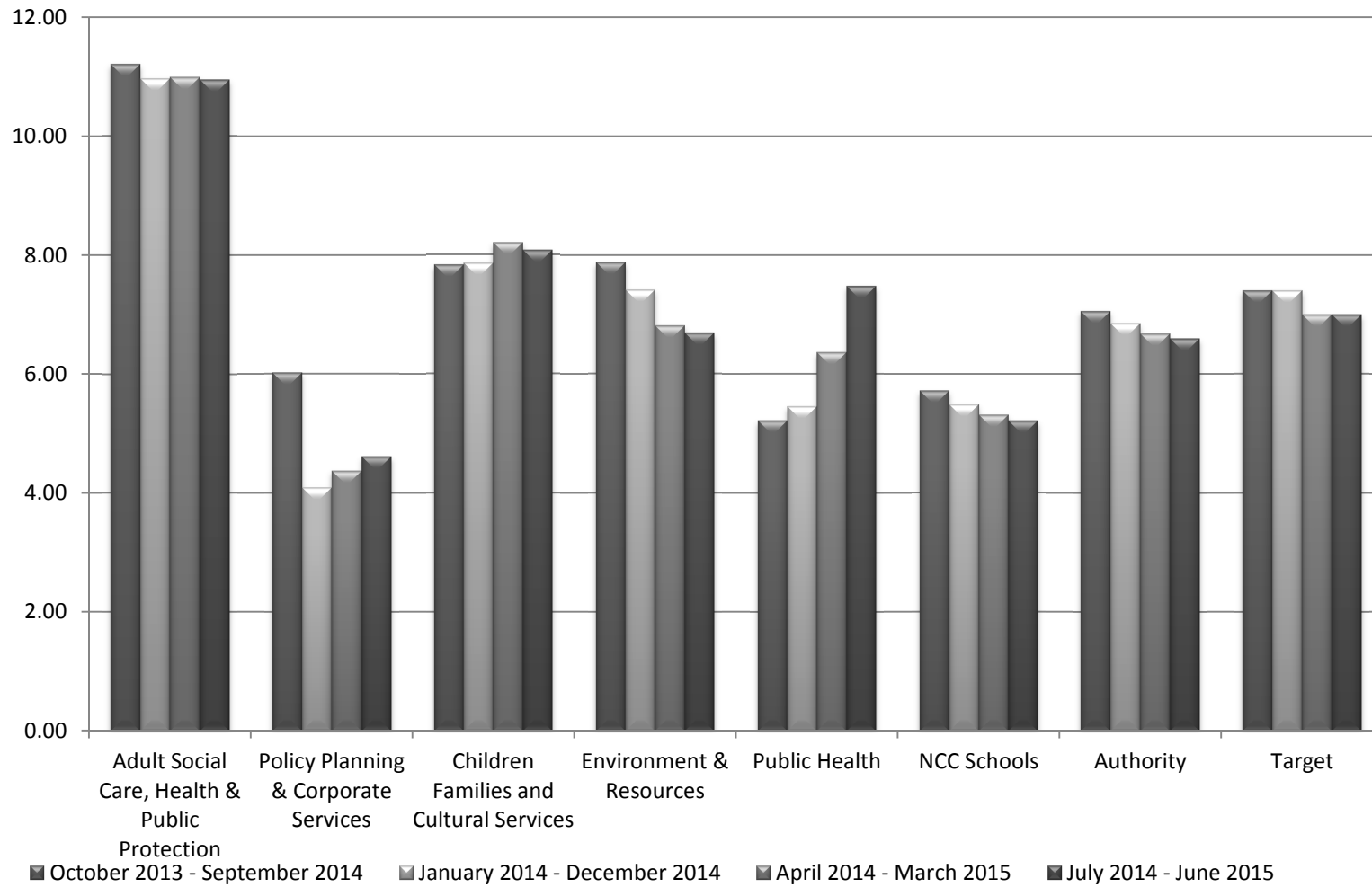


Appendix A: Overall Sickness Levels by Department on rolling 12 month basis

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



**Chart 2. ASCH & Public Protection
July 2014 - June 2015**

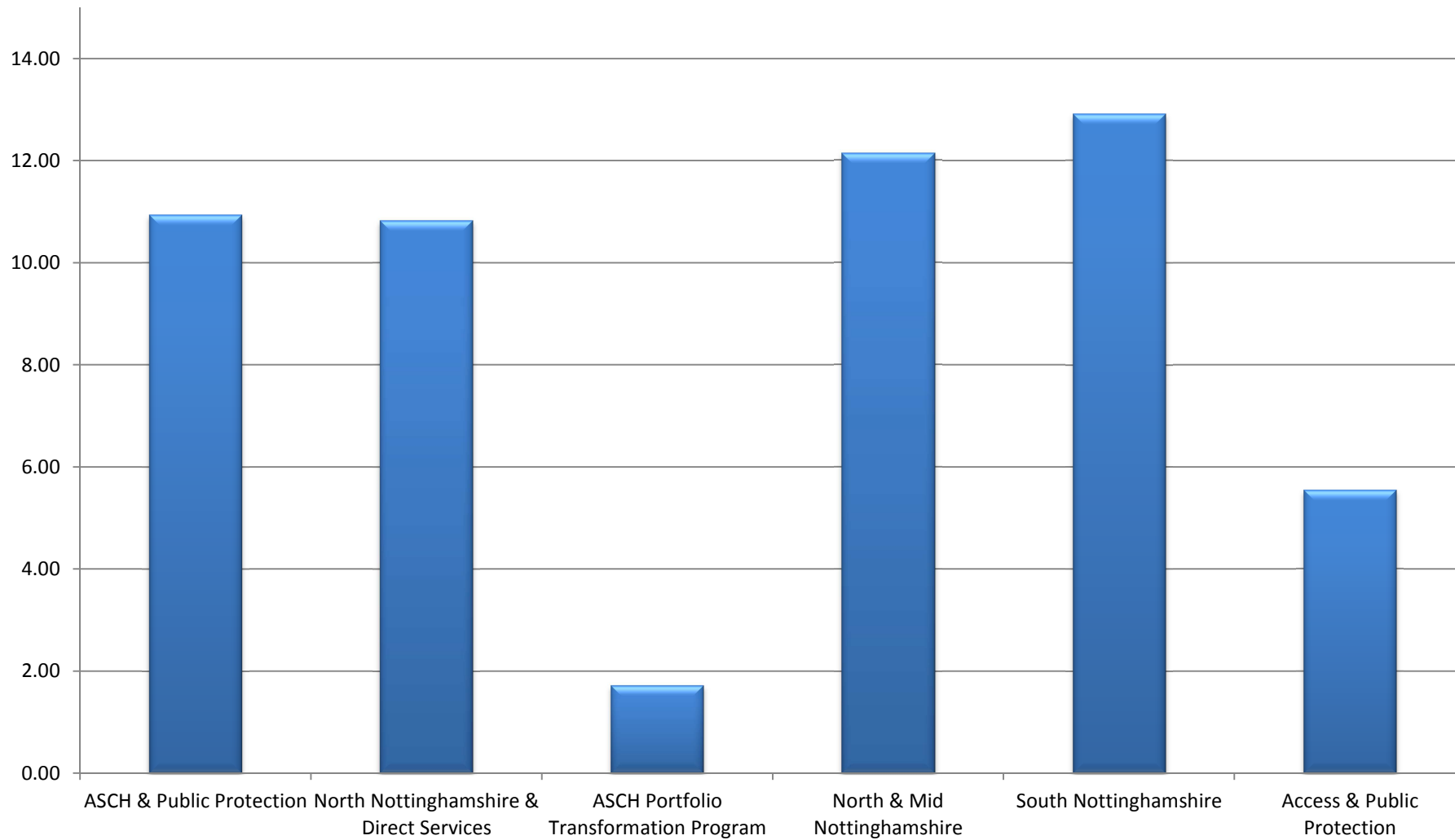


Chart 3. Policy, Planning & Corporate Services
July 2014 - June 2015

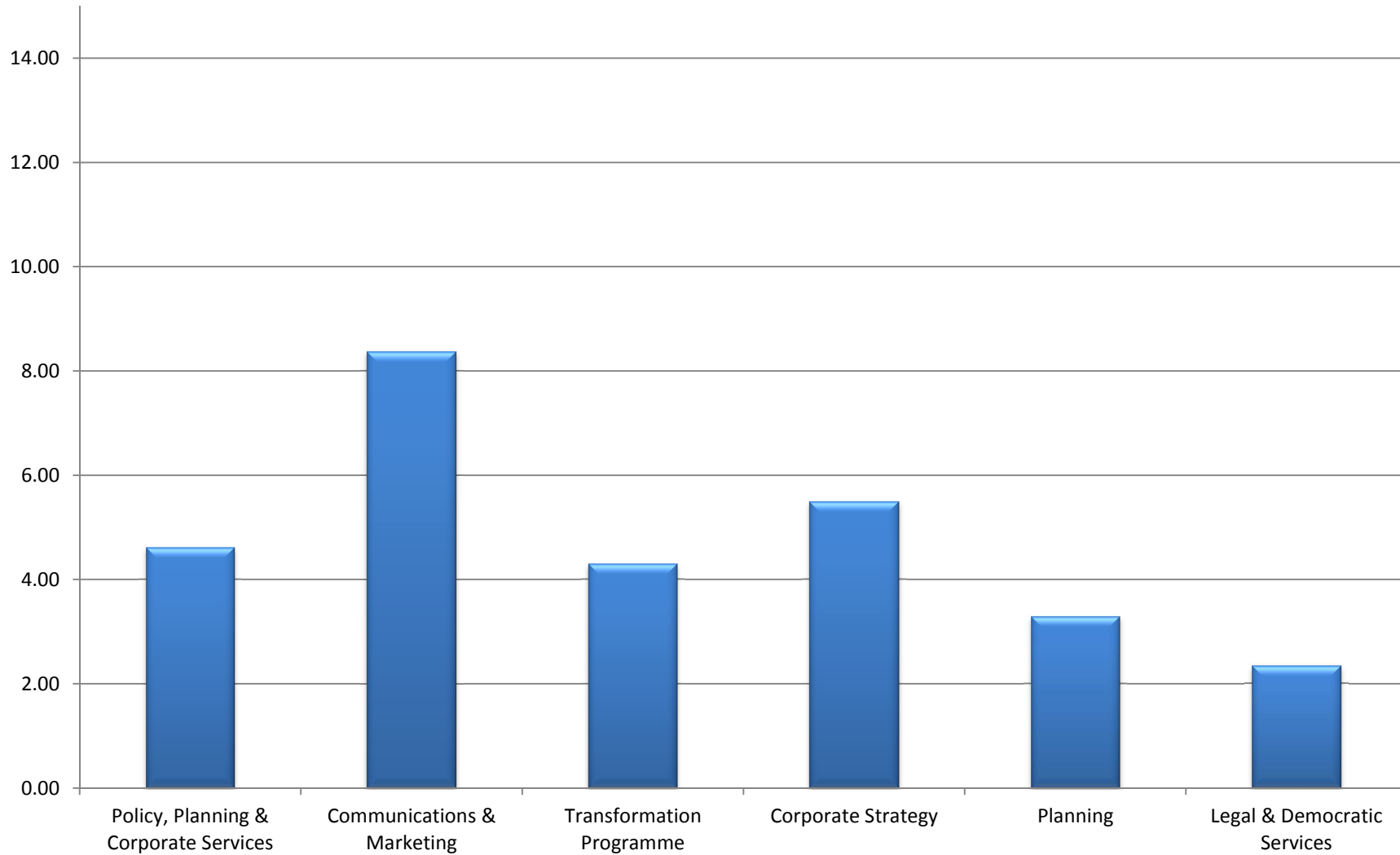
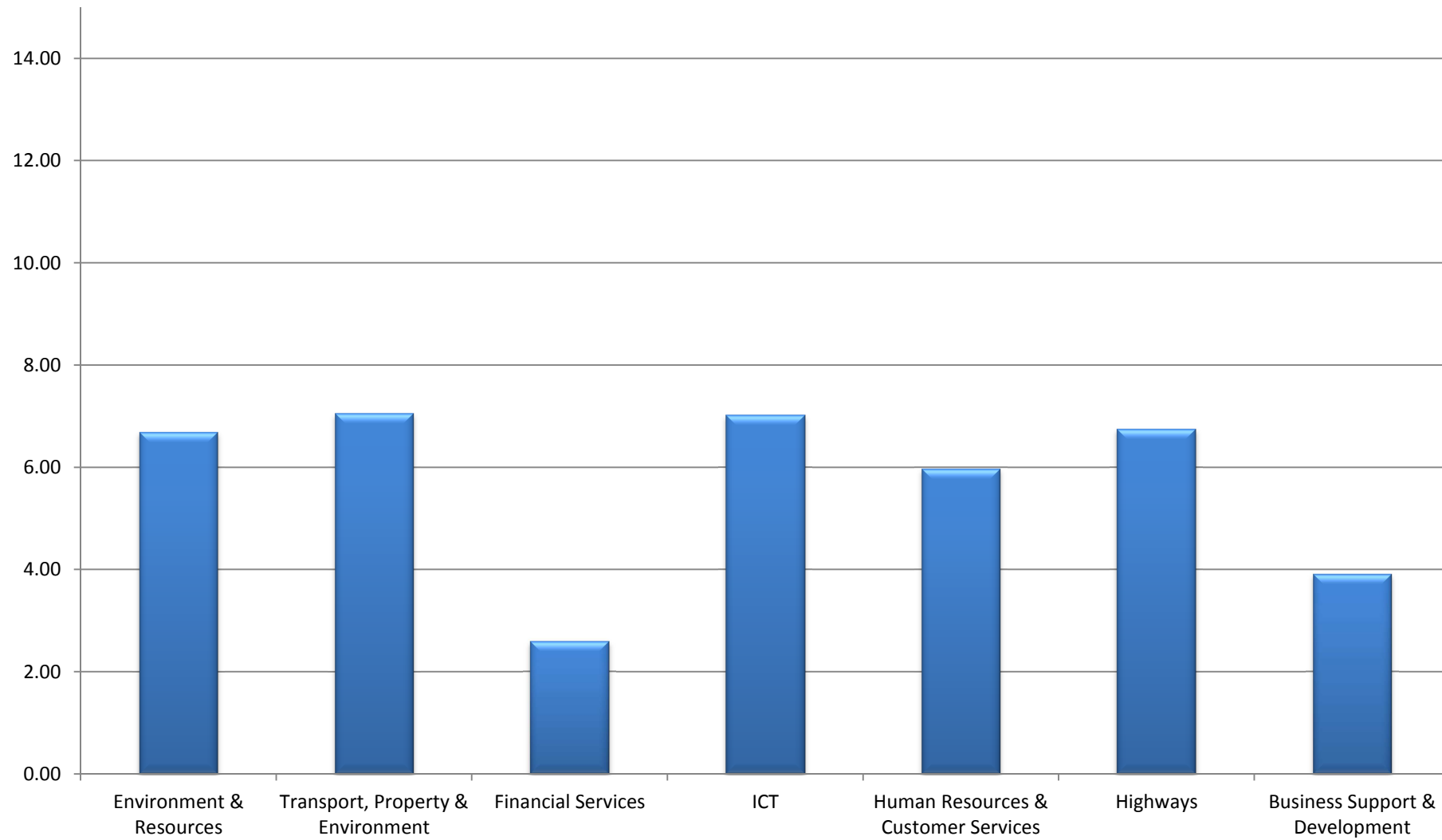


Chart 4. Environment & Resources
July 2014 - June 2015



**Chart 5. Children, Families & Cultural Services
July 2014 - June 2015**

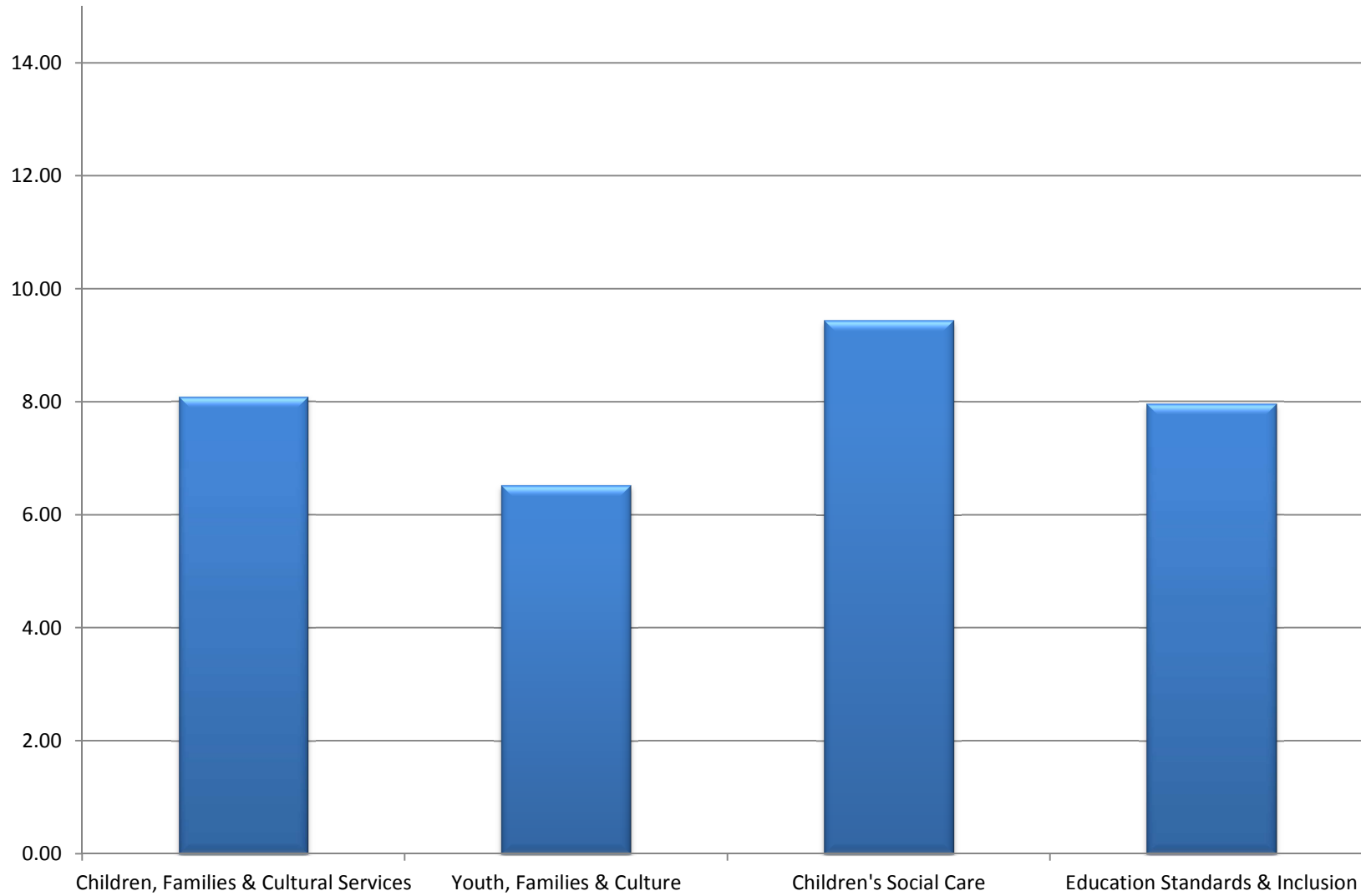


Table 1. Sickness Levels Over Rolling 12 month basis by Department

	Headcount	October 2013 - September 2014	January 2014 - December 2014	April 2014 - March 2015	July 2014 - June 2015
Adult Social Care, Health & Public Protection	1846	11.20	10.96	10.99	10.94
Policy Planning & Corporate Services	297	6.02	4.09	4.37	4.62
Children Families and Cultural Services	2764	7.83	7.86	8.21	8.08
Environment & Resources	3881	7.88	7.41	6.81	6.69
Public Health	57	5.22	5.46	6.36	7.48
NCC Schools	9287	5.71	5.48	5.31	5.21
Authority	18,119	7.06	6.85	6.68	6.60
Target		7.40	7.40	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 **18,132**.

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	1846	4.52%	8.49%	2.70%	1.13%	2.48%	11.16%	15.35%	15.22%	0.72%	2.88%	0.18%	9.10%	22.37%	3.67%
Children, Families & Cultural Services	2764	3.69%	10.50%	1.90%	1.18%	3.78%	10.73%	14.80%	15.22%	1.40%	3.81%	0.19%	9.25%	23.05%	0.50%
Environment & Resources	3881	8.13%	7.21%	1.90%	2.28%	2.98%	17.41%	18.79%	15.00%	0.44%	2.95%	0.34%	6.47%	14.39%	1.71%
Policy, Planning & Corporate Services	297	3.00%	12.69%	2.64%	0.06%	0.99%	12.69%	6.25%	13.06%	5.51%	5.39%	0.00%	9.55%	28.16%	0.00%
Public Health	57	5.35%	10.32%	0.85%	0.00%	2.10%	0.96%	20.06%	58.65%	0.00%	0.00%	0.00%	1.15%	0.57%	0.00%
Schools	9287	4.92%	11.07%	2.38%	1.14%	3.87%	9.29%	18.70%	14.05%	1.55%	3.36%	0.29%	11.89%	16.96%	0.52%
Totals	18119	5.40%	9.67%	2.24%	1.40%	3.39%	11.76%	17.42%	14.79%	1.16%	3.27%	0.27%	9.67%	18.28%	1.29%

NB: Some employees have multiple employments in more than one department; therefore overall headcount totals, which as at 30.06.15 was **18119** including schools and **8845** excluding schools, will not correspond to the sum total headcount of all departments which is 18132.

Appendix C: Long and Short Term Sickness

**Distribution of sickness type
July 2014 - June 2015**

