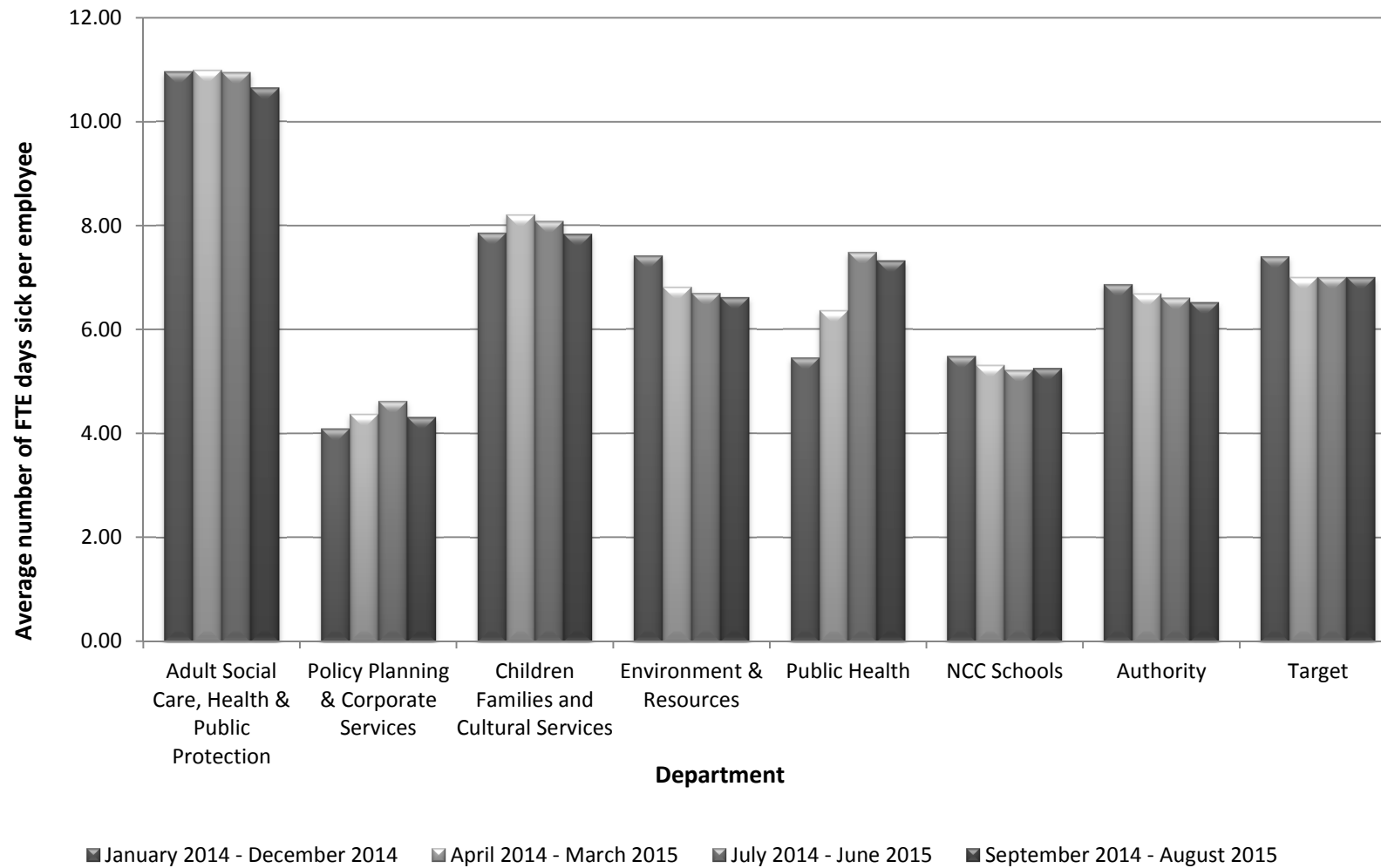
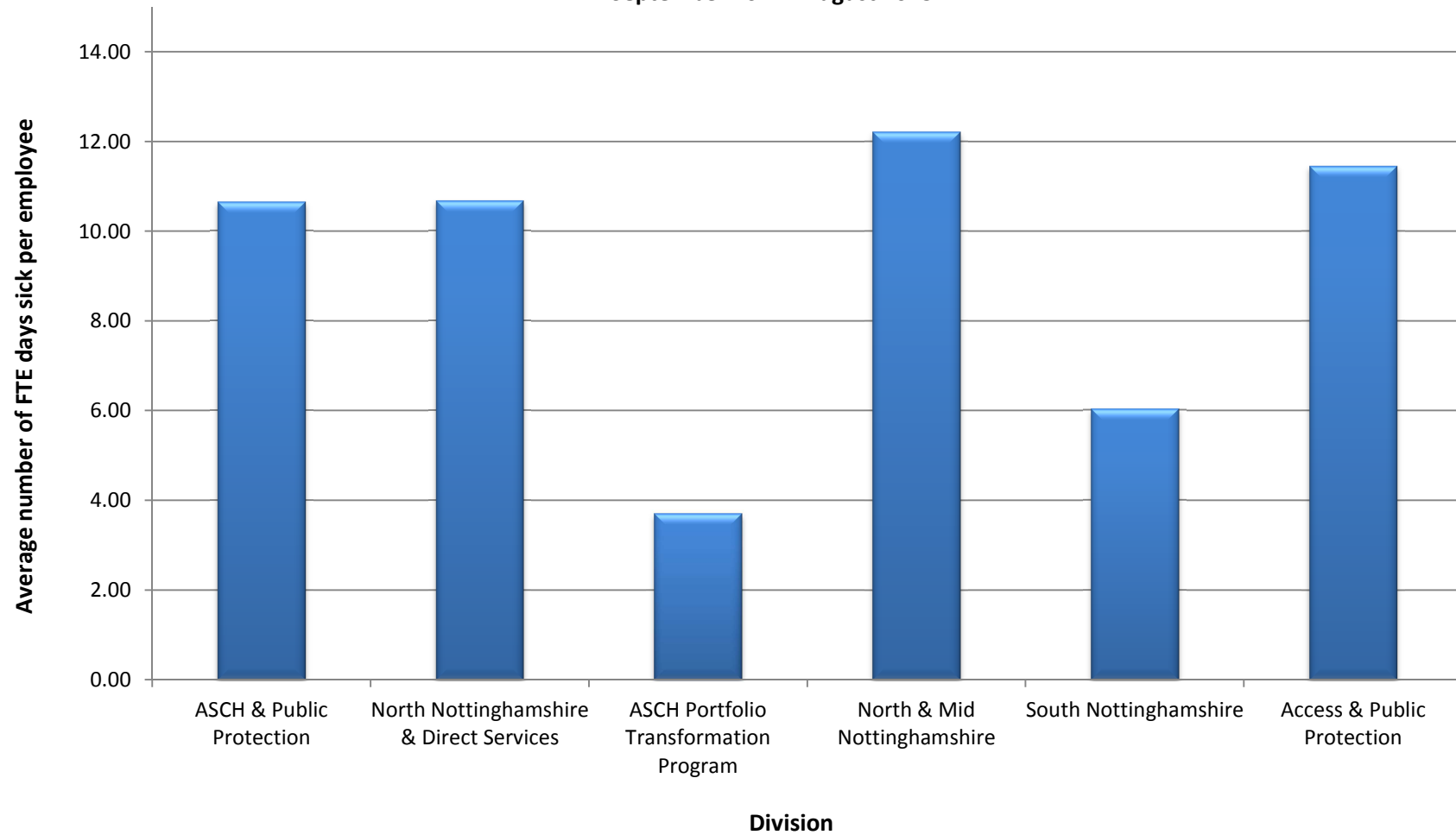


## Appendix A: Overall Sickness Levels by Department on rolling 12 month basis

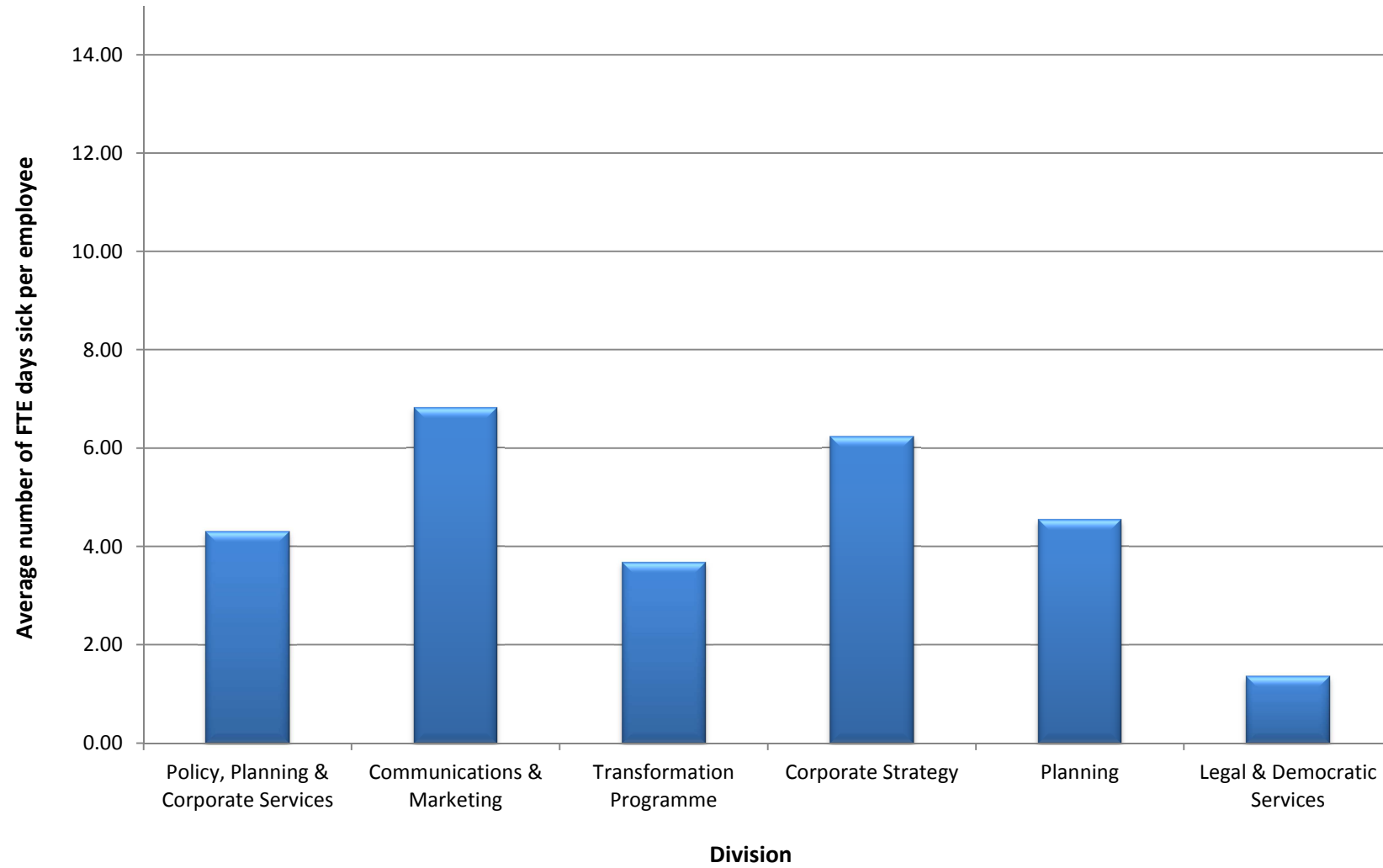
**Chart 1. Average number of days sick per employee for the authority by department**



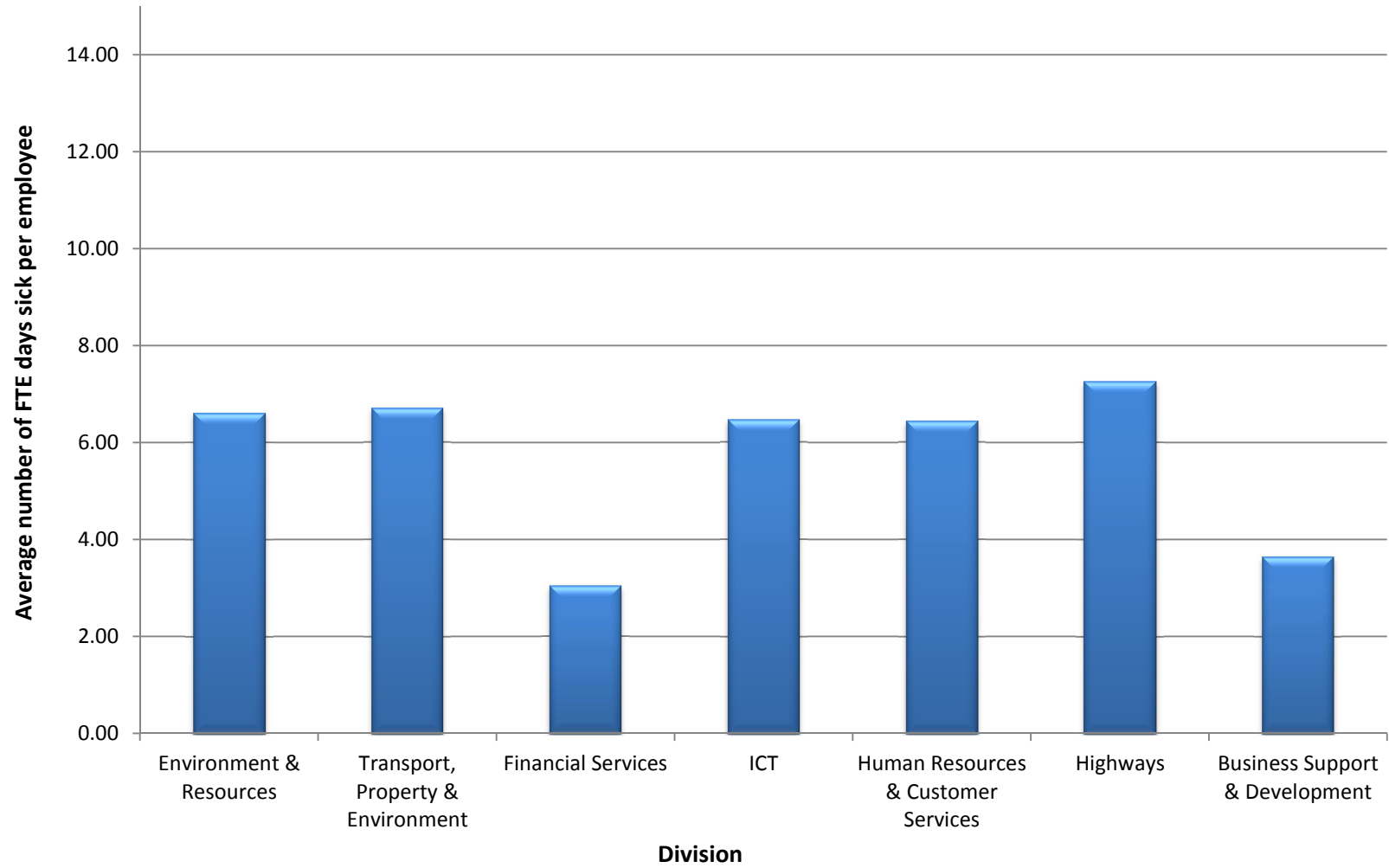
**Chart 2. ASCH & Public Protection  
September 2014 - August 2015**



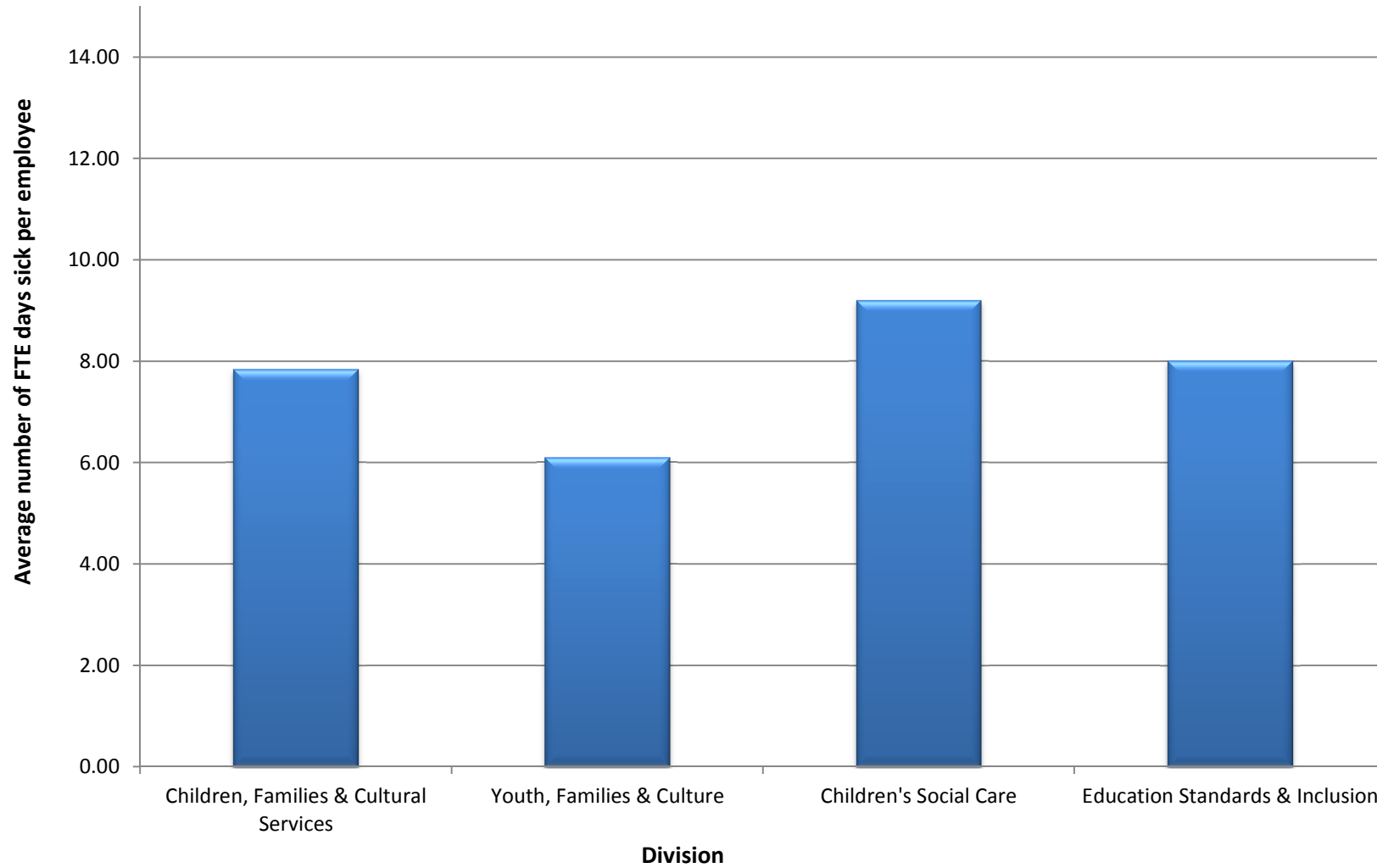
**Chart 3. Policy, Planning & Corporate Services  
September 2014 - August 2015**



**Chart 4. Environment & Resources**  
**September 2014 - August 2015**



**Chart 5. Children, Families & Cultural Services  
September 2014 - August 2015**



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

	Headcount	January 2014 - December 2014	April 2014 - March 2015	July 2014 - June 2015	September 2014 - August 2015
<b>Adult Social Care, Health &amp; Public Protection</b>	1845	10.96	10.99	10.94	10.65
<b>Policy Planning &amp; Corporate Services</b>	298	4.09	4.37	4.62	4.31
<b>Children Families and Cultural Services</b>	2766	7.86	8.21	8.08	7.84
<b>Environment &amp; Resources</b>	3862	7.41	6.81	6.69	6.61
<b>Public Health</b>	55	5.46	6.36	7.48	7.32
<b>NCC Schools</b>	9185	5.48	5.31	5.21	5.25
<b>Authority</b>	<b>17997</b>	6.85	6.68	6.60	6.51
Target		7.40	7.00	7.00	7.00

**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 **18,011**.

## Appendix B: Reasons for Absence

Department	Headcount	Back Problems	Cold/Flu/ Sore Throat	Headache / Migraine	Heart/ Circulation	Infection	Muscular/ Skeletal	Op/Post Op Recovery	Other	Pregnancy Related	Respiratory	Skin Disorder	Stomach/ Digestion	Stress/ Depression	Not assigned
ASCH & Public Protection	1845	4.38%	8.86%	2.69%	0.99%	2.70%	10.35%	14.91%	14.83%	0.72%	3.12%	0.27%	9.02%	23.11%	4.05%
Children, Families & Cultural Services	2766	3.99%	10.31%	1.87%	0.76%	4.10%	10.89%	13.88%	14.92%	1.25%	3.69%	0.31%	9.49%	24.01%	0.53%
Environment & Resources	3862	8.36%	7.26%	1.80%	2.23%	2.75%	19.22%	17.82%	14.11%	0.55%	2.84%	0.56%	6.60%	14.25%	1.66%
Policy, Planning & Corporate Services	298	4.28%	13.89%	2.27%	0.06%	1.09%	11.12%	4.86%	17.83%	4.35%	4.92%	0.00%	12.07%	22.50%	0.77%
Public Health	55	3.44%	9.81%	0.85%	0.00%	0.19%	0.95%	13.36%	65.68%	0.48%	0.00%	0.00%	1.42%	0.57%	3.25%
Schools	9185	5.03%	11.25%	2.28%	1.11%	3.80%	9.02%	18.80%	13.68%	1.77%	3.23%	0.28%	11.82%	17.40%	0.52%
Totals	18011	5.53%	9.80%	2.15%	1.28%	3.39%	11.96%	16.95%	14.41%	1.25%	3.21%	0.35%	9.72%	18.65%	1.35%

**NB:** Some employees have multiple employments in more than one department; therefore overall headcount totals, which as at 31.08.2015 was **17997** including schools and **8845** excluding schools, will not correspond to the sum total headcount of all departments which is 18011.

## Appendix C: Long and Short Term Sickness

**Distribution of sickness type  
September 2014 - August 2015**

