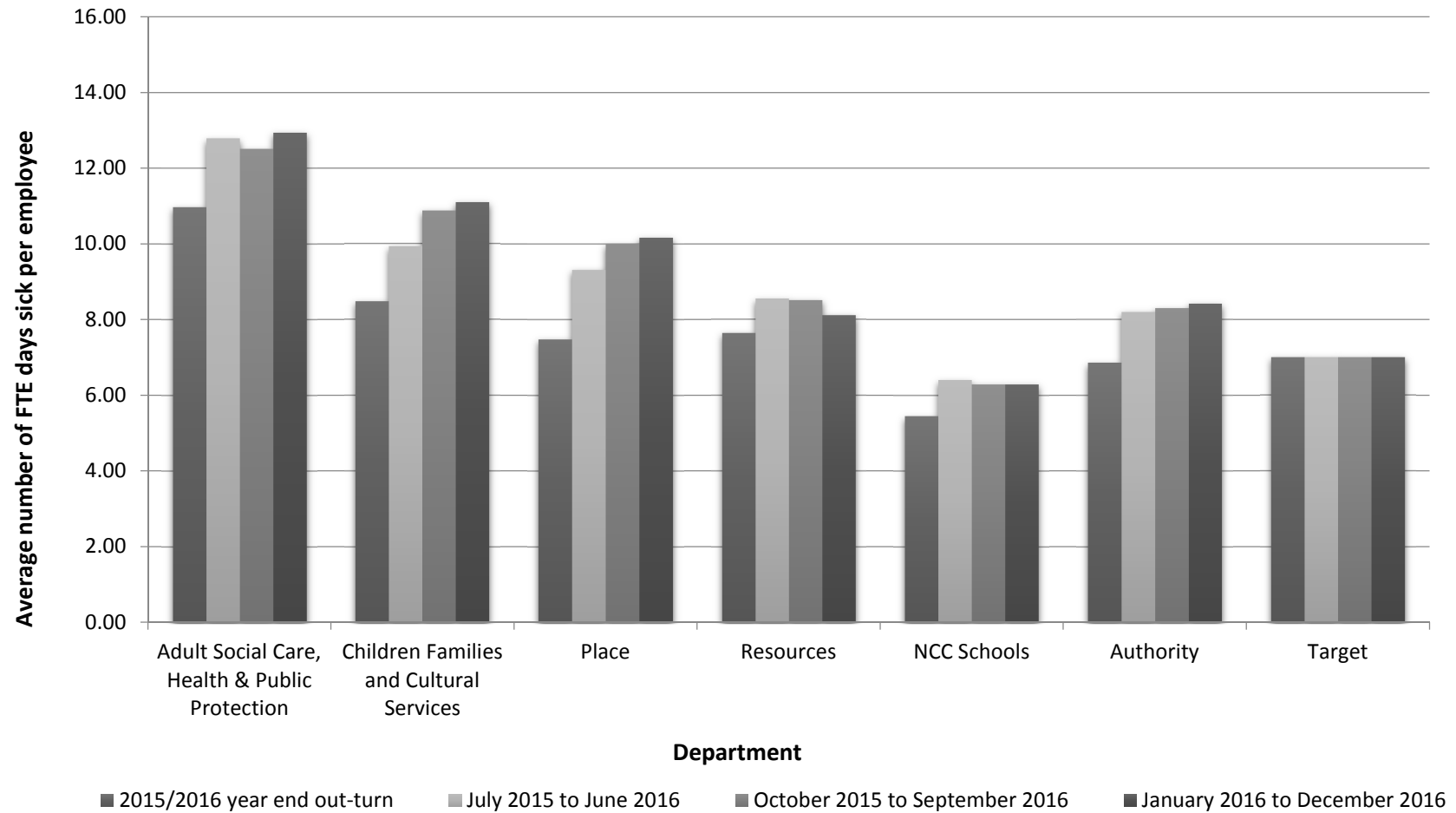
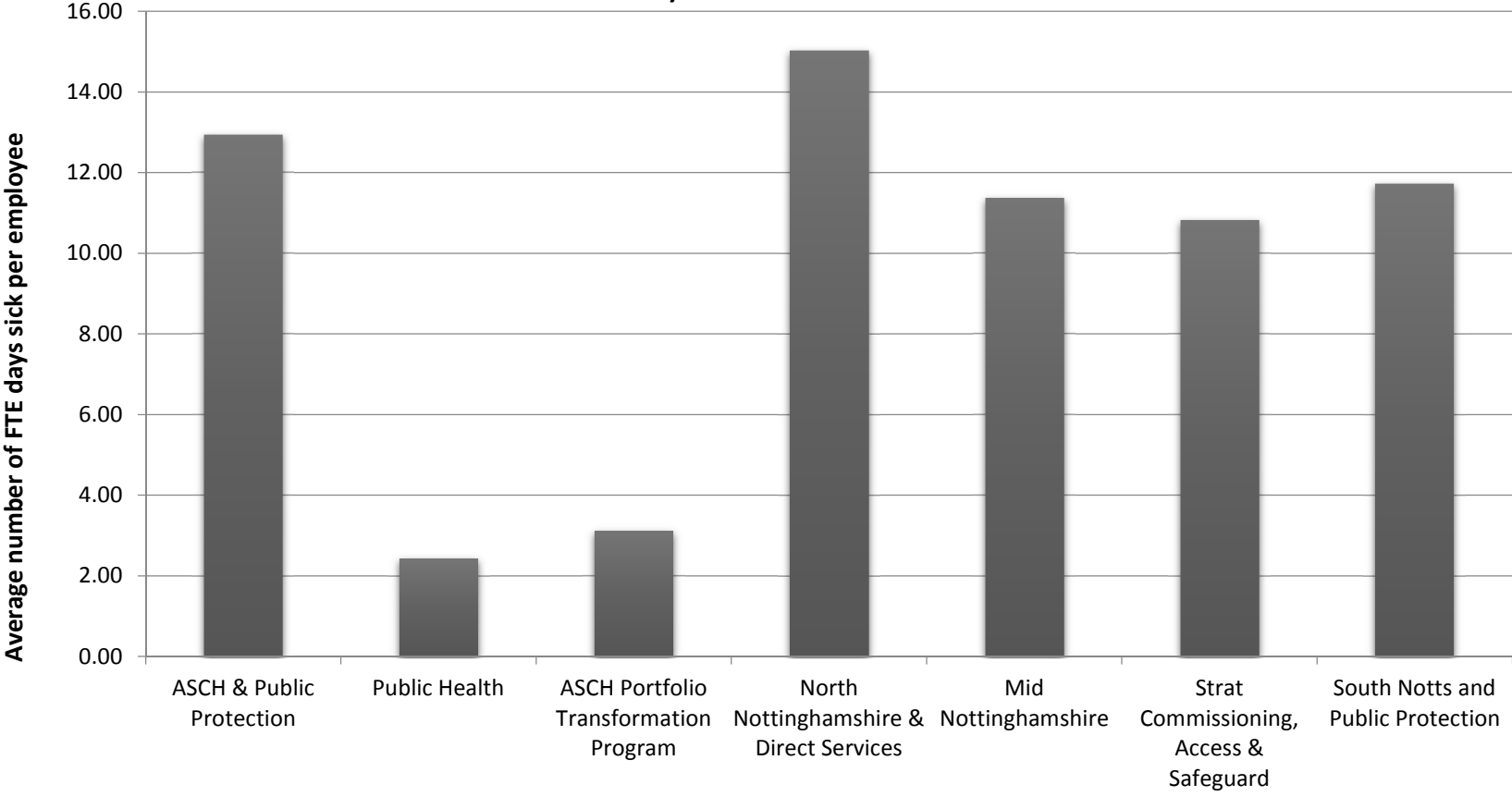


Appendix A: Absence Levels

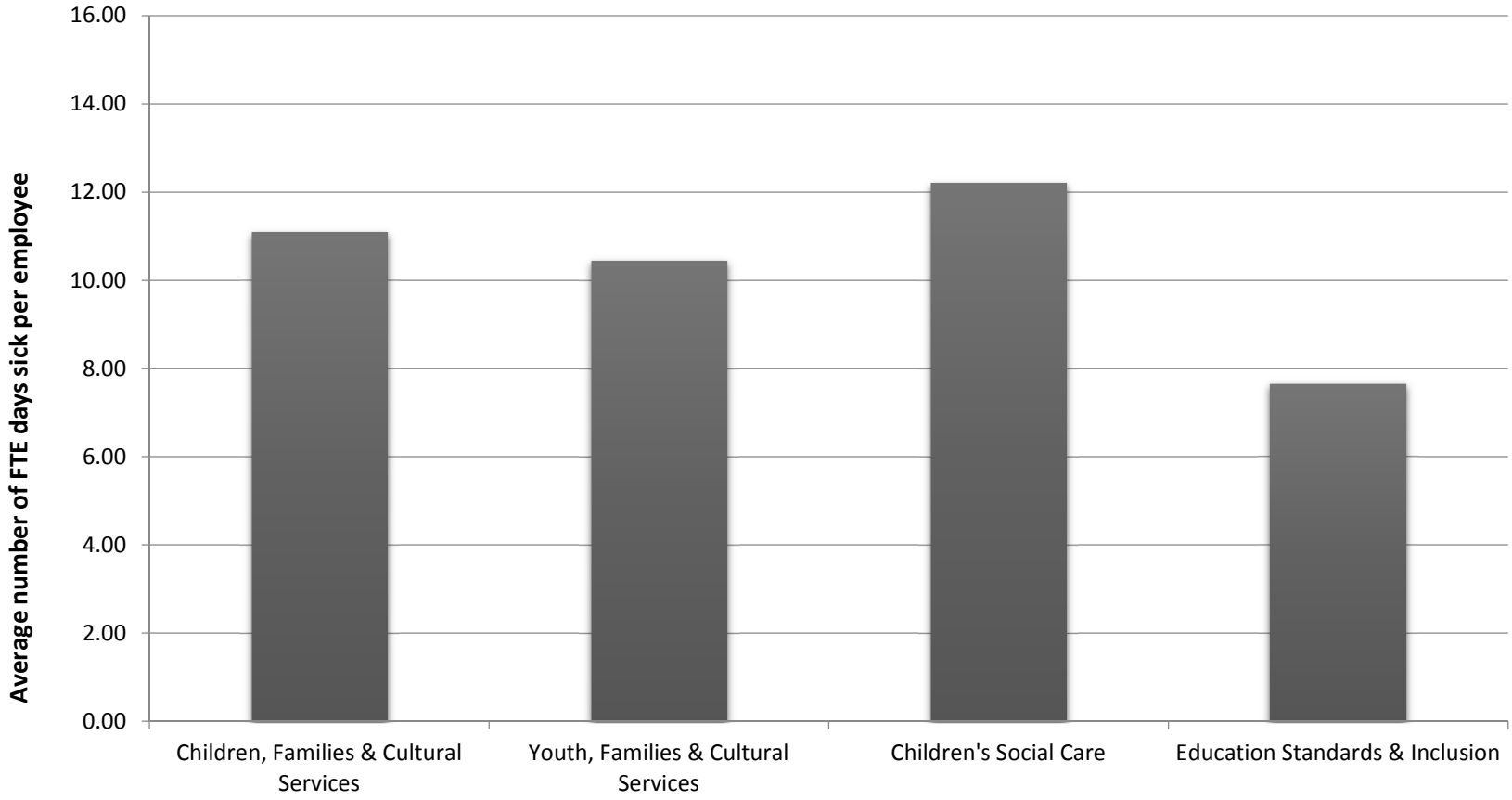
Chart 1. Average number of days sick per employee for the authority by department



**Chart 2 ASCH & Public Protection
January to December 2016**



**Chart 3 Children, Families and Cultural Services
January to December 2016**



**Chart 4 Place
January to December 2016**

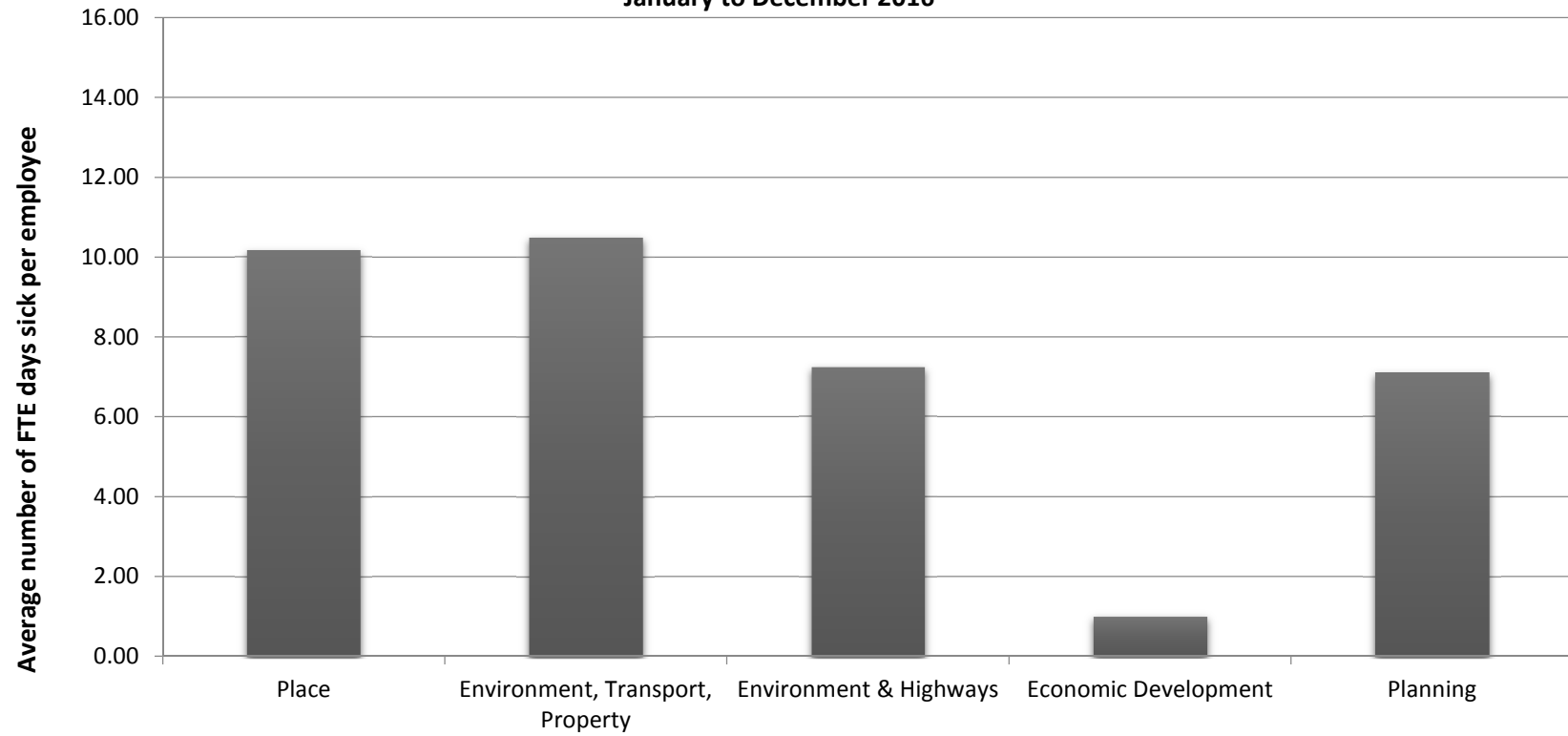


Chart 5 Resources
January to December 2016

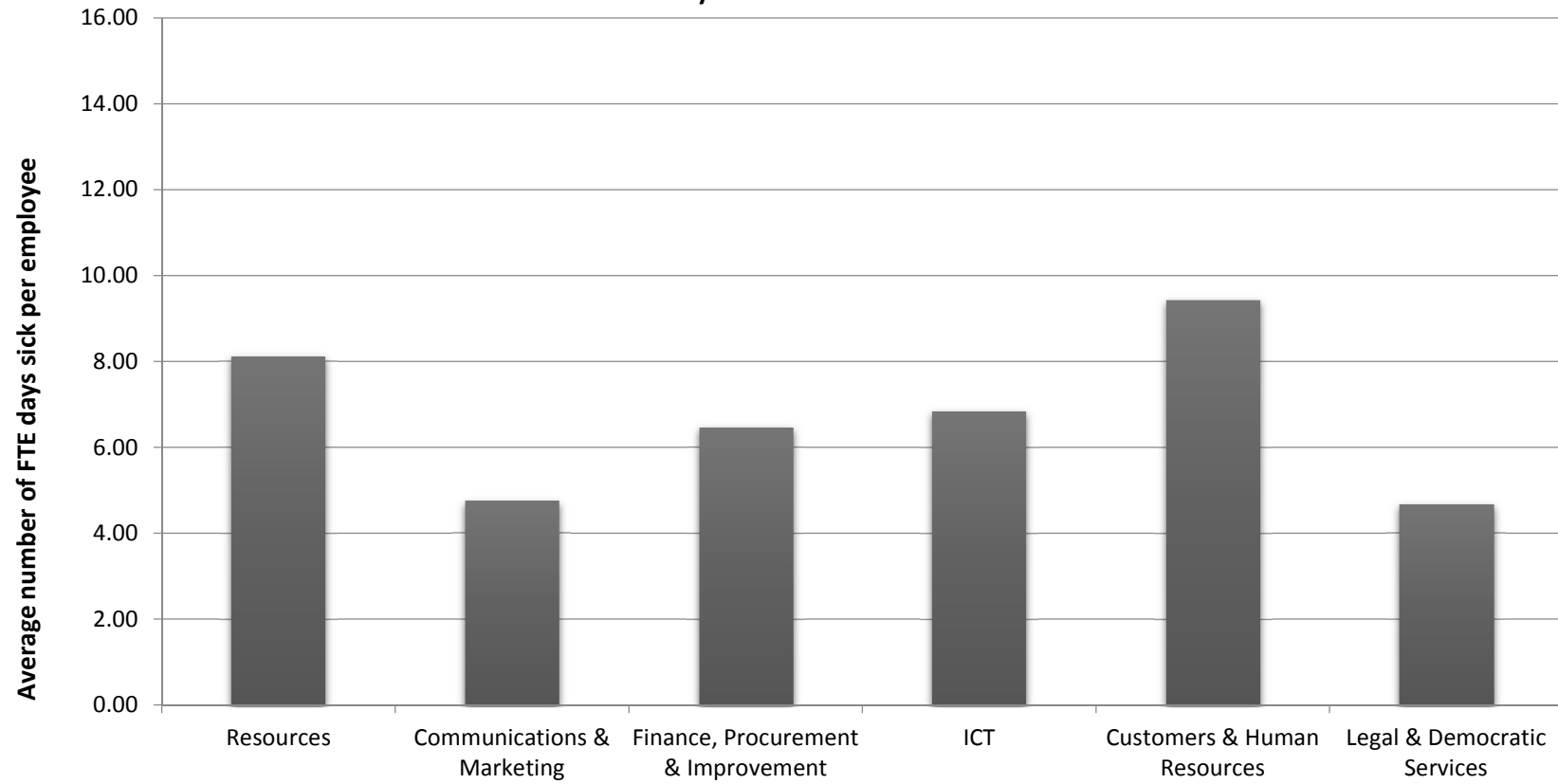


Table 1. Sickness Levels over rolling 12 month basis by Department

	2015/2016 year end out-turn	July 2015 to June 2016	October 2015 to September 2016	January 2016 to December 2016
Adult Social Care, Health & Public Protection	10.97	12.79	12.51	12.94
Children Families and Cultural Services	8.48	9.92	10.87	11.09
Place	7.48	9.31	10.00	10.16
Resources	7.64	8.55	8.51	8.11
NCC Schools	5.45	6.40	6.29	6.30
Authority	6.86	8.21	8.30	8.42
Target	7.00	7.00	7.00	7.00

Appendix B: Reasons for Absence

	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	Terminal Illness	Not assigned
ASCH & Public Protection	6.62%	9.01%	2.02%	0.98%	4.14%	11.78%	13.71%	16.67%	1.38%	2.37%	0.88%	6.79%	21.26%	0.00%	2.38%
Children, Families & Cultural Services	3.04%	10.34%	1.78%	1.96%	1.34%	11.82%	13.91%	14.28%	2.38%	3.09%	1.11%	5.73%	26.81%	0.00%	2.41%
Place	8.00%	3.85%	0.72%	3.42%	3.14%	20.57%	17.16%	14.56%	1.01%	4.08%	0.42%	6.52%	15.57%	0.00%	0.97%
Resources	5.41%	14.06%	2.09%	0.57%	3.84%	10.11%	11.40%	12.61%	0.99%	3.16%	0.11%	8.23%	26.11%	0.00%	1.31%
Schools	3.97%	10.90%	1.90%	0.81%	4.64%	9.35%	18.77%	17.62%	1.93%	3.13%	0.47%	11.13%	14.97%	0.37%	0.03%
Totals	5.25%	9.24%	1.67%	1.54%	3.72%	12.54%	16.35%	15.98%	1.64%	3.20%	0.59%	8.45%	18.63%	0.15%	1.05%

Appendix C: Long and Short Term Sickness

