

Select Report: **SCC**

Status

Target = &lt; 8.5 days = Green, 8.5 - 10 days = Amber, &gt; 10 days = Red

Team	Metric	Sickness Absence Days Per Employee	Sickness Absence Days Per Employee (Leavers Exc.)	Movement (Month on Month)	Sickness Absence Hours	FTE Days Lost
	Target	8.5				
	Status					
<b>SCC</b>		<b>12.19</b>	<b>11.37</b>	● 0.22%	262,913	35,529
Adults, Housing & Communities		<b>15.03</b>	<b>13.98</b>	● -0.57%	107,806	14,568
Children & Families		<b>12.22</b>	<b>10.86</b>	● 0.27%	50,866	6,874
Digital & Business Operations		<b>11.89</b>	<b>10.09</b>	● 1.09%	13,353	1,804
Strategic Finance & Commercialisation		8.12	7.69	● -0.53%	9,093	1,229
Growth		5.19	4.86	● 0.22%	11,515	1,556
Human Resources & Org Development		1.26	1.17	● 0.54%	255	35
Intelligence Insight & Communications		2.48	2.42	● 0.06%	986	133
Legal & Governance		5.36	5.03	● 0.30%	2,473	334
Public Health		0.36	0.36	● 0.15%	19	3
Quality & Integration		8.36	9.39	● -0.42%	2,978	402
Transactions & Universal Services		<b>14.93</b>	<b>14.57</b>	● -0.62%	63,452	8,575

<b>Metric</b>
<b>Sickness Absence Days Per Employee</b>
<b>Sickness Absence Days Per Employee (Leavers Exc.)</b>
<b>Movement (Month on Month)</b>
<b>Sickness Absence Hours</b>
<b>FTE Days Lost</b>
<b>No. of Employees with 5 or more occurrences of sickness absence</b>
<b>No. of Employees with 10 or more days sickness absence</b>
<b>Total No. of Employees who hit a Trigger Point</b>
<b>Total Staff who hit a Trigger Point in the last month</b>
<b>Short Term Sickness Absence %</b>
<b>Long Term Sickness Absence %</b>

<b>Definition</b>
Total number of days lost to sickness absence/Total number of employees (Over a rolling 12 months). This metric includes leavers within the rolling 12 months.
Total number of days lost to sickness absence/Total number of employees (Over a rolling 12 months). This metric excludes leavers.
Sickness absence (current month) - Sickness absence (previous month). A negative percentage indicates that the absence rate has reduced, whereas a positive percentage shows the absence rate has increased.
Total number of hours lost to sickness absence over the last 12 months. This metric includes leavers.
Total number of days lost to sickness absence over the last 12 months. This metric includes leavers.
Total number of employees who have had 5 or more occasions of sickness absence in the last rolling 12 months. This metric includes leavers within the rolling 12 months.
Total number of employees who have had 10 or more days of sickness absence in the last rolling 12 months. This metric includes leavers within the rolling 12 months.
Total number of employees who have hit either 5 or more occasions of absence or have had 10 or more days sickness in the last rolling 12 months. This metric includes leavers within the rolling 12 months.
This is the total number of employees who hit a trigger point within the last month
The % of sickness absence which is considered 'short term'. (20 days or less)
The % of sickness absence which is considered 'long term'. (More than 20 days)

- Please note the structure of the teams is extracted from Resource Link. If this is incorrect, please liaise with HR Pay to correct this.