

Appendix A: Overall Sickness Levels by Department on rolling 12 month basis

Chart 1. Average number of days sick per employee for the authority by department

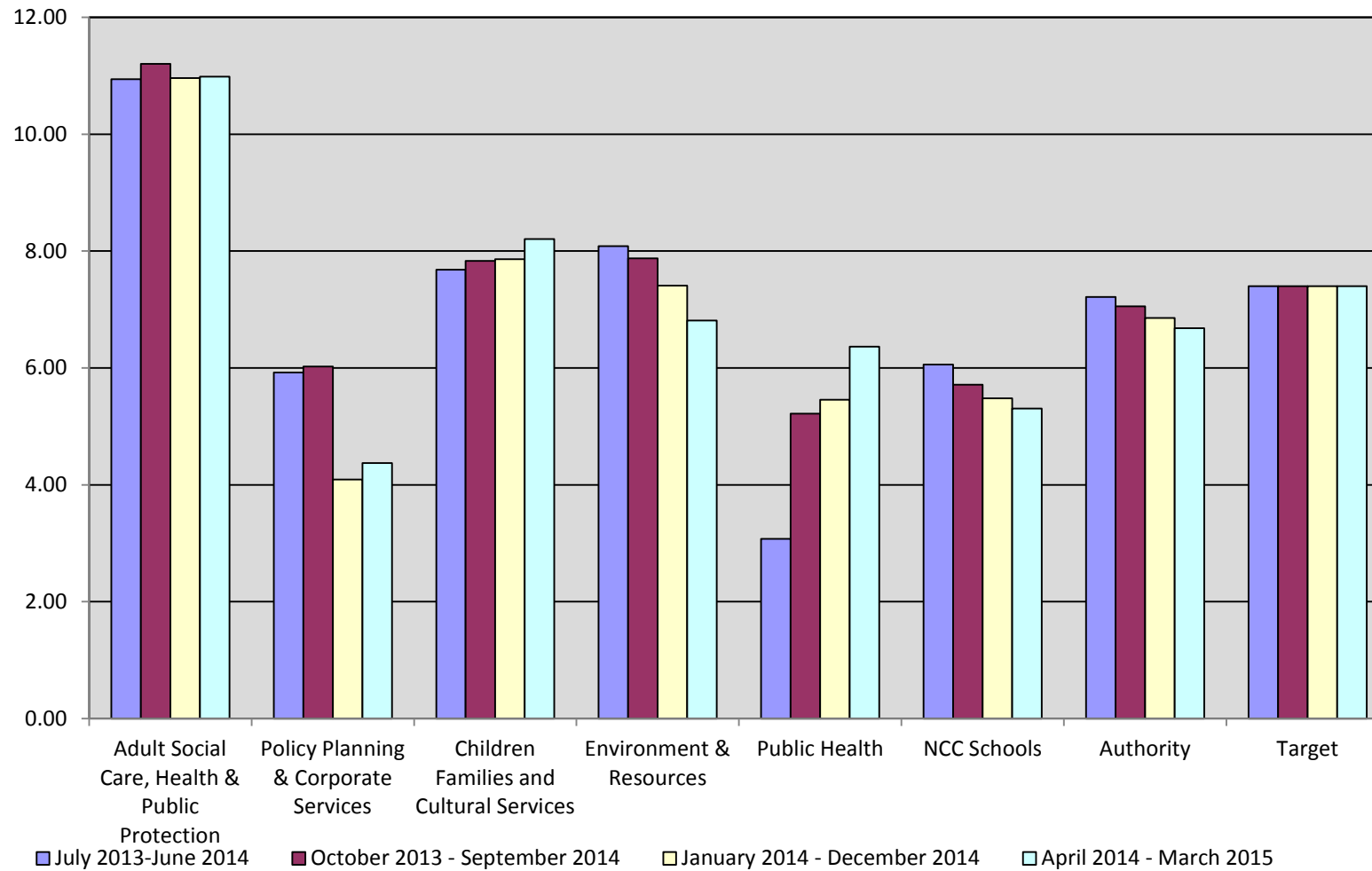


Chart 2. ASCH & Public Protection
April 2014 - March 2015

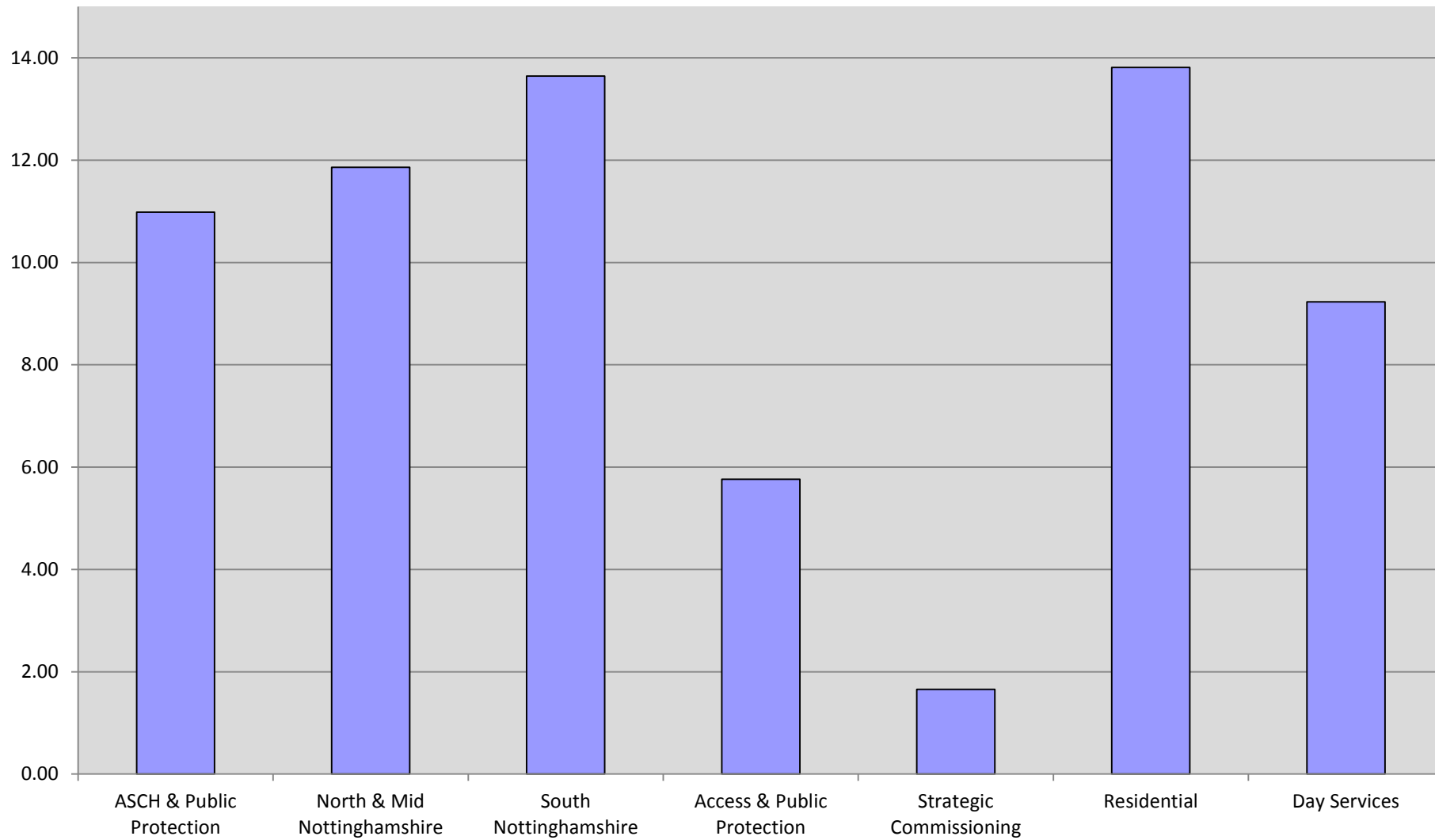


Chart 3. Policy, Planning & Corporate Services
April 2014 - March 2015

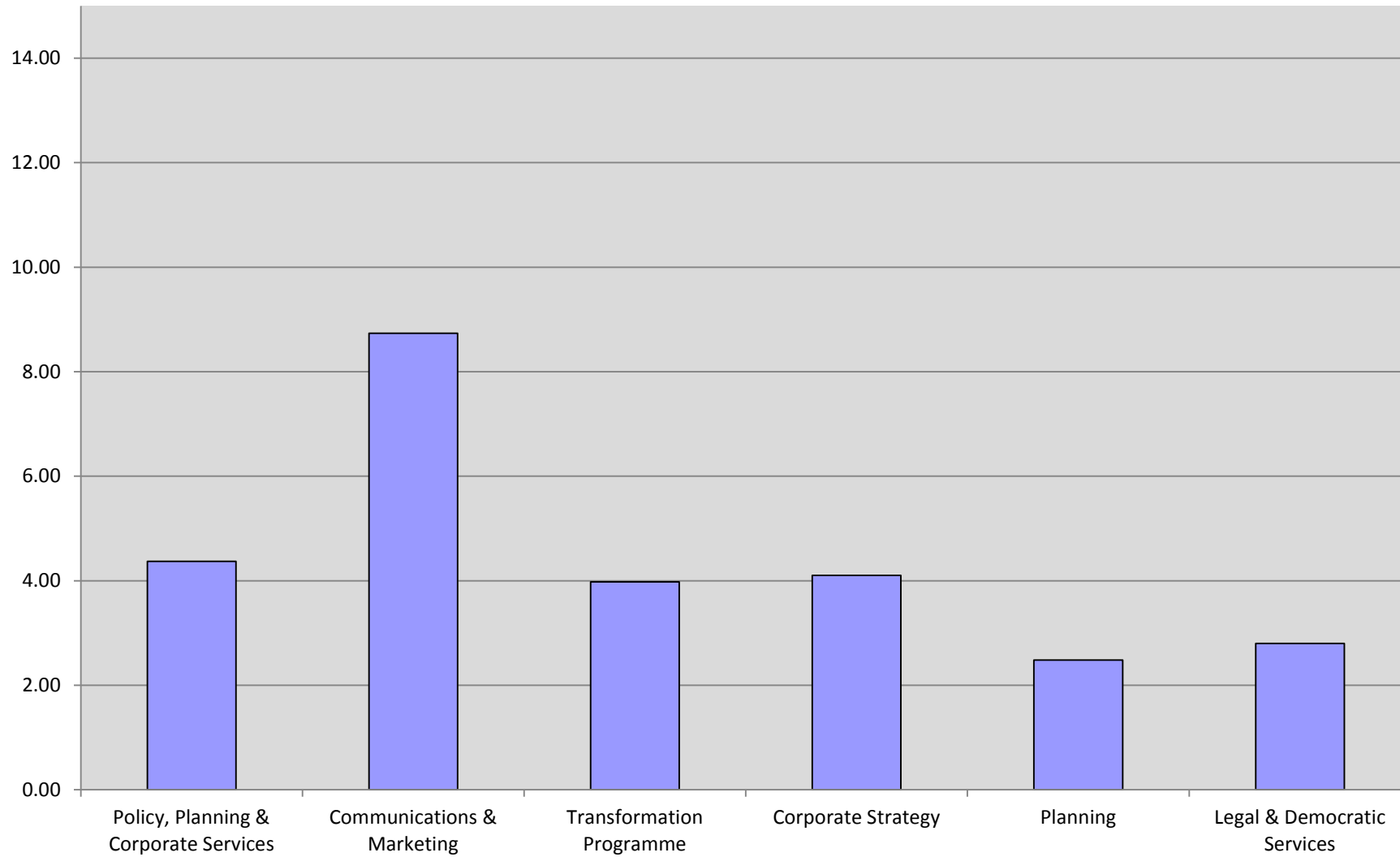


Chart 4. Environment & Resources
April 2014 - March 2015

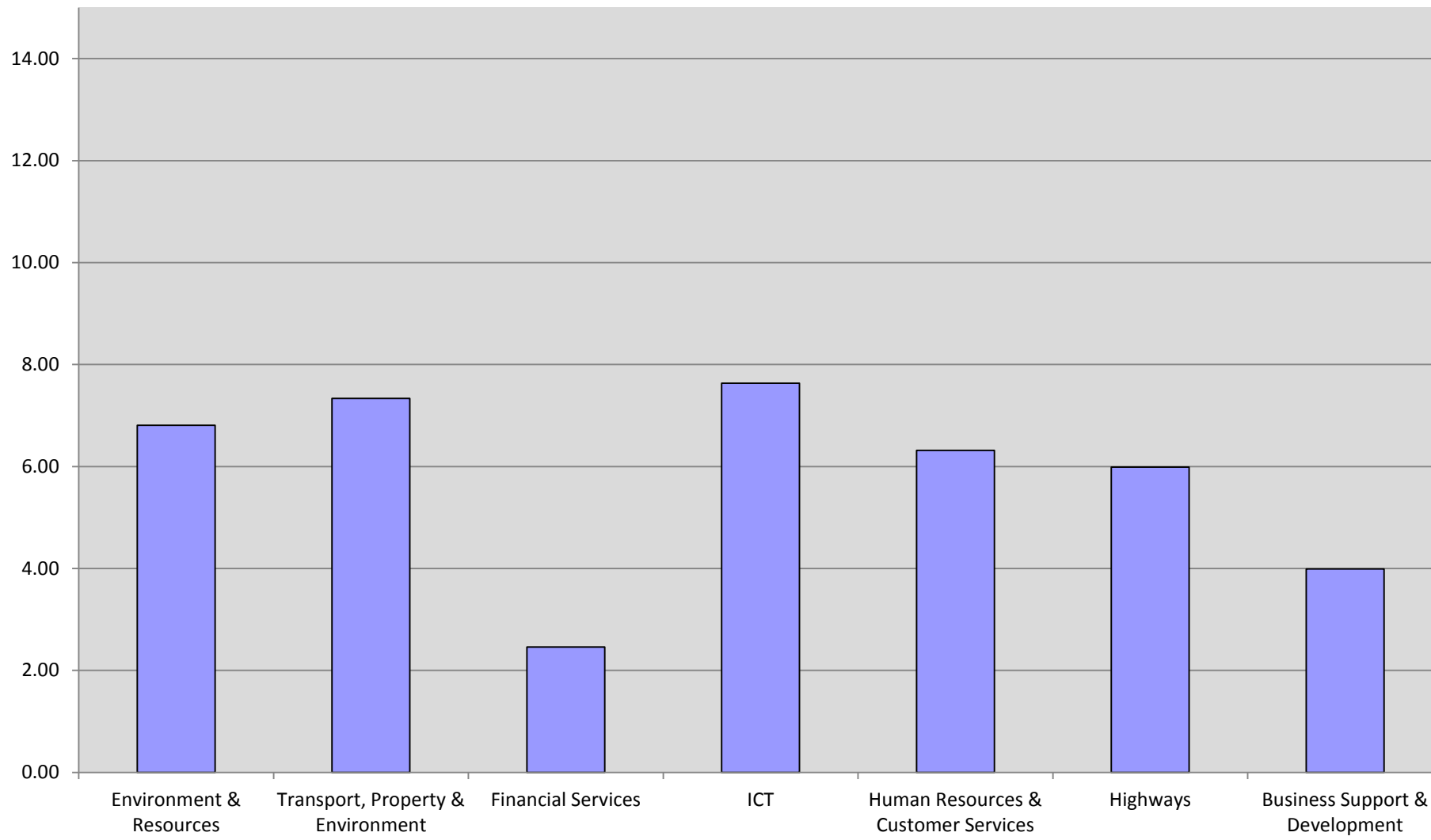


Chart 5. Children, Families & Cultural Services
April 2014 - March 2015

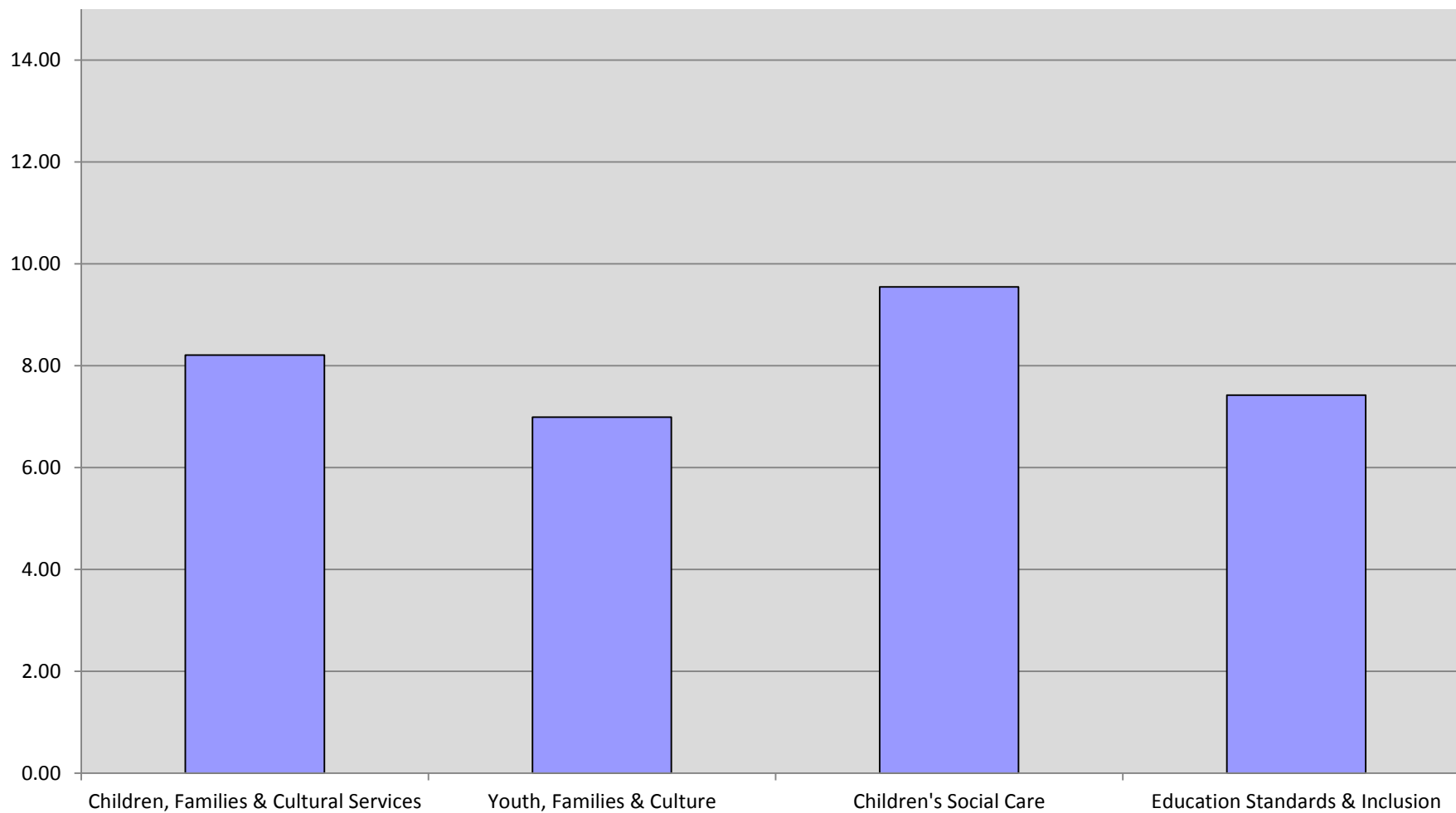


Table 1. Sickness Levels Over Rolling 12 month basis by Department

	Headcount	July 2013- June 2014	October 2013 - September 2014	January 2014 - December 2014	April 2014 - March 2015
Adult Social Care, Health & Public Protection	1892	10.94	11.20	10.96	10.99
Policy Planning & Corporate Services	289	5.92	6.02	4.09	4.37
Children Families and Cultural Services	2764	7.68	7.83	7.86	8.21
Environment & Resources	3974	8.08	7.88	7.41	6.81
Public Health	62	3.07	5.22	5.46	6.36
NCC Schools	9289	6.06	5.71	5.48	5.31
Authority	18, 248 overall	7.22	7.06	6.85	6.68
Target		7.40	7.40	7.40	7.40

NB: Some employees have multiple employments in more than one department , therefore overall headcount total will not correspond to the sum total headcount of all departments which is **18,270**.

Appendix B: Reasons for Absence

Department	Headcount	Back Problems	Cold/Flu/ Sore Throat	Headache/ Migraine	Heart/ Circulation	Infection	Muscula r/ Skeletal	Op/Post Op Recover y	Other	Pregnan cy Related	Respirat ory	Skin Disorder	Stomach / Digestio n	Stress/ Depressi on	Not assigne d
ASCH & Public Protection	1892	4.65%	7.74%	2.51%	1.16%	2.65%	13.10%	15.69%	16.15%	0.66%	2.50%	0.09%	8.74%	20.79%	3.56%
Children, Families & Cultural Services	2764	3.91%	10.31%	1.86%	1.74%	2.87%	11.14%	16.47%	15.64%	2.10%	3.54%	0.25%	8.28%	21.51%	0.39%
Environment & Resources	3974	8.69%	6.98%	2.07%	2.09%	3.38%	16.35%	18.08%	14.68%	0.44%	3.26%	0.36%	6.68%	15.43%	1.51%
Policy, Planning & Corporate Services	289	1.37%	13.47%	2.82%	0.07%	3.14%	15.38%	6.85%	5.82%	6.15%	6.59%	0.00%	7.58%	30.76%	0.00%
Public Health	62	4.61%	13.47%	0.69%	0.00%	3.69%	1.15%	32.03%	41.02%	0.69%	0.00%	0.00%	2.65%	0.00%	0.00%
Schools	9289	5.51%	10.99%	2.59%	1.23%	3.96%	10.04%	17.09%	15.02%	1.65%	3.56%	0.25%	11.48%	16.39%	0.25%
Totals	18248	5.83%	9.43%	2.33%	1.49%	3.43%	12.24%	16.95%	15.21%	1.32%	3.33%	0.25%	9.32%	17.78%	1.10%

NB: Some employees have multiple employments in more than one department; therefore overall headcount totals , which as at 31.03.15 was **18,248** including schools and **8,959** excluding schools, will not correspond to the sum total headcount of all departments which is **18,270**.

Appendix C: Long and Short Term Sickness

