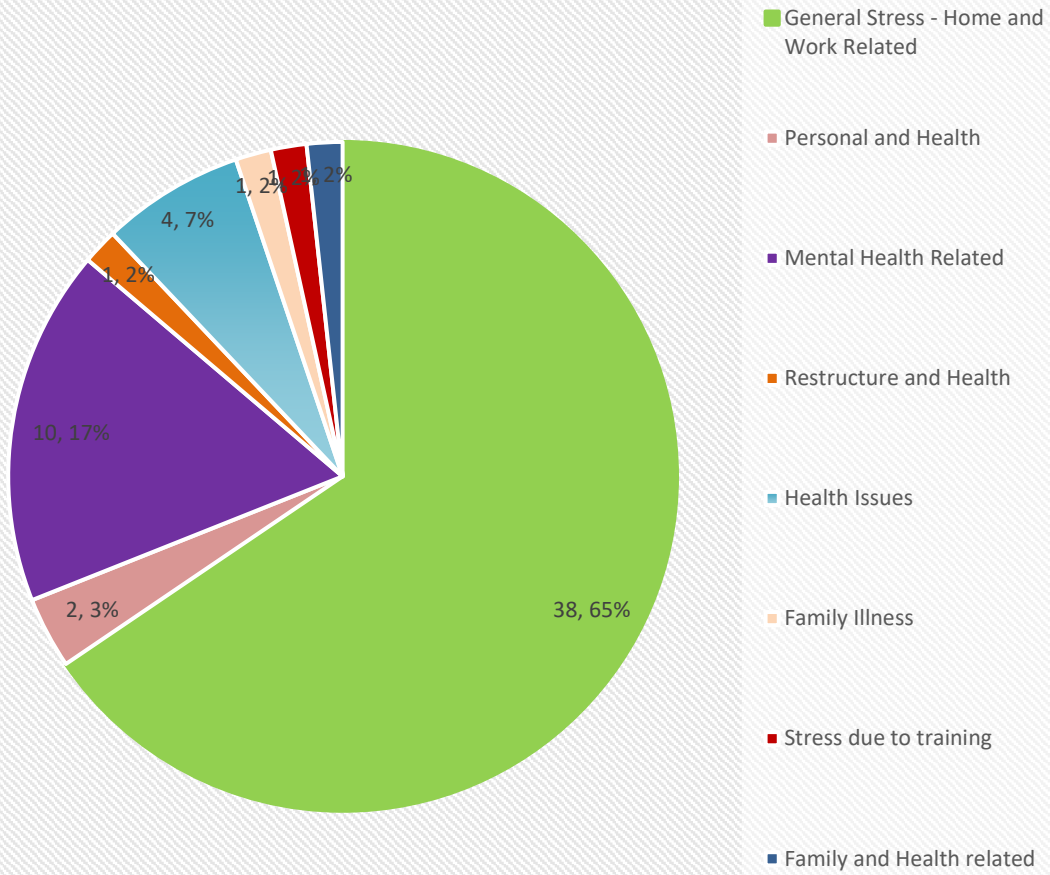
Cardiovascular	48 0.3%	78.2 0.6%	464 3.2%	431 1.6%	432 1.5%	775 2.7%	479 1.1%	510 1.2%	1239 2.9%
Cancer	0%	0%	104 0.7%	0%	0%	864 3.0%	0%	0%	968 2.2%
Pregnancy Related	150 1.0%	197 1.4%	247 1.7%	242 0.9%	617 2.2%	597 2.1%	393 0.9%	814 1.9%	844 2.0%
Neurological	0%	0%	82 0.6%	0%	0%	674 2.4%	0%	0%	756 1.8%
Genito-Urinary	183 1.2%	219 1.6%	292 1.8%	274 1.0%	15.6 0.1%	321 1.1%	457 1.1%	234 0.6%	612 1.4%
Ophthalmology	0%	0%	337 2.3%	0%	0%	239 0.8%	0%	0%	576 1.3%
Respiratory	623 5.2%	667 4.8%	261 1.8%	727 2.7%	623 2.2%	303 1.1%	1490 3.5%	1289 3.0%	565 1.3%
RTA / Whiplash	51 0.3%	13 0.1%	170 1.2%	27 0.1%	46 0.2%	152 0.5%	78 0.2%	59 0.1%	322 0.8%
Other	1523 10.3%	848 6.0%	53 0.4%	4060 14.9%	1862 6.6%	186 0.7%	5583 13.3%	2711 6.4%	239 0.6%
Menopause Related	0%	0%	52 0.4%	0%	0%	36 0.1%	0%	0%	88 0.2%
% of overall absence (Total Days)	14784	14055	14611	27287	28353	28572	42071	42408	43182

The following graphs show the breakdown of Stress / Anxiety Work Related, Stress / Anxiety Non-Work and Stress / Anxiety Work and Non Work Related descriptions for the Council from April 2025 – March 2026





Description Breakdown - Stress / Anxiety Work and Non Work



Agenda Item: Appendix B – Overall Sickness Rates

All Wales Comparative Sickness Data 2021/22, 2022/23, 2023/24 and data from 2024/25 where available				
	2021/22	2022/23	2023/24	2024/25 (sorted)
Powys	11.2	10.3	9.2	9.2
Isle of Anglesey	8.8	9.2	9.5	9.3
Vale of Glamorgan	11.4	12.8	10.3	10.2
Denbighshire	9.8	10	9.9	10.4
Pembrokeshire	10	10.1	10	10.9
Carmarthenshire	11.4	11.6	11.1	11
Torfaen	12.4	12.5	11.1	11
Ceredigion	8.7	12.7	11.1	11.4
Flintshire	-	11.8	11	11.7
Newport	10	12.4	11.3	11.7
Monmouthshire	13.1	12.7	11.7	11.9
Rhondda Cynon Taf	-	18	17	12
Wrexham	13.6	12.7	12.6	12.3
Swansea	12	16.5	10.7	12.3
Cardiff	12.7	12	11.7	12.5
Conwy	10.5	10.4	11.7	12.5
Gwynedd	10.1	10.2	10.3	12.9
Blaenau Gwent	16.5	15.45	12	13.9
Neath Port Talbot	13.3	12.8	12.7	13.9
Bridgend	12.4	13.2	12.4	14
Caerphilly	14.1	14	13.6	14.7
Merthyr Tydfil	9.2	8.7	9.9	14.7

Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Environment and Housing show that Musculo-skeletal has moved to the highest reported reason for absence in Q4 for 2025/26 (21.2%). It can be noted that this is based on an increase in long term sickness related to this absence type. Infections is the highest short-term reason at 39.1%. Operations and Recovery has moved into 4th place.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
EHS - Top 5 Absence									
Musculo- skeletal	406 6.3%	97 4.4%	309 14.9%	789 29.3%	1566 23.6%	1448 23.3%	1195 13.1%	1663 18.9%	1758 21.2%
Stress/Anxiety Non Work	146 2.3%	119 5.5%	151 7.3%	1378 51.1%	900 13.6%	934 15.0%	1524 16.7%	1019 11.6%	1085 13.1%
Infections	774 12.1%	859 39.6%	812 39.1%	420 15.6%	227 3.4%	251 4.0%	1194 13.1%	1086 12.3%	1063 12.8%
Operations and Recovery	124 4.6%	83 3.8%	106 5.1%	952 14.9%	518 7.8%	641 10.3%	1076 11.8%	601 6.8%	747 9.0%
Stress/Anxiety Work and Non	357 5.6%	57 2.6%	21 1.0%	123 4.6%	925 13.9%	678 10.9%	480 5.3%	982 1.2%	699 8.4%

There have been 58 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include Mental Health, General Stress. Stress at Home, Bereavement, Family Illness and Health Issues.

There have been 8 instances of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for these include General Stress, Personal Event, Conduct and Behaviour, sickness and health issues due to work, and Issues at work.

There have been 11 instances of absences due to Stress/Anxiety Work and Non-Work Reason from April 2025 – March 2026, the descriptions for these include General Stress, Mental Health, Health Issues, Family Illness and Stress due to training.

Learning and Skills - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Learning and Skills show that Undisclosed has moved to the top position at 16.4%. Three new reasons have moved into the top 5 reasons, Operations and Recovery at number 2 – 14.1%, Cancer is at number 3 -12% and Bereavement has moved to the 5th position – 10.8%. Infections is the highest short-term reason, but is at 38.8%, but doesn't appear in the top 5.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
LS - Top 5 Absence									
Undisclosed	37 14.7%	28 6.2%	10 2.1%	0	112 7.2%	329 20.5%	37 11.4%	112 7.2%	339 16.4%
Operations and Recovery	24 5.1%	28 6.0%	29 6.4%	39 3.7%	77 4.9%	262 16.3%	63 4.1%	105 5.2%	291 14.1%
Cancer	0 0%	0 0%	0 0%	0 0%	0 0%	249 15.5%	0 0%	0 0%	249 12.0%
Stress/Anxiety Non Work	20 4.2%	15 3.3%	48 10.4%	185 17.4%	501 32.1%	194 12.1%	205 13.3%	516 13.3%	242 11.7%
Bereavement	0 0%	0 0%	0 0%	0 0%	0 0%	223 13.9%	0 0%	0 0%	223 10.8%

There have been 14 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include Mental Health, General Stress. Stress at Home, Bereavement and Family Illness.

There have been 4 instances of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for these include General Stress, Mental Health, and Overwhelmed at work.

There have been 1 instance of absences due to Stress/Anxiety Work and Non Work Reason from April 2025 – March 2026, the descriptions for this includes Mental Health related.

Corporate Resources - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Resources shows Stress Non-Work Related continues to be the highest contributor to absence, at 22.8%, which shows a slight increase since last years 17.2%. Infections continue to be the top short-term reason at 34.1%, which has decreased by almost 10% from this time last year. Undisclosed has moved into the top 5 reasons at number 4 – 8.3%

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
RES - Top 5 Absence									
Stress/Anxiety Non Work	125 13.7%	52 7.1%	19 2.4%	677 41.6%	429 20.8%	627 30.7%	1192 48%	482 17.2%	647 22.8%
Infections	353 38.8%	323 44.0%	272 34.1%	48 2.9%	79 3.8%	20 1.0%	401 15.8%	402 14.4%	292 10.3%
Operations and Recovery	54 6.0%	92 12.5%	92 11.5%	178 10.9%	231 11.2%	153 7.5%	232 9.1%	323 11.5%	245 8.6%
Undisclosed	17 1.8%	11 1.5%	9 1.2%	21 1.3%	261 12.7%	228 11.1%	37 1.5%	272 9.7%	237 8.3%
Stress/Anxiety Work and Non	24 1.5%	28 3.8%	5 0.6%	16 1.8%	264 12.8%	181 8.9%	40 1.6%	292 10.4%	186 6.5%

There have been 16 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include General Stress. Stress at Home, Family Illness and Health Issues.

There have been 3 instances of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for these include Mental Health, Issues with colleagues and Issues at work.

There have been 3 instances of absences due to Stress/Anxiety Work and Non-Work Reason from April 2025 – March 2026, the descriptions for these include General Stress, Restructure and Health and Health Issues.

Social Services - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Social Services shows Infections as the top reasons for absences at 14.9%, this is also the highest short-term reason at 36.9%. The highest long term reason is Stress/Anxiety Non-Work at 15.6%. Two new reasons have moved into the top 5, Musculoskeletal has moved into the 3rd position at 1% and Stress/Anxiety Work has moved into 4th at 7.5%.

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
SS - Top 5 Absence									
Infections	725 26.2%	867 38.3%	1047 36.9%	335 5.4%	602 7.4%	376 5.6%	507 12%	1469 14.2%	1423 14.9%
Stress/Anxiety Non Work	192 7%	173 7.6%	241 8.5%	1249 20.3%	2019 25.0%	1053 15.6%	806 19%	2192 21.2%	1294 13.5%
Musculo- skeletal	142 5.2%	92 4.0%	284 10.0%	397 6.4%	475 5.9%	767 11.4%	539 6.0%	567 5.5%	1051 11.0%
Stress/Anxiety Work	38 1.4%	61 2.7%	58 2.0%	306 5.0%	810 10.0%	663 9.9%	344 3.9%	871 8.4%	721 7.5%
Operations and Recovery	173 6.3%	104 4.6%	96 3.4%	546 8.9%	890 11.0%	595 8.8%	368 9%	993 9.6%	691 7.2%

There have been 65 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include Mental Health, General Stress. Stress at Home, Bereavement, Family Illness and Health Issues.

There have been 23 instances of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for these include General Stress, Mental Health, Alcohol Related, Issues with colleagues, Overwhelmed at work, Sickness and health issues due to work and Issues at work.

There have been 11 instances of absences due to Stress/Anxiety Work and Non-Work Reason from April 2025 – March 2026, the descriptions for these include General Stress, Personal and Health, Mental Health and Family & Health related.

Place - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Places shows Mental Health incl. Depression/Bipolar etc. has moved into the top position at 23.9%, this is also the highest long-term reason at 31.7%. The highest short-term reason is Infections at 60.9%. A new reason has moved into the 5th position; Bereavement is at 7.9%

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
PLC - Top 5 Absence									
Mental Health	0 0%	0 0%	0 0%	0 0%	0 0%	106 31.7%	0 0%	0 0%	106 23.9%
Stress/Anxiety Non Work	0 0%	8 5.9%	0 0%	135 43.2%	126 37.9%	76 22.8%	135 36.4	134 28.6%	76 17.1%
Infections	35 59%	48 35.4%	67 60.9%	0 0%	0 0%	0 0%	35 9.3%	48 10.3%	67 15.1%
Operations and Recovery	2 3.1%	21 15.4%	0 0%	45 14.4%	177 53.4%	63 18.8%	47 12.6%	198 42.4%	63 14.2%
Bereavement	0 0%	0 0%	0 0%	0 0%	0 0%	35 10.5%	0 0%	0 0%	35 7.9%

There have been 2 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include General Stress.

There has been 1 instance of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for this includes Issues with colleagues.

Schools - Top 5 Reasons - April 2025 to March 2026

The Top 5 reasons for Schools shows Infections continues to be the highest contributor to absence in 2025 (17.1%) which is a slight reduction since this time last year (22.1%), this is also the highest short term reason at 37.2%. The highest long term reason is Operations and Recovery at 16.7%. Undisclosed has moved into the top 5 reasons at number 2 – 11.9%

Days Lost (%)	Short Term			Long Term			Total Absence		
	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
SCH - Top 5 Absence									
Infections	3069 39.0%	3374 40.7%	3095 37.2%	622 5.3%	596 6.2%	335 2.9%	3690 18.8%	3970 22.1%	3430 17.2%
Undisclosed	302 3.8%	273 3.3%	795 9.5%	1207 10.3%	894 9.2%	1584 13.6%	1509 7.7%	1167 6.5%	2379 11.9%
Operations & Recovery	265 3.4%	429 5.2%	376 4.5%	1743 14.9%	1925 19.9%	1943 16.7%	2007 10.3%	2354 13.1%	2319 11.6%
Gastrointestin al	224 1.9%	1362 16.4%	1366 16.4%	1196 15.2%	413 4.3%	793 6.8%	1420 7.3%	1776 9.9%	2159 10.8%
Stress/Anxiety Non Work	397 5.0%	462 5.6%	345 4.1%	1937 16.5%	1925 19.9%	1534 13.2%	2334 11.9%	2387 13.3%	1879 9.4%

There have been 129 instances of absences due to Stress/Anxiety Non-Work Related from April 2025 – March 2026, the descriptions for these include Mental Health, General Stress. Stress at Home, Bereavement, Family Illness and Health Issues.

There have been 39 instances of absences due to Stress/Anxiety Work Related from April 2025 – March 2026, the descriptions for these include General Stress, Maternity, Conduct and Behaviour and Issues at work.

There have been 32 instances of absences due to Stress/Anxiety Work and Non-Work Reason from April 2025 – March 2026, the descriptions for these include General Stress, Mental Health and Health Issues.

Sickness by Age Range (Q4 2025/26)

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)	Top Absence Reason Short term	Top Absence Reason Long term
16-25	251	1174	4.7	Infections – Bacterial / Viral	Cardiovascular
26-35	1032	6699	6.5	Infections – Bacterial / Viral	Undisclosed
36-45	1154	11148	9.7	Infections – Bacterial / Viral	Stress/Anxiety - Non Work
46-55	1235	11311	9.2	Infections – Bacterial / Viral	Stress/Anxiety - Non Work
56-64	855	11556	13.5	Infections – Bacterial / Viral	Operations and Recovery
65+	75	1295	17.3	Infections – Bacterial / Viral	Musculoskeletal