

Absence analysis

- 1) Absence levels are highest in 45 - 60 year olds, however there are also more employees in these age ranges.

Ratios of absence:

- 50 - 54 - 3:1
 - 30 - 34 - 2.7:1
 - <24 - 2.5:1
 - 40 - 44 - 2.2:1
 - 45 - 49 - 2.2:1
- 2) Psychological reasons account for the most days lost across each age range.
 - 3) From 45+ we can see reasons for absence increase for cancer, heart disorders and MSK (associated with ageing population)
 - 4) Under 24< year olds have more short term absence compared to long/medium term.
 - 5) Absence type breakdown
 - Long term: 59.07% (top 3 reasons; psychological, MSK combined, cancer)
 - Medium term: 14.34%
 - Short term: 26.59% (top 3 reasons; virus, gastro, MSK combined)

Directorate analysis:

Adult services - WDL = 16.99 & total days lost = 10,770 Highest rates of absence in the over 45s

- 64.61% of the workforce over 45
- 51.50% of the workforce over 50

Finance and resources - WDL =7.47 & total days lost = 2,444 Mixed absence across age groups

- 53.54% of the workforce over 45
- 37.85% of the workforce over 50

HNBS - WDL = 11.53 & total days lost = 11,114 Highest rates of absence in the over 45s and male

- 55.80% of the workforce over 45
- 43.89% of the workforce over 50

The Port - WDL = 14.78 & total days lost =1,108 Highest absence in the over 50s

- 69.33% of the workforce over 45
- 57.33% of the workforce over 50

Regeneration - WDL = 8.17 & total days lost =3,130 Highest rates of absence in the over 50s

- 57.31% of the workforce over 45
- 44.75 of the workforce over 50

Childrens and families - WDL =11.25 & total days lost =7,607 Mixed absence across age groups

Public health - WDL = 7.95 & total days lost = 278 Mixed absence across age groups