

**Bromsgrove District Council
Sickness Absence Data**

The worksheets contain the following data and charts

1. Sickness Data.

This is the base data record for sickness absence.

As previously the data records in detail the number of days lost per Service both for long and short term absence.

It also maintains a quarterly analysis for comparison purposes.

It has been modified at the request of the OMT to take account of variations in staff numbers month by month. The figures per FTE are therefore more accurate.

The data also now reports month by month on the lost days per FTE. This enables a month on month comparison to be made.

Finally the data has been extrapolated to give an indication of the position at the end of the year.

***Number of days sickness per month is shown in the right-hand columns
Number of employees absent during the current month is shown in column B***

2. Annual Graph

This graph plots the number of days lost per month

- due to short term absence
- due to long term absence and
- in total

3. Graph - Days Lost per Month

This is a graphical interpretation of the days lost per FTE per month directly comparing all Services within the Council. This also enables trends to be identified.

originally produced by:

HR & OD Service

August 2002

(FTE - Full Time Equivalent)

Sickness Figures for 2007/2008 by Service

| Total FTE @ March 07 | Actual no of employees - June | SERVICE | Total Sickness days April 07 & on | Days per FTE - Year to Date | Projected - per FTE | Sickness Target 2007/08 | Apr-07 | May-07 | Jun-07 | Jul-07 | Aug-07 | Sep-07 | Oct-07 | Nov-07 | Dec-07 | Jan-08 | Feb-08 | Mar-08 |
|----------------------|-------------------------------|--|-----------------------------------|-----------------------------|---------------------|-------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 27.00 | 8.00 | Legal & Democratic | 66.50 | 2.46 | 9.85 | 6.0 | | | | | | | | | | | | |
| | 1.00 | Short term Absences up to 28 days | 28.50 | 1.06 | | | 3.00 | 7.00 | 18.50 | | | | | | | | | |
| | | Long term Absences 29 days+ | 38.00 | 1.41 | | | 12.00 | 14.00 | 12.00 | | | | | | | | | |
| 11.00 | 2.00 | CEO & Policy | 5.00 | 0.45 | 1.82 | 5.0 | | | | | | | | | | | | |
| | | Short term Absences up to 28 days | 5.00 | 0.45 | | | 0.00 | 2.00 | 3.00 | | | | | | | | | |
| | | Long term Absences 29 days+ | 0.00 | 0.00 | | | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| 56.00 | 15.00 | Culture & Community | 93.50 | 1.67 | 6.68 | 8.0 | | | | | | | | | | | | |
| | | Short term Absences up to 28 days | 93.50 | 1.67 | | | 33.00 | 28.00 | 32.50 | | | | | | | | | |
| | | Long term Absences 29 days+ | 0.00 | 0.00 | | | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| 30.00 | 4.00 | Egovernent & Customer Services | 26.50 | 0.88 | 3.53 | 4.0 | | | | | | | | | | | | |
| | | Short term Absences up to 28 days | 26.50 | 0.88 | | | 9.00 | 8.00 | 9.50 | | | | | | | | | |
| | | Long term Absences 29 days+ | 0.00 | 0.00 | | | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| 47.00 | 7.00 | Finance | 129.50 | 2.76 | 11.02 | 8.0 | | | | | | | | | | | | |
| | 2.00 | Short term Absences up to 28 days | 46.50 | 0.99 | | | 5.50 | 28.00 | 13.00 | | | | | | | | | |
| | | Long term Absences 29 days+ | 83.00 | 1.77 | | | 21.00 | 20.00 | 42.00 | | | | | | | | | |
| 12.00 | 1.00 | HROD | 10.00 | 0.83 | 3.33 | 4.25 | | | | | | | | | | | | |
| | | Short term Absences up to 28 days | 10.00 | 0.83 | | | 7.00 | 2.00 | 1.00 | | | | | | | | | |
| | | Long term Absences 29 days+ | 0.00 | 0.00 | | | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| 62.00 | 11.00 | Planning & Environment Services | 92.50 | 1.49 | 5.97 | 7.5 | | | | | | | | | | | | |
| | 1.00 | Short term Absences up to 28 days | 51.50 | 0.83 | | | 11.00 | 20.50 | 20.00 | | | | | | | | | |
| | | Long term Absences 29 days+ | 41.00 | 0.66 | | | 0.00 | 20.00 | 21.00 | | | | | | | | | |
| 114.00 | 20.00 | Street Scene & Waste Management | 368.50 | 3.23 | 12.93 | 12.0 | | | | | | | | | | | | |
| | 3.00 | Short term Absences up to 28 days | 147.50 | 1.29 | | | 45.00 | 55.00 | 47.50 | | | | | | | | | |
| | | Long term Absences 29 days+ | 221.00 | 1.94 | | | 86.00 | 98.00 | 37.00 | | | | | | | | | |

| | |
|------------------------------|---------------|
| Total Short Term Absence YTD | 409.00 |
| Total Long Term Absence YTD | 383.00 |
| TOTAL Days lost YTD | 792.00 |

| | | | | | | | | | | | | | | | | | | |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 113.50 | 150.50 | 145.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 119.00 | 152.00 | 112.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 8.82 | 9.00 | 8.82 | 9.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| | |
|---|--|
| TARGET sick days per FTE per month | |
| BVPI 12 Sick Days Per FTE in Month | |
| TARGET sick days per FTE YTD | |
| BVPI 12 - Sick Days per FTE YTD | |
| BVPI 12 Projected Outturn | |

| | | | | | | | | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 | 0.73 |
| 0.65 | 0.84 | 0.72 | | | | | | | | | | | | | | | | |
| 0.73 | 1.46 | 2.19 | 2.92 | 3.65 | 4.38 | 5.11 | 5.84 | 6.57 | 7.38 | 8.19 | 9.00 | | | | | | | |
| 0.65 | 1.49 | 2.21 | | | | | | | | | | | | | | | | |
| 7.77 | 8.94 | 8.82 | | | | | | | | | | | | | | | | |

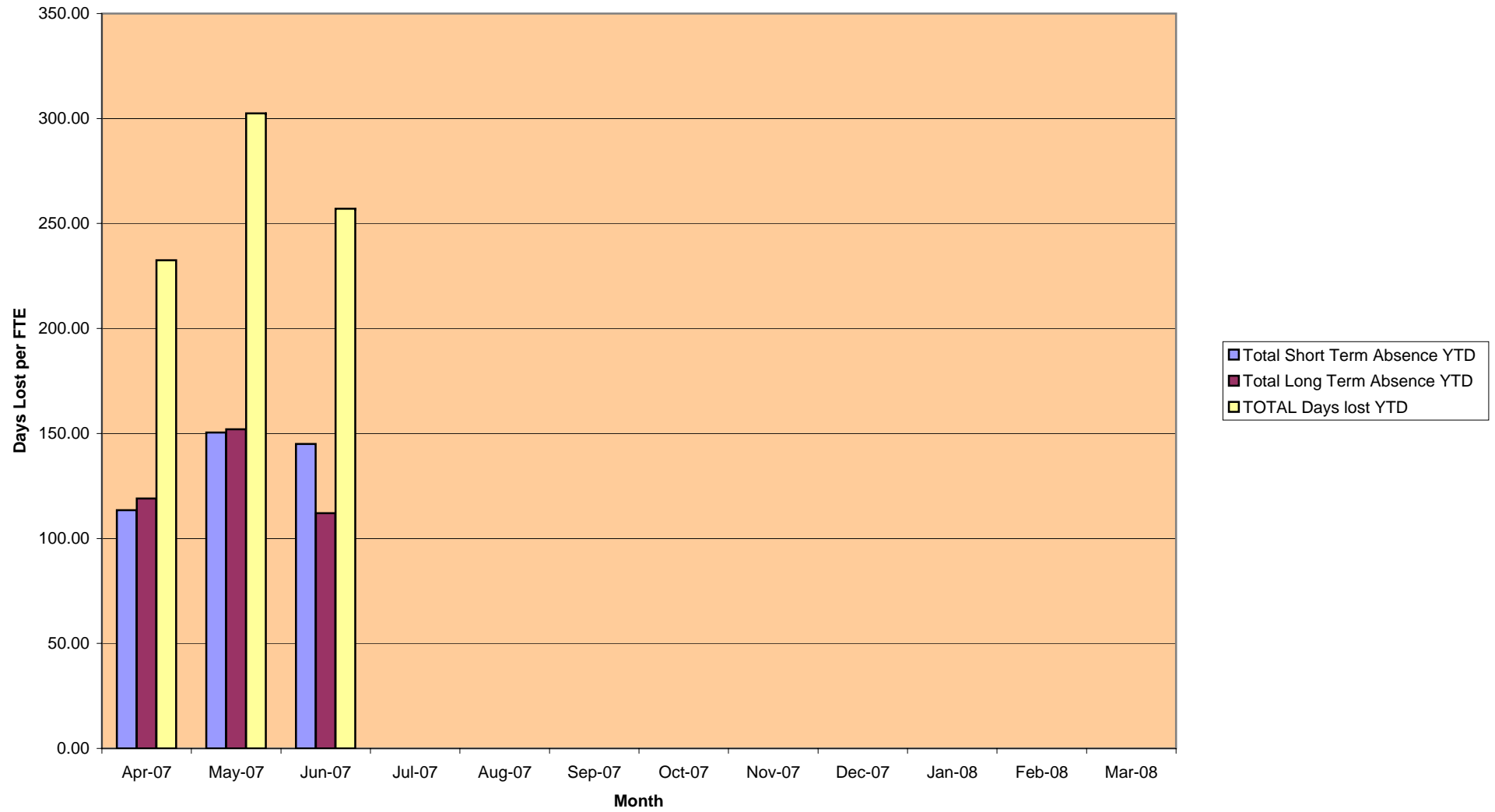
| | |
|---------|---------|
| 2003-04 | 4309.83 |
| 2004-05 | 3074.99 |
| 2005-06 | 3570.58 |
| 2006-07 | 3806.00 |
| 2007-08 | 792.00 |
| Year | Annual |

| | | | |
|-----------|-----------|-----------|-----------|
| 737.50 | 1112.50 | 1500.20 | 959.63 |
| 735.87 | 875.43 | 836.52 | 627.17 |
| 695.38 | 949.95 | 883.98 | 1041.27 |
| 1067.00 | 959.50 | 951.00 | 828.50 |
| 792.00 | 0.00 | 0.00 | 0.00 |
| Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |

FTE March 07 359.00
 FTE March 08 3
 # of Months 3

Key: more than 10% worse than target worse than target, but within 10% on or better than target

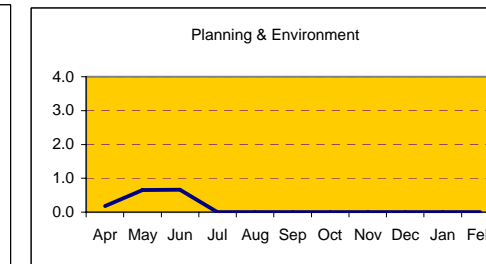
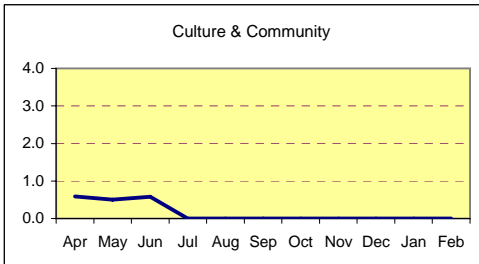
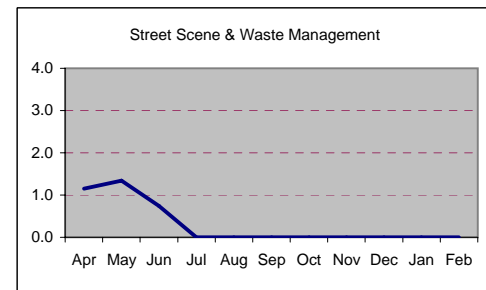
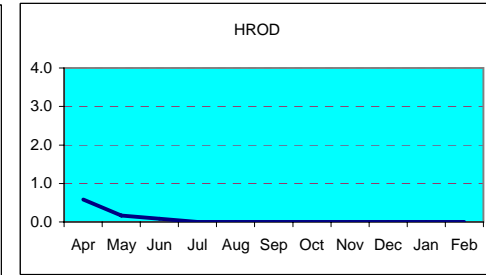
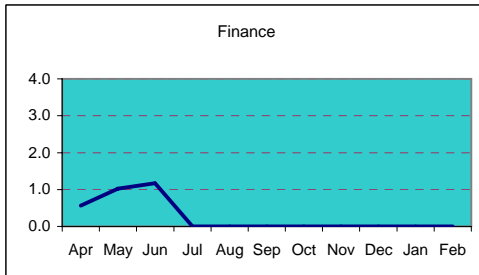
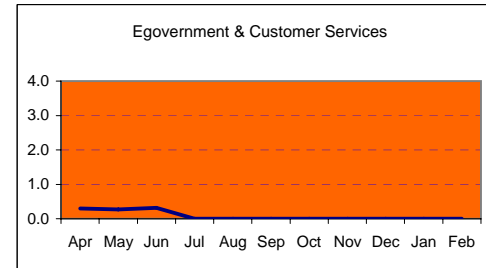
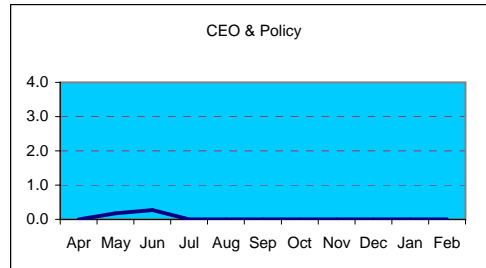
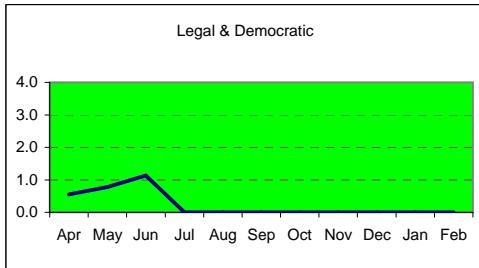
Sickness Absence Data 2007 / 2008



BVPI 12 Sick Days Per FTE in Month



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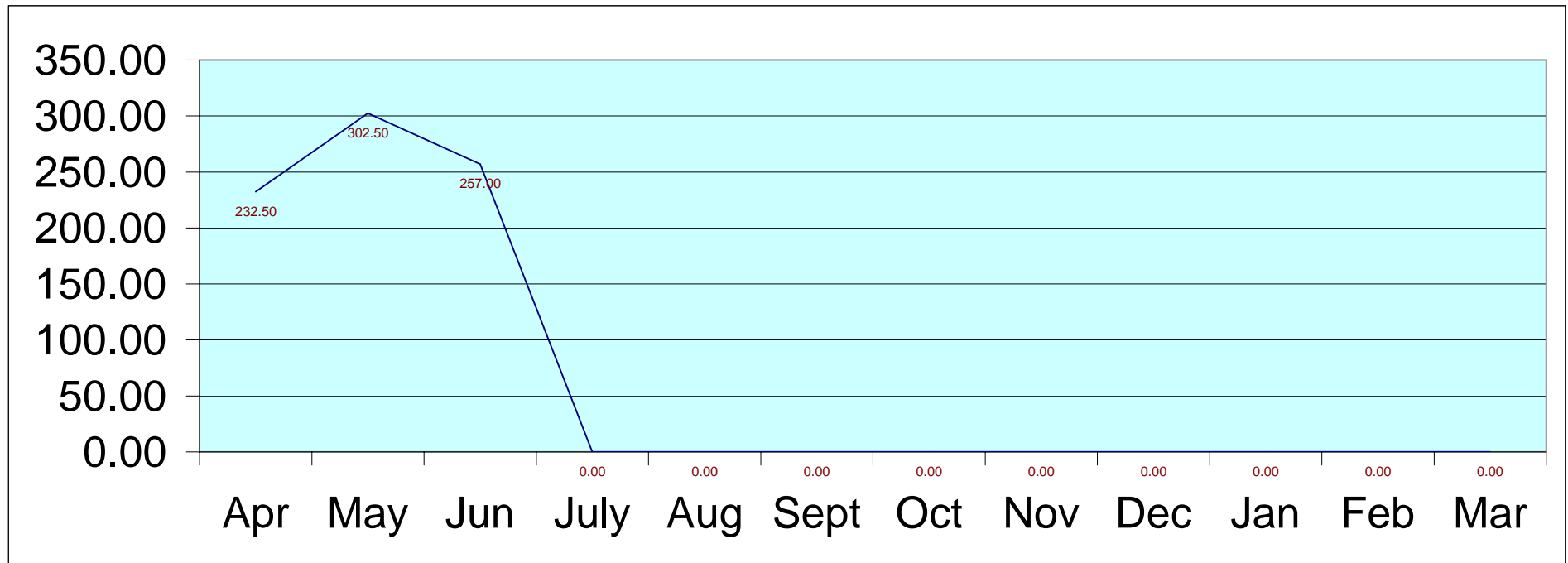
Service Graphs
Monthly figures for sick days lost per FTE post
2006-07
HR Services

Bromsgrove District Council
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Graph - Total days lost in month

2007 / 2008

HR Services



Total days sickness per FTE



Chart showing projection per FTE against the Councils Target

