

Impact of Covid-19 on sickness absence data –

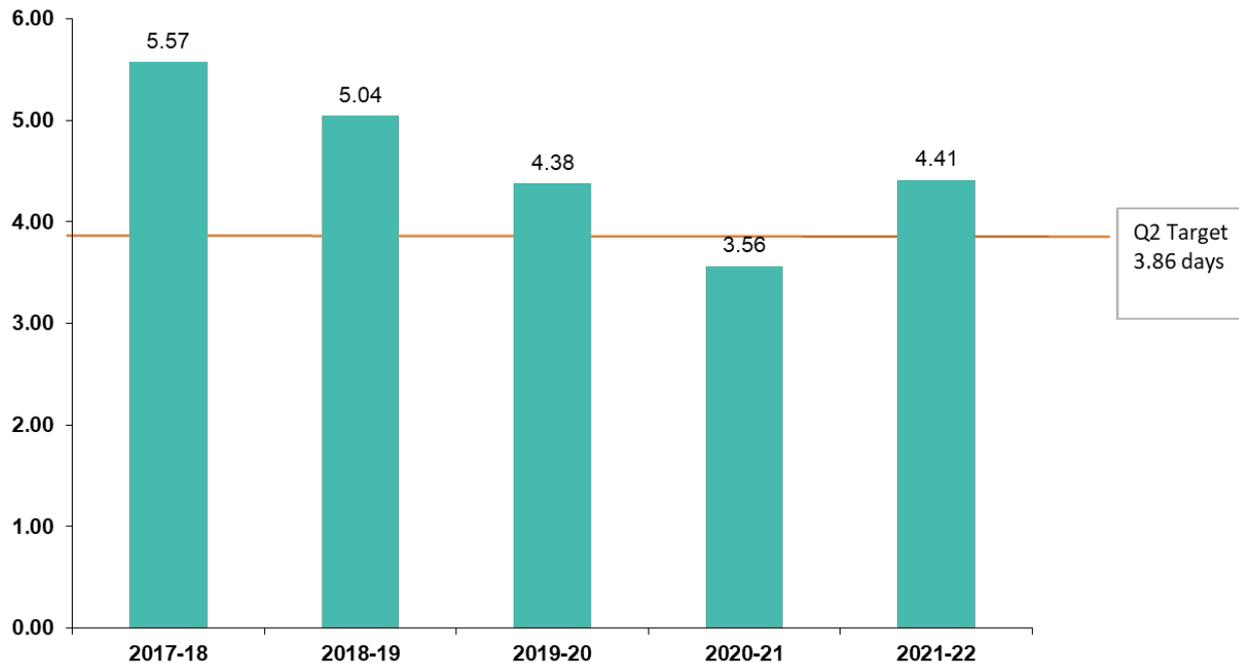
Q2 (Apr-Sep) 2019 compared to Q2 (Apr-Sep 202)

Average days lost per employee

Q2 Trend (April – Sept)

+ SICKNESS ABSENCE 2021-22 Q2

Q2 Trend Average Days Lost Due to Sickness



This chart shows six months data on average days lost due to sickness from Apr-Sept over a period of 5 years.

The Q2 average prior to Covid-19 (2019-20) was 4.38 days. Last year this dropped to 3.56 days and has since risen to 4.41 days.

Performance was missing the Council target of 3.86 days by just over 0.5 days.

Q2 performance this year has reversed the year on year trend of a reduction in sickness over 4 consecutive years.

All data is cumulative to the end of Q2

Headline metrics

+ SICKNESS ABSENCE 2021-22 Q2

Q2 Sickness Absence (Apr21 - Sep21)

Total Working Days Lost
15,577

Total Employees taking
time off sick **1,292**

Total occurrences of
sickness **1,671**

Q2 Trend
compared to
Apr-Sep 2020

+2,972
(+23.6%)

+497 (62.5%)

+730 (+77.6%)

Q2 Trend
compared to
Apr-Sep 2019

- 77 (-0.5%)

-160 (-11.0%)

-258 (-13.4%)

Sickness absence has reduced marginally (-77 working days) compared to the pre pandemic levels and this has been a balancing affect of people working from home and the rising covid-19 absences.

The coronavirus pandemic started in March 2020 and the number of working days lost has risen by almost 3000 at the end of Q2 this year compared to the same period last year. Possible underlying reasons for the increase could be:-

- Ending of strict lockdown measures – people mixing more.
- Wider availability of testing – a higher proportion of employees reporting positive with Covid-19.
- Higher levels of coronavirus in the local and national population.

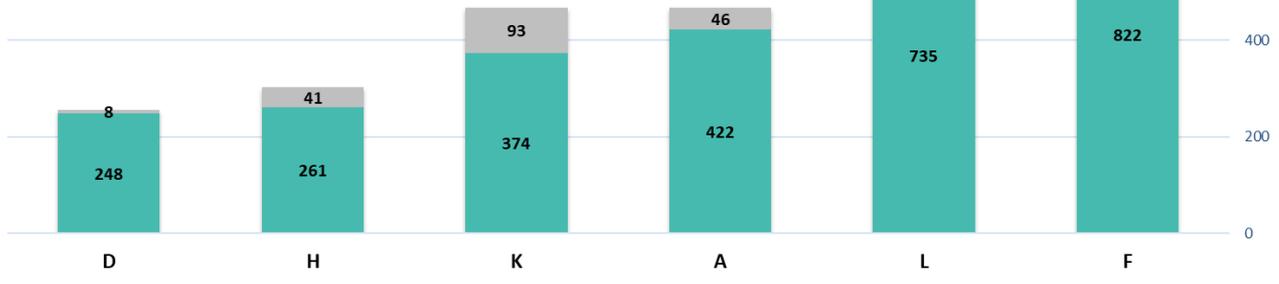
Causes of sickness – Trend

+ SICKNESS ABSENCE 2021-22 Q2

Q2 Trend by Causes of Sickness

■ Q2 Trend for WDL (+2,972) ■ Q2 Trend for Occurrences (+730)

Cause of sickness	Q2 Last Year	Q2 This Year	Q2 Trend WDL	% increase
F	1454	2276	822	56.5%
L	4148	4883	735	17.7%
A	670	1092	422	62.9%
K	564	938	374	66.3%
H	2122	2383	261	12.3%
D	240	488	248	103.3%
All of above	9198	12059	2861	31.1%
All causes	12605	15577	2972	23.6%
%	73.0%	77.4%	96.3%	4.4%



The chart shows the top six causes of sickness in ascending order of increase.

Infections have increased by 822 working days lost and 242 separate occurrences. This is more than 50% increase in working days lost.

Stress related sickness has increased by 735 working days lost and 43 separate occurrences.

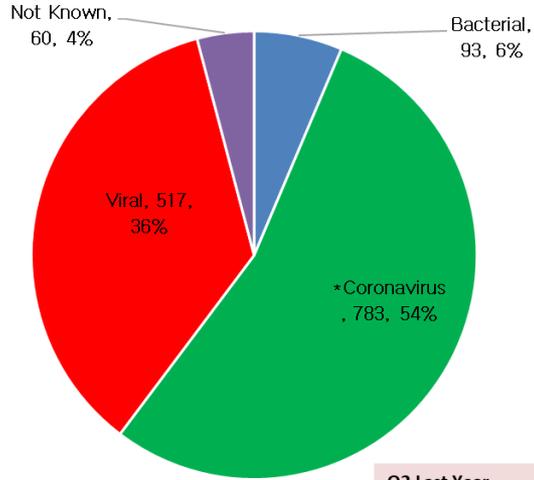
MSD related sickness (A+H) has increased by 683 days (24.5%).

KEY

- A Back & neck problems
- B Chest & Respiratory
- C Eye, ear, nose, mouth & dental
- D Genito-urinary/gynaecological
- E Heart, blood pressure & circulation
- F Infections
- G Neurological
- H Other muscular-skeletal problems
- J Pregnancy related
- K Stomach, liver, kidney & digestion
- L Stress, depression, mental health
- M Other

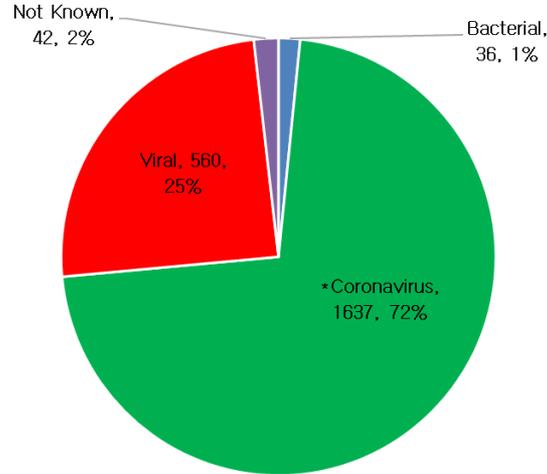
F: Infections

F: Infections Q2 Last Year (1,454)



Q2 Last Year
 WDL = 1,454 (11.5%)
 Employees = 114
 Occurrences = 116

F: Infections Q2 This Year (2,276)



Q2 This Year
 WDL = 2276 (14.5%)
 Employees = 333
 Occurrences = 358

A closer look at the detailed reasons for Infections reveals that almost all of this increase is due to Coronavirus related Infections.

193 employees have taken time off sick as a result of a confirmed Covid-19 cases to the end of Q2 this year compared 40 during the same period last year.

PCR tests are widely available this year compared to last year, hence 153 more employees tested positive at the end of Q2 this year compared to same period last year.

Coronavirus*	Q2 Last Year	Q2 This Year	Trend
Employees	40	193	153
Occurrences	41	196	155

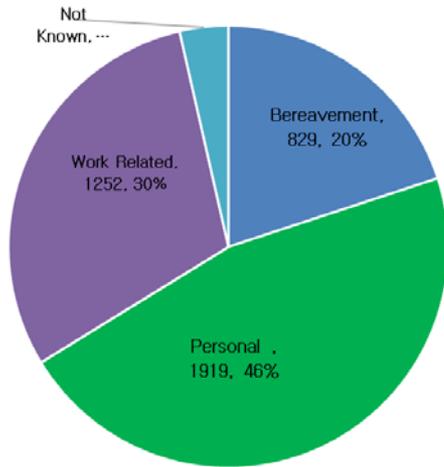
* These are WDL due to confirmed Covid-19 cases.



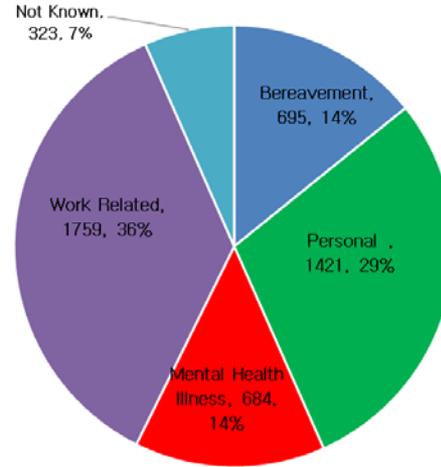
L: Stress, depression, mental health

+ SICKNESS ABSENCE 2021-22 Q2

L: Stress, depression, mental health
Q2 Last Year (4,148)



L: Stress, depression, mental health
Q2 This Year (4,883)



Q2 Last Year
WDL = 4,148
Employees = 153
Occurrences = 161

Detailed Absence Reason	Trend WDL	Trend Occurrences
Bereavement	-134	-4
Mental Health Illness	684	37
Not Known	175	-3
Personal	-498	0
Work Related	508	13
Grand Total	735	43

Q2 This Year
WDL = 4,883
Employees = 195
Occurrences = 204

Just under 5000 working days were lost due to stress, depression and mental health to the end of Q2 this year. This is an increase of 735 days (17.7%) compared to Q2 last year.

Mental Health sickness is now being recorded as a separate category, which explains the reduction in Personal reasons for stress related sickness.

1,759 working days were lost due to work related sickness which is an increase of 508 days and 13 more occurrences compared to Q2 last year. This could be a consequence of indefinite period of employees working from home, where the sense of isolation has been reported in the recent employee survey.