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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Name of Committee:                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Resources Scrutiny Committee</b>                                                                                                                 |
| Date of Meeting:                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>19/11/2025</b>                                                                                                                                   |
| Relevant Scrutiny Committee:                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Resources Scrutiny Committee</b>                                                                                                                 |
| Report Title:                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Q2 Sickness Absence Report 2025/2026</b>                                                                                                         |
| Purpose of Report:                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | To update Scrutiny Members on the sickness absence statistics for the 1 April 2025 to 30 September 2025, and any comments to be reported to Cabinet |
| Report Owner:                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Director of Corporate Resources                                                                                                                     |
| Responsible Officer:                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Operational Manager Employee Services                                                                                                               |
| 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 the Cabinet.                                                                                             |
| <p>Executive Summary:</p> <ul style="list-style-type: none"> <li>• The report sets out the sickness absence figures for the period 1<sup>st</sup> April 2025 to 30<sup>th</sup> September 2025 as part of the agreed performance management arrangements.</li> <li>• Absence figures have decreased slightly based on the same period as last year, but still slightly higher than the 2023/24 figures</li> <li>• Increases have taken place within non schools Directorates.</li> </ul> |                                                                                                                                                     |

## **1. Recommendations**

- 1.1** That the report and the (April 2025 to September 2025) sickness absence figures provided in Appendix A be noted.
- 1.2** That the report be referred to Cabinet, alongside the views and any recommendations of the Resources Scrutiny Committee.

## **2. Reasons for Recommendations**

- 2.1** To bring matters to the attention of Members of the Scrutiny Committee, in line with corporate objectives.
- 2.2** To enable Cabinet to maintain a continued focus on the management of sickness absence throughout all services of the Council, and to consider the report alongside the views of the Scrutiny Committee.

## **3. Background**

- 3.1** The levels of sickness absence within the Council are reported to Scrutiny/Cabinet every six months.
- 3.2** This report sets out the sickness absence information for the period 1<sup>st</sup> April 2025 to 30<sup>th</sup> September 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. Employee Wellbeing**

- 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 & 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. Further information on the work of the HR Business Partners are detailed in Para. 5.10 to 5.16.

- 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 as well as 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 are providing a 24-hour advice line for staff.

## **5. Positive Health Promotion**

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

- 5.1** The Occupational Health 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.
- 5.2** An extended Wellbeing package was rolled out to all employees across the Council from November 2020 focusing on physical, mental and financial wellbeing. This includes online virtual fitness sessions, yoga and stretching in addition to sessions on mindfulness, resilience and coping at times of change. This has continued during the last 6 months with activities promoted to staff. It is important that these activities continue for the foreseeable future and become part of the general wellbeing support for employees across the Council.
- 5.3** 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 been updated to support this work.
- 5.4** 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.
- 5.5** 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 one to one sessions can now be booked via the Occupational Health Team.

**5.6** The Council now has nearly 40 trained (via Time to Change Wales) mental health champions whose primary role involves:

- Promoting health campaigns e.g. World Mental Health Day.
- Encouraging colleagues to participate in the Council's wellbeing initiatives / challenges.
- Involvement in events and collaborative working with other Champions across the Council and other organisations.
- Role modelling and promoting a healthy culture within the workplace.
- Organising activities which will now take place online, such as online Yoga classes.
- Signposting colleagues to relevant services

**5.7** 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 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.
- The use of the "Other" Sickness Category as questioned by Corporate Performance and Resources Scrutiny is under review.

### **Absence Policy**

**5.8** The Council's absence Policy has been updated to ensure information relating to contact information and access to Westfield Health is up-to-date.

**5.9** A wider review of the absence policy will be undertaken over the next few months with consultation undertaken with Managers and Trade Unions.

## **HR Business Partner Support**

- 5.10** Redeployment - early engagement to search for redeployment if OH identify can't undertake duties. Look at issuing notice in substantive role sooner rather than waiting for 30 week meeting.
- 5.11** Reasonable adjustments i.e. - home working, phased returns, allowing annual leave to extend phased returns if required. Support provided from the Health, Safety and Wellbeing Team.
- 5.12** Informal redeployment for temp period within same service area which allows period for recovery then revert back to substantive post. Only applies where vacant position is being covered by agency worker.
- 5.13** Compassionate Management approach (in some cases this has been beneficial)
- 5.14** Counselling services – ensure staff are able to access the appropriate support mechanism.
- 5.15** Payment for private health appointments e.g. – MRI Scans, Physio appt or Consultant appt (not in many cases but have had a number previously which has assisted a sooner return).
- 5.16** Consider Career Break Scheme in consultation with the staff member as required.

## **6. Appendices for Consideration**

**6.1** Appendix A – Breakdown of Absence by Service Area

**6.2** Appendix B – Overall Sickness Rates

The total days/shifts lost per FTE for the period April 2024 to September 2024 indicate a decrease in absence levels compared to same period in 2023 and 2022.

**6.3** 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.

**6.4** Appendix D – Sickness by Age

- 6.5 Appendix E – Stress over 10 years
- 6.6 Appendix F – Westfield Health Usage

## **7. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?**

- 7.1 Long Term  
Sickness reporting is reportable as part of the Public Accountability Measures (PAM's) which has been developed by the WLGA 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
- 7.2 Prevention  
The management of sickness absence together with wellbeing initiatives will help support service delivery including the meeting of corporate / service objectives
- 7.3 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.
- 7.4 Collaboration  
A key factor in managing sickness absence is the support from Corporate Management Team, Managers, HR, Occupational Health and Trade Unions.
- 7.5 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.

## **8. Climate Change and Nature Implications**

- 8.1 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.
- 8.2 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.
- 8.3 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.

**8.4** 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.

## **9. Resources and Legal Considerations**

### **Financial**

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

### **Employment**

**9.2** 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)**

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

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

Period 01-APRIL-2025 to 30-SEP-2025

| Period 01-APRIL-2025 to 30-SEP-2025              |                                            |                |                              |                             |                         |                     | Q2 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 |
| <b>Environment &amp; Housing Services Totals</b> |                                            | <b>692.31</b>  | <b>1.25</b>                  | <b>5.51</b>                 | <b>6.75</b>             | <b>14.90</b>        | <b>7.45</b>             | <b>6.38</b>             |
| Environment & Housing Services                   | Building Services                          | 158.47         | 1.49                         | 6.76                        | 8.26                    | 15.91               | 6.66                    | 8.20                    |
|                                                  | Director's Office - EHS                    | 33.60          | 0.45                         | 1.37                        | 1.82                    | 9.98                | 2.92                    | 7.02                    |
|                                                  | Housing Services                           | 73.62          | 1.59                         | 3.44                        | 5.03                    | 15.00               | 12.40                   | 8.59                    |
|                                                  | Neighbourhood Services and Transport       | 260.06         | 1.31                         | 6.43                        | 7.73                    | 17.76               | 9.56                    | 7.49                    |
|                                                  | Shared Regulatory Services                 | 166.56         | 0.93                         | 4.63                        | 5.56                    | 15.91               | 3.78                    | 2.29                    |
| <b>Place Totals</b>                              |                                            | <b>93.50</b>   | <b>0.52</b>                  | <b>2.56</b>                 | <b>3.07</b>             | <b>4.50</b>         | <b>2.09</b>             | <b>1.49</b>             |
| Place                                            | Directors Office - Place                   | 38.91          | 0.82                         | 2.76                        | 3.58                    | 3.00                | 0.00                    | 0.67                    |
|                                                  | Regeneration and Planning                  | 54.59          | 0.30                         | 2.41                        | 2.72                    | 6.00                | 2.20                    | 1.51                    |
| <b>Resources Totals</b>                          |                                            | <b>332.19</b>  | <b>0.81</b>                  | <b>3.39</b>                 | <b>4.20</b>             | <b>9.10</b>         | <b>4.34</b>             | <b>2.88</b>             |
| Resources                                        | Digital                                    | 45.45          | 0.92                         | 1.41                        | 2.33                    | 7.00                | 0.00                    | 0.87                    |
|                                                  | Director's Office - RES                    | 25.20          | 0.20                         | 0.47                        | 0.67                    | 5.70                | 0.04                    | 0.87                    |
|                                                  | Financial Services                         | 112.02         | 0.77                         | 4.81                        | 5.58                    | 10.25               | 4.35                    | 3.59                    |
|                                                  | Human Resources Service                    | 48.66          | 0.89                         | 0.86                        | 1.75                    | 6.40                | 1.76                    | 1.95                    |
|                                                  | ICT Services                               | 21.43          | 0.19                         | 0.00                        | 0.19                    | 1.00                | 2.86                    | 2.88                    |
|                                                  | Legal and Democratic Services              | 44.73          | 0.11                         | 5.97                        | 6.08                    | 9.41                | 5.42                    | 1.16                    |
|                                                  | Policy and Business Transformation         | 57.43          | 1.49                         | 3.52                        | 5.01                    | 16.50               | 8.29                    | 4.41                    |
| <b>Learning &amp; Skills Totals</b>              |                                            | <b>227.07</b>  | <b>0.77</b>                  | <b>4.29</b>                 | <b>5.06</b>             | <b>9.50</b>         | <b>4.09</b>             | <b>2.57</b>             |
| Learning & Skills                                | Additional Learning Needs and Wellbeing    | 65.70          | 0.95                         | 2.53                        | 3.48                    | 8.00                | 2.68                    | 3.20                    |
|                                                  | Director's Office - L&S                    | 14.56          | 0.00                         | 4.19                        | 4.19                    | 5.75                | 0.30                    | 0.50                    |
|                                                  | Standards and Provision                    | 54.57          | 1.13                         | 2.69                        | 3.82                    | 15.24               | 9.67                    | 3.51                    |
|                                                  | Strategy, Community Learning and Resources | 92.24          | 0.54                         | 6.51                        | 7.05                    | 9.00                | 2.22                    | 1.85                    |
| <b>Social Services Totals</b>                    |                                            | <b>690.46</b>  | <b>1.79</b>                  | <b>5.94</b>                 | <b>7.73</b>             | <b>17.25</b>        | <b>8.22</b>             | <b>6.36</b>             |
| Social Services                                  | Adult Services                             | 229.30         | 2.20                         | 5.52                        | 7.73                    | 19.95               | 10.09                   | 6.84                    |
|                                                  | Children and Young People Services         | 255.87         | 1.52                         | 6.49                        | 8.01                    | 18.50               | 7.96                    | 5.15                    |
|                                                  | Director's Office - SS                     | 17.00          | 1.65                         | 1.82                        | 3.47                    | 11.00               | 2.39                    | 0.38                    |
|                                                  | Resource Management and Safeguarding       | 188.29         | 1.65                         | 6.08                        | 7.73                    | 19.50               | 6.79                    | 7.83                    |
| <b>Corporate Total - Excluding Schools</b>       |                                            | <b>2035.53</b> | <b>1.27</b>                  | <b>5.04</b>                 | <b>6.31</b>             | <b>11.04</b>        | <b>6.53</b>             | <b>5.14</b>             |
| <b>Schools</b>                                   |                                            | <b>2238.98</b> | <b>1.41</b>                  | <b>2.37</b>                 | <b>3.78</b>             | <b>10.45</b>        | <b>3.77</b>             | <b>3.75</b>             |
| <b>Total Including Schools</b>                   |                                            | <b>4274.51</b> | <b>1.34</b>                  | <b>3.64</b>                 | <b>4.99</b>             | <b>10.75</b>        | <b>5.10</b>             | <b>4.43</b>             |

Rates

**Overall Sickness Rates**

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2025 to 30<sup>th</sup> September 2025 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 September |              |              | Target 2025 Q2<br><br>(Annual Target ÷ 2.3) |
|----------------------------------------------------|--------------------|--------------|--------------|---------------------------------------------|
|                                                    | 2023/2024          | 2024/2025    | 2025/2026    |                                             |
| Environment & Housing                              | 6.38 (4383)        | 7.45 (5143)  | 6.75 (4676)  | 7.45                                        |
| Learning and Skills                                | 2.57 (565)         | 4.09 (922)   | 5.06 (1148)  | 4.22                                        |
| Corporate Resources                                | 2.88 (952)         | 4.34 (1491)  | 4.20 (1397)  | 4.55                                        |
| Place                                              | 1.49 (143)         | 2.09 (209)   | 3.07 (288)   | 2.20                                        |
| Social Services                                    | 6.36 (4249)        | 8.22 (5490)  | 7.73 (5337)  | 8.63                                        |
| Corporate Total - excluding Schools                | 5.14 (10291)       | 6.53 (13156) | 6.31 (12845) | 5.52                                        |
| Schools                                            | 3.75 (7830)        | 3.77 (8159)  | 3.78 (8464)  | 5.23                                        |
| Total Absence                                      | 4.43 (18121)       | 5.10 (21315) | 4.99 (21309) | 5.38                                        |

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

Rates

The following table shows a breakdown of each month in Quarter 2023 / 2024 / 2025. The figures show lower days lost in 2024 and 2023 compared to 2022, but a slight increase from 2023 to 2024.

|                                                                                                                                                                                                                                                                              | 2023 *             |           | 2024*              |           | 2025 *             |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------|--------------------|-----------|--------------------|-----------|
| Month                                                                                                                                                                                                                                                                        | Number of Absences | Days Lost | Number of Absences | Days Lost | Number of Absences | Days Lost |
| April                                                                                                                                                                                                                                                                        | 372                | 2959      | 372                | 2959      | 512                | 3146      |
| May                                                                                                                                                                                                                                                                          | 457                | 3369      | 457                | 3369      | 555                | 3494      |
| June                                                                                                                                                                                                                                                                         | 418                | 3409      | 418                | 3409      | 606                | 3847      |
| July                                                                                                                                                                                                                                                                         | 460                | 3031      | 460                | 3031      | 494                | 3413      |
| August                                                                                                                                                                                                                                                                       | 252                | 2636      | 252                | 2636      | 280                | 3066      |
| September                                                                                                                                                                                                                                                                    | 554                | 3711      | 554                | 3711      | 659                | 4343      |
| <p>* Reported at Q2</p> <p>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)</p> <p>Days Lost = this is the total days lost in each individual month</p> |                    |           |                    |           |                    |           |

Rates

- 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.
- Due to the change in sickness reasons during 2025/2026, undisclosed is currently the top reason, this will be rectified by 2026/2027. Some of the reasons have been re-named, some have been combined and some reasons are new and therefore, will not have a comparison from previous years

| Days Lost (%)                        | Short Term    |               |                             | Long Term         |               |                             | Total Absence |               |               |
|--------------------------------------|---------------|---------------|-----------------------------|-------------------|---------------|-----------------------------|---------------|---------------|---------------|
|                                      | 2023          | 2024          | 2025                        | 2023              | 2024          | 2025                        | 2023          | 2024          | 2025          |
| Absence Reason                       |               |               |                             |                   |               |                             |               |               |               |
| Undisclosed                          | 207<br>4.3%   | 179<br>3.2%   | 399<br>7.0%                 | 837<br>6.3%       | 248<br>1.6%   | <b>2901</b><br><b>18.6%</b> | 1044<br>5.8%  | 427<br>2.0%   | 3300<br>15.5% |
| Stress/<br>Anxiety -<br>Non Work     | 318<br>6.7%   | 245<br>4.4%   | 470<br>8.2%                 | 3187<br>23.9<br>% | 3226<br>20.5% | 2379<br>15.3%               | 3505<br>19.3% | 3471<br>16.3% | 2849<br>13.4% |
| Operations<br>/ Recovery             | 262<br>5.5%   | 299<br>5.4%   | 350<br>6.1%                 | 1756<br>13.2<br>% | 1770<br>11.2% | 1978<br>12.7%               | 2018<br>11.1% | 2070<br>9.7%  | 2328<br>10.9% |
| Infections –<br>Bacterial /<br>Viral | 1283<br>26.9% | 1745<br>31.5% | <b>1595</b><br><b>27.8%</b> | 1139<br>8.5%      | 699<br>4.4%   | 697<br>4.5%                 | 2423<br>13.4% | 2444<br>11.5% | 2292<br>10.8% |
| Musculo-<br>skeletal                 | 414<br>8.7%   | 277<br>5.0%   | 574<br>10%                  | 1180<br>8.8%      | 1621<br>10.3% | 1620<br>10.4%               | 1594<br>8.8%  | 1898<br>8.9%  | 2193<br>10.3% |
| Gastro-<br>intestinal                | 572<br>12.0%  | 864<br>15.6%  | 818<br>14.3%                | 299<br>2.2%       | 507<br>3.2%   | 516<br>3.3%                 | 871<br>4.8%   | 1371<br>6.4%  | 1334<br>6.3%  |
| Stress Work<br>and Non-<br>Work      | 55<br>1.2%    | 131<br>2.4%   | 58<br>1%                    | 536<br>4.0%       | 862<br>5.5%   | 1186<br>7.6%                | 591<br>3.3%   | 993<br>4.7%   | 1243<br>5.8%  |

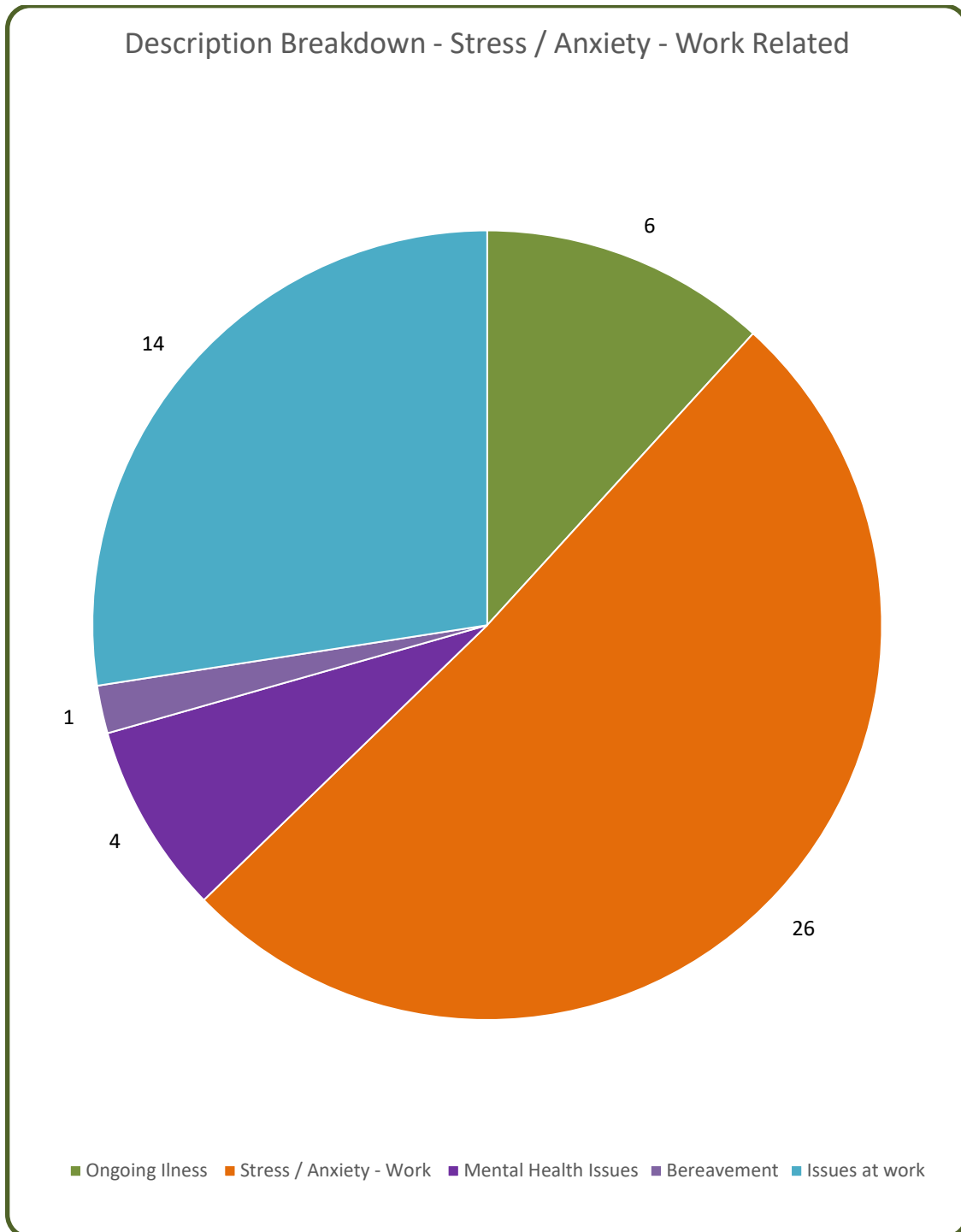
Agenda Item: Appendix B – Overall Sickness

Rates

|                                         |              |              |             |                   |               |              |              |               |              |
|-----------------------------------------|--------------|--------------|-------------|-------------------|---------------|--------------|--------------|---------------|--------------|
| Stress/<br>Anxiety -<br>Work            | 84<br>1.8%   | 81<br>1.5%   | 133<br>2.3% | 1482<br>11.1<br>% | 2016<br>12.8% | 1094<br>7%   | 1565<br>8.6% | 2097<br>9.8%  | 1227<br>5.8% |
| Bereave-<br>ment                        | 0            | 0            | 131<br>2.3% | 0                 | 0             | 765<br>4.9%  | 0            | 0             | 896<br>4.2%  |
| Headache /<br>Migraine                  | 173<br>3.6%  | 266<br>4.8%  | 281<br>4.9% | 129<br>1.0%       | 469<br>3.0%   | 579<br>3.7%  | 301<br>1.7%  | 735<br>3.5%   | 860<br>4%    |
| Cardio-<br>vascular                     | 31<br>0.7%   | 31<br>0.6%   | 96<br>1.7%  | 430<br>3.2%       | 68<br>0.4%    | 370<br>2.4%  | 461<br>2.5%  | 99<br>0.5%    | 466<br>2.2%  |
| Mental<br>Health                        | 0            | 0            | 99<br>1.7%  | 0                 | 0             | 349<br>2.2%  | 0            | 0             | 448<br>2.1%  |
| Respira-<br>tory                        | 156<br>3.3%  | 208<br>3.8%  | 171<br>3%   | 322<br>2.4%       | 472<br>3.0%   | 224<br>1.4%  | 478<br>2.6%  | 680<br>3.2%   | 395<br>1.9%  |
| Pregnancy<br>Related                    | 44<br>0.9%   | 85<br>1.5%   | 116<br>2%   | 207<br>1.6%       | 143<br>0.9%   | 195<br>1.3%  | 251<br>1.4%  | 227<br>1.1%   | 311<br>1.5%  |
| Other                                   | 484<br>10.1% | 761<br>13.7% | 51<br>0.9%  | 1280<br>9.6%      | 2686<br>17.0% | 233<br>1.5%  | 1764<br>9.7% | 3446<br>16.2% | 284<br>1.3%  |
| Cancer                                  | 0            | 0            | 63<br>1.1%  | 0                 | 0             | 233<br>1.5%  | 0            | 0             | 238<br>1.1%  |
| Neurolog-<br>ical                       | 0            | 0            | 29<br>0.5%  | 0                 | 0             | 191<br>1.2%  | 0            | 0             | 219<br>1%    |
| Ophthalmo-<br>logy                      | 0            | 0            | 130<br>2.3% | 0                 | 0             | 59<br>0.4%   | 0            | 0             | 190<br>0.9%  |
| Genito-<br>Urinary                      | 87<br>1.8%   | 101<br>1.8%  | 120<br>2.1% | 78<br>0.6%        | 150<br>1.0%   | 60<br>0.4%   | 165<br>0.9%  | 251<br>1.2%   | 180<br>0.8%  |
| RTA /<br>Whiplash                       | 40<br>0.8%   | 10<br>0.2%   | 45<br>0.8%  | 0                 | 0             | 0            | 40<br>0.2%   | 10<br>0.1%    | 45<br>0.2%   |
| Menopause                               | 0            | 0            | 11<br>0.2%  | 0                 | 0             | 0            | 0            | 0             | 11<br>0.1%   |
| % of overall<br>absence<br>(Total Days) | <b>4773</b>  | <b>5543</b>  | <b>5739</b> | <b>13348</b>      | <b>15772</b>  | <b>15570</b> | <b>18121</b> | <b>21315</b>  | <b>21309</b> |

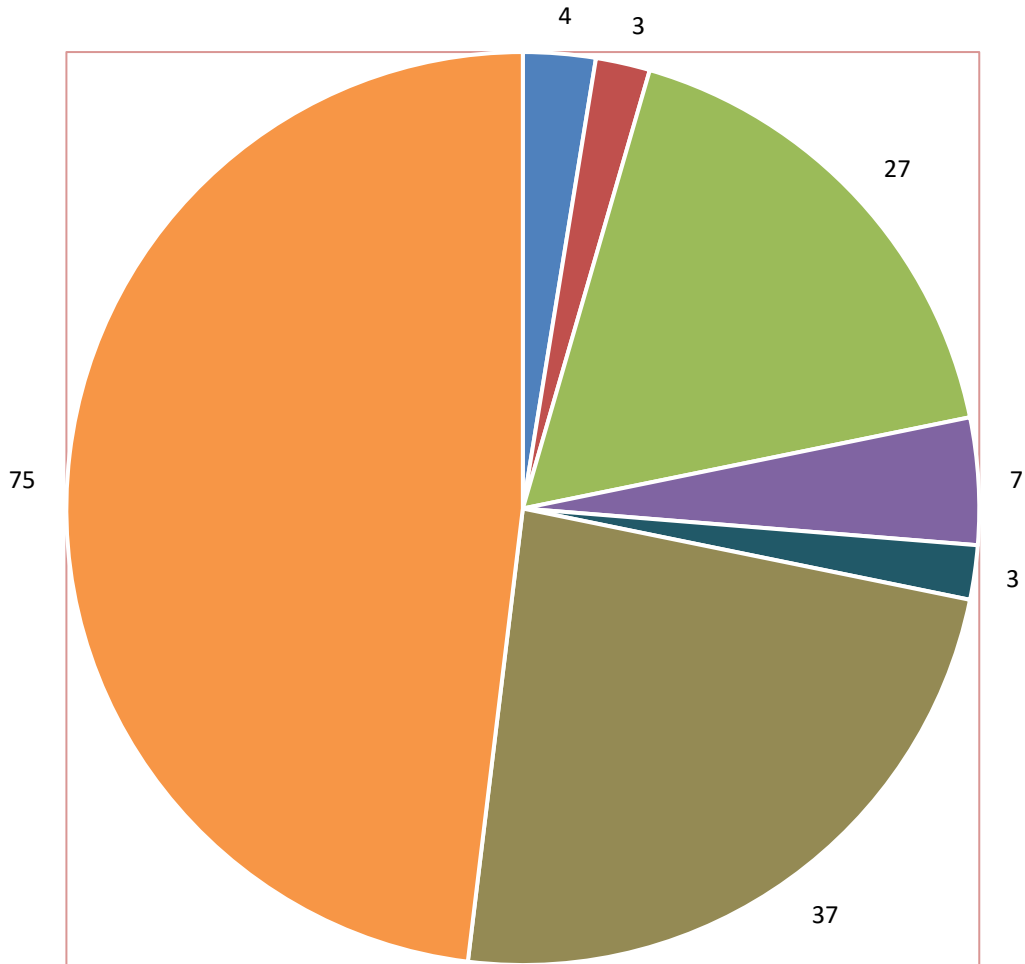
Rates

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 - September 2025



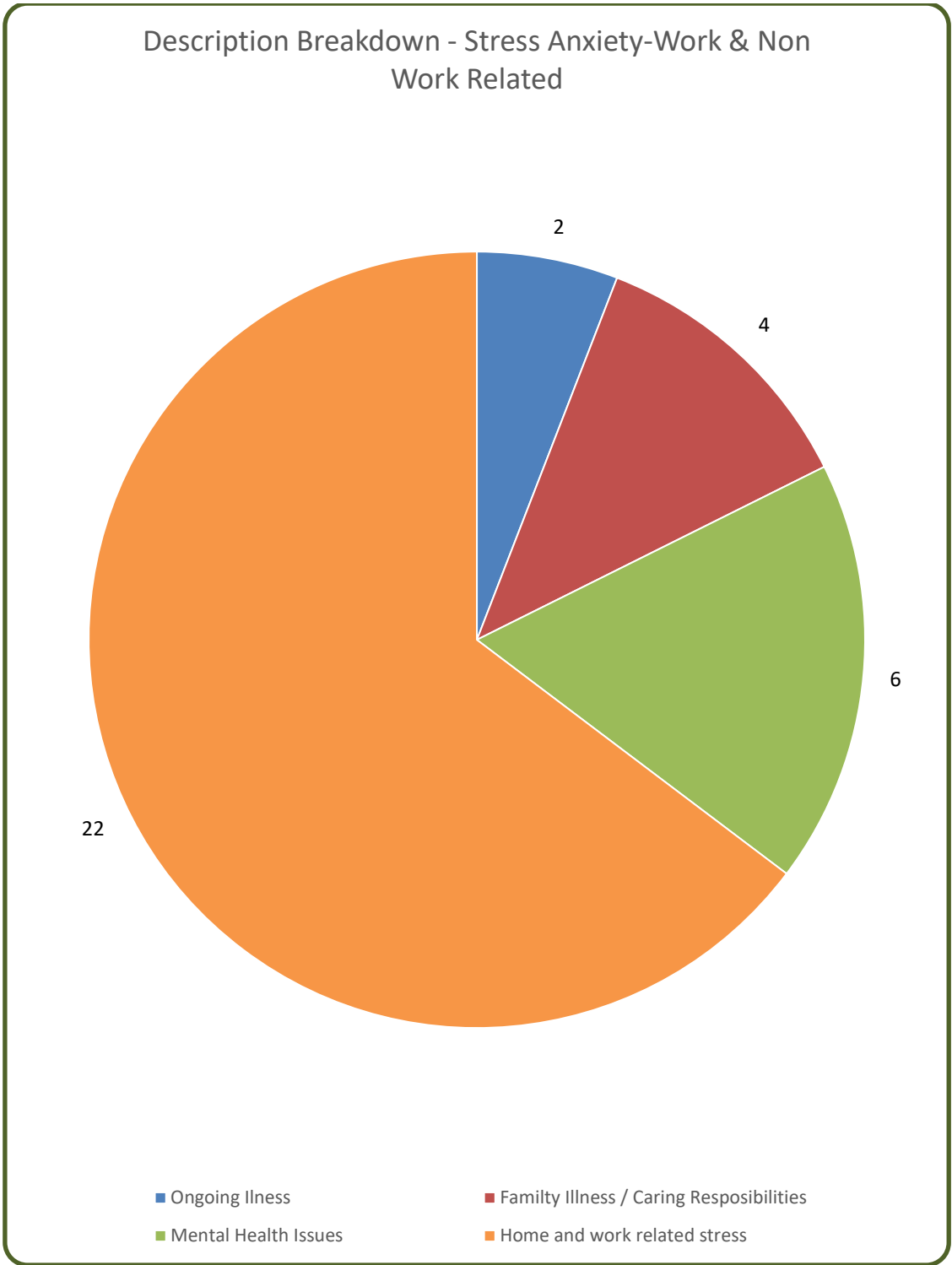
Rates

Description Breakdown - Stress / Anxiety - Non Work Related



- Anxiety and / or Depression
- Bereavement
- Family Illness / Caring Responsibilities
- Mental Health Issues
- Ongoing Illness / Health Scare
- Personal / Domestic Issues
- Stress /Anxiety - Work & Non Work

Rates



## Rates

| <b>All Wales Comparative Sickness Data 2021/22 and data from 2022/23 where available</b> |                |                         |
|------------------------------------------------------------------------------------------|----------------|-------------------------|
|                                                                                          | <b>2021/22</b> | <b>2022/23 (sorted)</b> |
| Merthyr Tydfil                                                                           | 9.2            | 8.7                     |
| Isle of Anglesey                                                                         | 8.8            | 9.2                     |
| Denbighshire                                                                             | 9.8            | 10.0                    |
| Pembrokeshire                                                                            | 10             | 10.1                    |
| Gwynedd                                                                                  | 10.1           | 10.2                    |
| Powys                                                                                    | 11.2           | 10.3                    |
| Conwy                                                                                    | 10.5           | 10.4                    |
| Carmarthenshire                                                                          | 11.4           | 11.6                    |
| Flintshire                                                                               | -              | 11.8                    |
| Cardiff                                                                                  | 12.7           | 12.0                    |
| Newport                                                                                  | 10             | 12.4                    |
| Torfaen                                                                                  | 12.4           | 12.5                    |
| Ceredigion                                                                               | 8.7            | 12.7                    |
| Monmouthshire                                                                            | 13.1           | 12.7                    |
| Wrexham                                                                                  | 13.6           | 12.7                    |
| <b>Vale of Glamorgan</b>                                                                 | <b>11.4</b>    | <b>12.8</b>             |
| Neath Port Talbot                                                                        | 13.3           | 12.8                    |
| Bridgend                                                                                 | 12.4           | 13.2                    |
| Caerphilly                                                                               | 14.1           | 14.0                    |
| Blaenau Gwent                                                                            | 16.5           | 15.45                   |
| Swansea                                                                                  | 12             | 16.5                    |
| Rhondda Cynon Taf                                                                        | -              | 18.0                    |
| Wales                                                                                    | <b>11.8</b>    | <b>12.8</b>             |

**Sickness Breakdowns by Directorate**

**Environment and Housing - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Environment and Housing show that Musculoskeletal / Injury / trauma incl. back and neck has become the remained the highest reported reason for absence in Q2 for 2025/26 (16.5%). Stress Work related was the 2<sup>nd</sup> highest reason this time last year, this has now moved off the top 5 reasons list.

| Days Lost (%)                           | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                         | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| EHS - Top 5<br>Absence                  |               |               |               |               |               |               |               |               |               |
| Musculo-<br>skeletal                    | 205<br>22%    | 70<br>7%      | 128<br>14.8%  | 511<br>15     | 811<br>19%    | 645<br>16.9%  | 716<br>16%    | 881<br>17%    | 773<br>16.5%  |
| Undisclosed                             | 0             | 45<br>4.7%    | 24<br>2.7%    | 47<br>1.4%    | 23<br>0.6%    | 605<br>15.9%  | 47<br>1.1%    | 68<br>1.3%    | 628<br>13.4%  |
| Infections –<br>Bacterial /<br>Viral    | 234<br>25.1%  | 299<br>30.9%  | 283<br>32.8%  | 364<br>10.6%  | 70<br>1.7%    | 278<br>7.3%   | 598<br>13.7%  | 369<br>7.2%   | 561<br>12%    |
| Stress /<br>Anxiety Non<br>Work Related | 80<br>9%      | 46<br>5%      | 66<br>7.6%    | 985<br>29%    | 549<br>13%    | 413<br>10.8%  | 1066<br>24%   | 595<br>12%    | 479<br>10.2%  |
| Stress /<br>Anxiety Work<br>& Non Work  | 80<br>8.6%    | 29<br>3%      | 6<br>0.7%     | 985<br>28.6%  | 239<br>5.7%   | 483<br>1.5%   | 1066<br>24.3% | 268<br>5.2%   | 444<br>9.5%   |

There have been 30 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025 the descriptions for these include, Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities.

There have been 9 instances of absences due to Stress / Anxiety Work Related from April 2025 – September 2025 the descriptions for these are Issues at work, Ongoing Illness.

**Learning and Skills - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Learning and Skills show that Stress / Anxiety Non Work Related has the highest sickness reasons at 34.2% in Q2 2025/2026. The highest reason this time last year was Other, which has now moved from the top 5 reasons list.

| Days Lost (%)                           | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                         | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| Stress /<br>Anxiety Non<br>Work Related | 14<br>9%      | 0             | 24<br>13.8%   | 292<br>55%    | 198<br>25%    | 369<br>37.9%  | 306<br>44%    | 198<br>22%    | 393<br>34.2%  |
| Infections –<br>Bacterial /<br>Viral    | 64<br>39%     | 38<br>30%     | 44<br>25.2%   | 4<br>1%       | 0             | 164<br>16.8%  | 68<br>10%     | 38<br>4%      | 208<br>18.1%  |
| Operations<br>and Recovery              | 7<br>3%       | 9<br>7%       | 12<br>6.7%    | 0             | 78<br>10%     | 179<br>18.4%  | 7<br>1%       | 87<br>9%      | 191<br>16.6%  |
| Bereavement<br>Related                  | 0             |               | 7<br>3.7%     | 0             |               | 121<br>12.4%  | 0             |               | 127<br>11.1%  |
| Undisclosed                             | 0             | 8<br>6.5%     | 12<br>7%      | 0             | 0             | 84<br>8.6%    | 0             | 8<br>0.9%     | 96<br>8.4%    |

There have been 11 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 to September 2025, these include Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities.

**Corporate Resources - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Resources shows that Stress Non-Work Related has remained the highest contributor to absence since the same time last year, but the overall % has been reduced from 26% to 16.4%. Stress / Anxiety Work, and Non Work makes up 43.3% of all sickness reasons in Q2 2025/2026.

| Days Lost (%)                           | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                         | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| RES - Top 5<br>Absence                  |               |               |               |               |               |               |               |               |               |
| Stress /<br>Anxiety Non<br>Work Related | 33<br>20%     | 39<br>11%     | 5<br>1.8%     | 593<br>47%    | 355<br>31%    | 224<br>19.9%  | 626<br>44%    | 394<br>26%    | 229<br>16.4%  |
| Stress /<br>Anxiety Work<br>& Non Work  | 0             | 3<br>0.8%     | 5<br>1.8%     | 26<br>3.9%    | 75<br>6.6%    | 196<br>17.4%  | 26<br>2.8%    | 78<br>5.2%    | 201<br>14.4%  |
| Stress /<br>Anxiety Work<br>Related     | 2<br>7%       | 0             | 2<br>0.7%     | 104<br>8%     | 175<br>16%    | 173<br>15.4%  | 116<br>8%     | 175<br>12%    | 175<br>12.5%  |
| Other                                   | 0             | 42<br>12%     | 0             | 0             | 223<br>20%    | 131<br>11.6%  | 0             | 264<br>18%    | 131<br>9.4%   |
| Undisclosed                             | 5<br>1.7%     | 3<br>0.9%     | 3<br>1%       | 21<br>3.1%    | 0             | 117<br>10.4%  | 26<br>2.7%    | 3<br>0.2%     | 120<br>8.6%   |

There have been 5 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025 the descriptions for these include, Personal / Domestic Issues and Stress / Anxiety, non-work.

There have been 4 instances of absences due to Stress / Anxiety Work and Non-Work Related from April 2025 – September 2025, the descriptions for these include Ongoing Illness, Family Illness / Caring Responsibility and Home and work related stress.

There have been 3 instances of absences due to Stress / Anxiety Work Related from April 2025 – September 2025.

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

**Social Services - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Social Services shows Other has been removed from the top 5 reasons list, the top contributor to absence in Q2 2025/2026 is Stress Non Work Related, which has moved up from the number 2 for the same time last year.

| Days Lost (%)                        | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|--------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                      | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| SS - Top 5<br>Absence                |               |               |               |               |               |               |               |               |               |
| Stress Non<br>Work Related           | 154<br>18%    | 12<br>1%      | 113<br>9.2%   | 1597<br>37%   | 1945<br>49%   | 658<br>16%    | 2098<br>43%   | 1006<br>19%   | 771<br>14.5%  |
| Musculo-<br>skeletal                 | 994<br>23%    | 53<br>5.1%    | 166<br>13.4%  | 366<br>11.6%  | 302<br>7.0%   | 437<br>10.6%  | 434<br>10.2%  | 355<br>6.6%   | 602<br>11.3%  |
| Undisclosed                          | 0             | 36<br>3.5%    | 48<br>3.9%    | 36<br>1.1%    | 27<br>0.6%    | 528<br>12.9%  | 36<br>0.8%    | 63<br>1.2%    | 576<br>10.8%  |
| Operations<br>and Recovery           | 74<br>7%      | 58<br>6%      | 63<br>5.1%    | 175<br>6%     | 314<br>7%     | 454<br>11.1%  | 249<br>6%     | 372<br>7%     | 517<br>9.7%   |
| Infections –<br>Bacterial /<br>Viral | 357<br>43%    | 291<br>28%    | 319<br>25.9%  | 413<br>10%    | 273<br>6%     | 139<br>3.4%   | 771<br>16%    | 561<br>11%    | 459<br>8.6%   |

There have been 32 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025, the descriptions for these include Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities and Ongoing Illness / Health Score.

**Place - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Places shows Stress Non Work Related has remained the highest contributor to absence in Q2 2025/2026 at 32.4 which has been reduced from 64% in the previous year.

| Days Lost (%)                           | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|-----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                         | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| PLC - Top 5<br>Absence                  |               |               |               |               |               |               |               |               |               |
| Stress /<br>Anxiety Non<br>Work Related | 0             | 8<br>15%      | 0             | 0             | 126<br>82%    | 93<br>39%     | 0             | 134<br>64%    | 93<br>32.4%   |
| Mental<br>Health                        | 0             | 0             | 0             | 0             | 0             | 62<br>25.9%   | 0             | 0             | 62<br>21.6%   |
| Stress /<br>Anxiety Work<br>Related     | 0             | 0             | 0             | 0             | 0             | 32<br>13.4%   | 0             | 0             | 32<br>11.1%   |
| Operations<br>and Recovery              | 0             | 9<br>16%      | 0             | 41<br>100%    | 28<br>18%     | 30<br>12.5%   | 41<br>55%     | 37<br>18%     | 30<br>10.4%   |
| Neurological                            | 0             | 0             | 0             | 0             | 0             | 22<br>9.2%    | 0             | 0             | 22<br>7.7%    |

There have been 2 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September.

There have been 1 instance of absences due to Stress / Anxiety Work Related from April 2025 – September 2025

**Schools - Top 5 Reasons - April 2025 to September 2025**

The Top 5 reasons for Schools shows Infections – Bacterial / Viral moving from the highest reason, this time last year, to the third highest reason overall reason during Q2 2025/2026, this still remains the highest short term absence reason. Undisclosed (22.2%) has moved to the highest reason, but this should be rectified by 2026/2027%.

| Days Lost (%)                          | Short Term    |               |               | Long Term     |               |               | Total Absence |               |               |
|----------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                                        | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 | 2023/<br>2024 | 2024/<br>2025 | 2025/<br>2026 |
| SCH - Top 5<br>Absence                 |               |               |               |               |               |               |               |               |               |
| Undisclosed                            | 202<br>9.1%   | 86<br>2.9%    | 309<br>9.8%   | 734<br>13.1%  | 198<br>3.8%   | 1567<br>29.5% | 936<br>12%    | 285<br>3.5%   | 1975<br>22.2% |
| Operations &<br>Recovery               | 113<br>6%     | 130<br>4%     | 215<br>6.8%   | 816<br>22%    | 740<br>14%    | 957<br>18%    | 929<br>17%    | 869<br>11%    | 1172<br>13.8% |
| Infections –<br>Bacterial /<br>Viral   | 754<br>43%    | 999<br>33%    | 844<br>26.8%  | 327<br>9%     | 329<br>6%     | 96<br>1.8%    | 1081<br>20%   | 1328<br>16%   | 940<br>11.1%  |
| Stress/<br>Anxiety Non<br>Work Related | 54<br>3%      | 139<br>5%     | 263<br>8.3%   | 898<br>24%    | 1004<br>19%   | 621<br>11.7%  | 952<br>17%    | 1143<br>14%   | 884<br>10.4%  |
| Musculo-<br>skeletal                   | 110<br>4.9%   | 152<br>5.1%   | 258<br>8.2%   | 289<br>5.1%   | 483<br>9.4%   | 537<br>10.1%  | 398<br>5.1%   | 636<br>7.8%   | 795<br>9.4%   |

There have been 76 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025, the descriptions for these include Bereavement, Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities and Ongoing Illness / Health Scare.

**Sickness by Age Range (Q2 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     | 276        | 708                    | 2.6                                        | Infections – Bacterial / Viral | Musculoskeletal/Injury /trauma incl. back and neck |
| 26-35     | 898        | 3585                   | 4.0                                        | Infections – Bacterial / Viral | Undisclosed                                        |
| 36-45     | 1132       | 4973                   | 4.4                                        | Infections – Bacterial / Viral | Undisclosed                                        |
| 46-55     | 1204       | 5312                   | 4.4                                        | Infections – Bacterial / Viral | Undisclosed                                        |
| 56-64     | 747        | 5837                   | 7.8                                        | Infections – Bacterial / Viral | Undisclosed                                        |
| 65+       | 96         | 895                    | 9.3                                        | Infections – Bacterial / Viral | Undisclosed                                        |

**(Q2 2025/26)**

**Stress Over 10 years**

This is a comparison of all Stress reasons over a 10-year period during September each year, across all Council Directorates and Schools.

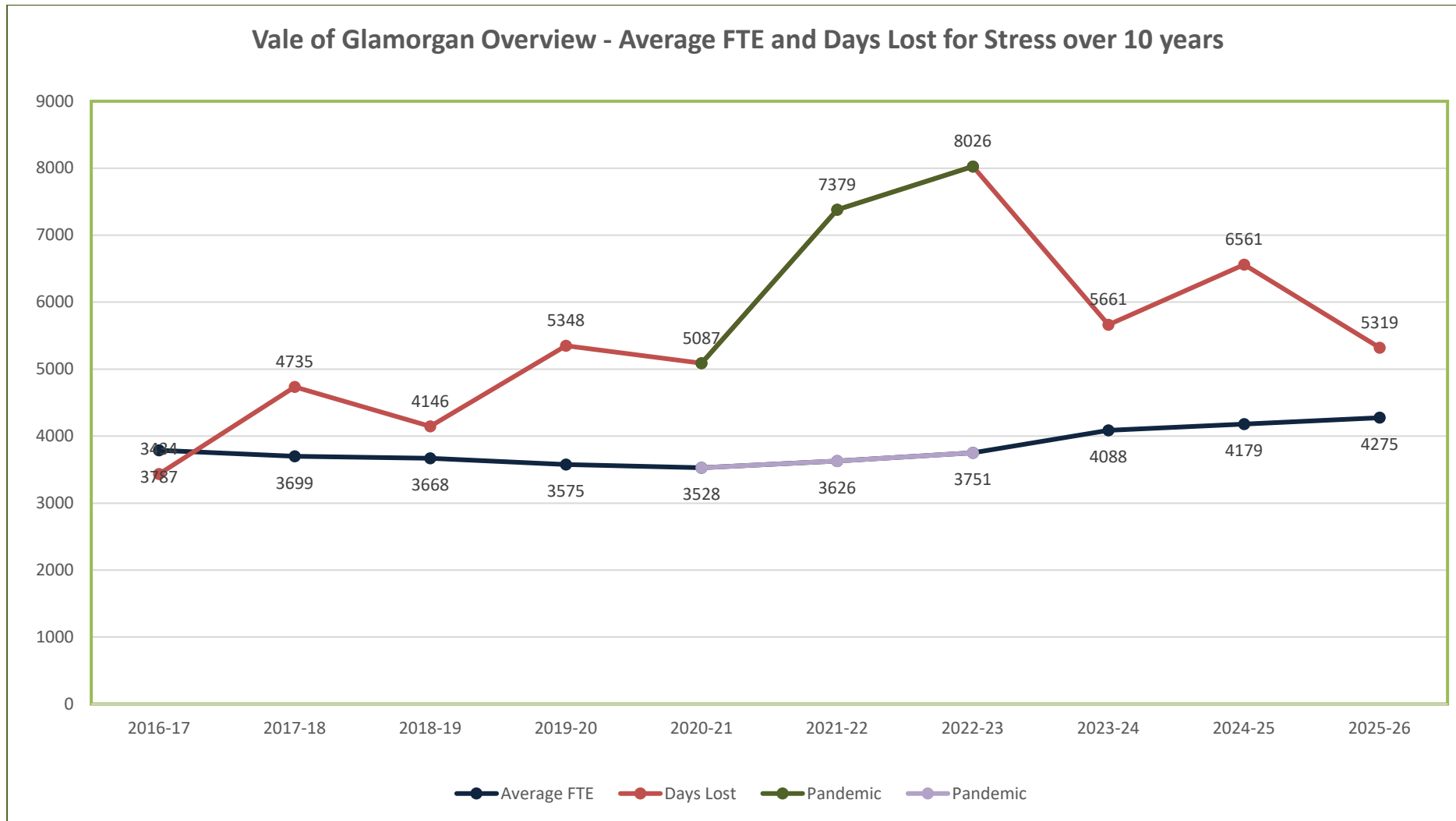
Stress reasons have changed over 10 years, please find information below on the stress reasons over 10 years.

| Year    | Reason 1                         | Reason 2              | Reason 3                  |
|---------|----------------------------------|-----------------------|---------------------------|
| 2016-17 | Stress                           |                       |                           |
| 2017-18 | Stress                           |                       |                           |
| 2018-19 | Stress                           | Stress Work           | Stress Non Work           |
| 2019-20 | Stress Work                      | Stress Non Work       |                           |
| 2020-21 | Stress Work                      | Stress Non Work       |                           |
| 2021-22 | Stress Work                      | Stress Non Work       |                           |
| 2022-23 | Stress Work                      | Stress Non Work       |                           |
| 2023-24 | Stress                           | Stress Work           | Stress Non Work           |
| 2024-25 | Stress                           | Stress Work           | Stress Non Work           |
| 2025-26 | Stress / Anxiety Work & Non Work | Stress / Anxiety Work | Stress / Anxiety Non Work |

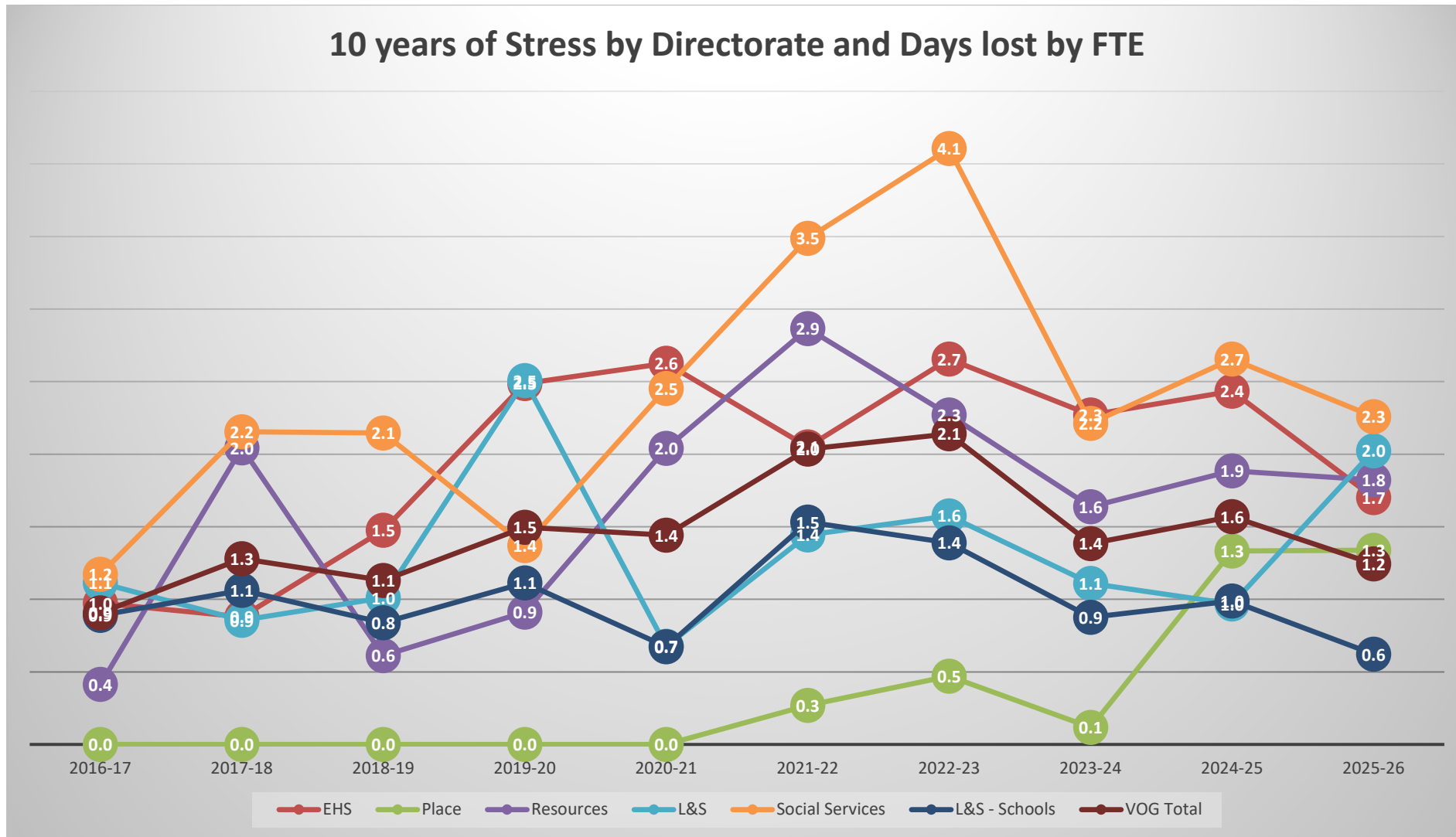
**Considerations**

- Please note, the peak in stress by FTE during 2020 – 2022 was during lockdown, therefore, increased stress reasons are to be expected
- The Directorate of Place was formed in 2021
- Increased average FTE during 2023 is due to three Schools being added to the establishment

The following graph details average overall FTE for both Council Directorates and Schools and days lost for all stress reasons over 10 years



The following graph details days lost by FTE over 10 years by Directorate, for both Council Directorates and Schools



Appendix F



Employee Assistance Programme for:  
Vale of Glamorgan Council

Report period:  
1st August 2024 - 31st July 2025

|                                         | 82024    | 92024     | 102024   | 112024   | 122024    | 12025    | 22025     | 32025     | 42025     | 52025    | 62025    | 72025    | Grand Total |
|-----------------------------------------|----------|-----------|----------|----------|-----------|----------|-----------|-----------|-----------|----------|----------|----------|-------------|
|                                         | Aug 2024 | Sep 2024  | Oct 2024 | Nov 2024 | Dec 2024  | Jan 2025 | Feb 2025  | Mar 2025  | Apr 2025  | May 2025 | Jun 2025 | Jul 2025 |             |
| Self Identity                           | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| Mental Health                           | 0        | 6         | 7        | 0        | 7         | 3        | 8         | 7         | 7         | 3        | 3        | 1        | 52          |
| Relationships                           | 0        | 3         | 0        | 2        | 0         | 0        | 1         | 0         | 0         | 1        | 0        | 4        | 11          |
| Life Event                              | 0        | 3         | 0        | 3        | 0         | 1        | 4         | 4         | 5         | 0        | 0        | 0        | 20          |
| Service Enquiry                         | 0        | 0         | 0        | 0        | 2         | 0        | 0         | 0         | 0         | 0        | 1        | 0        | 3           |
| Legal                                   | 1        | 0         | 0        | 0        | 5         | 0        | 5         | 2         | 2         | 0        | 1        | 4        | 20          |
| Work                                    | 0        | 0         | 0        | 0        | 0         | 1        | 0         | 0         | 0         | 2        | 0        | 0        | 3           |
| Physical Health                         | 0        | 0         | 0        | 0        | 0         | 1        | 0         | 0         | 0         | 0        | 0        | 0        | 1           |
| Financial                               | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| Trauma                                  | 0        | 0         | 0        | 0        | 1         | 0        | 0         | 2         | 0         | 0        | 0        | 0        | 3           |
| Parental Support                        | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 2        | 0        | 2           |
| Occupational Health                     | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| Bereavement                             | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| University Life (Legal)                 | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| Whistleblowing                          | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| Bullying, Harassment and Discrimination | 0        | 0         | 0        | 0        | 0         | 0        | 0         | 0         | 0         | 0        | 0        | 0        | 0           |
| <b>Grand Total</b>                      | <b>1</b> | <b>12</b> | <b>7</b> | <b>5</b> | <b>15</b> | <b>6</b> | <b>18</b> | <b>15</b> | <b>14</b> | <b>6</b> | <b>7</b> | <b>9</b> | <b>115</b>  |

