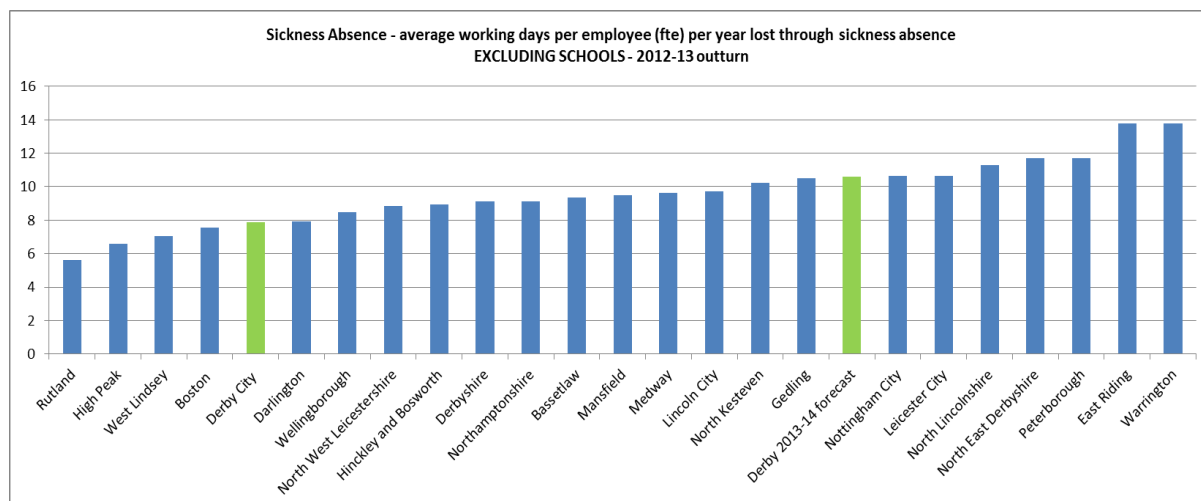


## Appendix 2

## Sickness Absence Benchmarking Information



## Appendix 3

### Whole Authority – Top 5 Reasons - Non School Analysis

	<b>2011/12</b>	<b>%</b>	<b>2012/13</b>	<b>%</b>	<b>2013/14</b>	<b>%</b>
	Quarter 1		Quarter 1		Quarter 1	
OPERATIONS & RECOVERY (16)	926	<b>10.34%</b>	911	<b>9.88%</b>	1202.5	<b>11.36%</b>
OTHER MUSC-SKELETAL (12)	1270	<b>14.18%</b>	1002.5	<b>10.87%</b>	1221.5	<b>11.54%</b>
STOMACH, LIVER, KIDNEY, DIGESTION (19)	1082.5	<b>12.08%</b>	1002	<b>10.86%</b>	1157	<b>10.93%</b>
STRESS AND RELATED SYMPTOMS (13A)	986.5	<b>11.01%</b>	1588.5	<b>17.22%</b>	1426	<b>13.47%</b>
VIRAL INFECTION (14)	1003	<b>11.20%</b>	1359.5	<b>14.74%</b>	1448	<b>13.68%</b>
Grand Total	5268	<b>58.81%</b>	5863.5	<b>63.56%</b>	6455	<b>60.99%</b>

### Directorate – Top 5 Reasons – Non School Analysis

<b>Directorate</b>	<b>Top Absence Reason in Qtr1 2011/12</b>	<b>Top Absence Reason in Qtr1 2012/13</b>	<b>Top Absence Reason in Qtr1 2013/14</b>
Adults Health & Housing	Other – Musc-Skeletal	Stress & Related Symptoms	Stress & Related Symptoms
Chief Executive's	Viral Infection	Stomach & Digestion	Stress & Related Symptoms
Children & Young Peoples Service's	Stress & Related Symptoms	Stress & Related Symptoms	Stress & Related Symptoms
Neighbourhoods	Stomach & Digestion	Viral Infections	Viral Infections
Resources	Stress & Related Symptoms	Stress & Related Symptoms	Viral Infections

## Appendix 5

		Quarter 1 2011/12	Quarter 1 2012/13	Quarter 1 2013/14
<b>Whole Authority</b>	Clerical	Stomach & Digestion	Stress & Related Symptoms	Stress & Related Symptoms
	Managerial	Stress & Related Symptoms	Stomach & Digestion	Viral Infection
	Manual	Other Musc-Skeletal	Other Musc-Skeletal	Other Musc-Skeletal
	Professional	Viral Infection	Stress & Related Symptoms	Viral Infection
	Technical	Viral Infection	Stress & Related Symptoms	Stress & Related Symptoms
<b>AHH</b>	Clerical	Back Problems	Stress & Related Symptoms	Other
	Managerial	<None>	Viral Infection	Other Musc-Skeletal
	Manual	Other Musc-Skeletal	Back Problems	Stress & Related Symptoms
	Professional	Other Musc-Skeletal	Stress & Related Symptoms	Operations & Recovery
	Technical	Operations & Recovery	Stress & Related Symptoms	Stress & Related Symptoms
<b>Chief Executive</b>	Clerical	Headache & Migraine	Viral Infection	Other
	Managerial	Operations & Recovery	Viral Infection	Chest & Respiratory
	Manual	Viral Infection	<None>	<None>
	Professional	Viral Infection	Viral Infection	Stress & Related Symptoms
	Technical	Pregnancy Related	Stomach & Digestion	Stomach & Digestion
<b>CYP</b>	Clerical	Stress & Related Symptoms	Pregnancy Related	Operations & Recovery
	Managerial	<None>	Operations & Recovery	Stomach & Digestion
	Manual	Other Musc-Skeletal	Stress & Related Symptoms	Operations & Recovery
	Professional	Other Musc-Skeletal	Other	Other
	Technical	Stress & Related Symptoms	Stomach & Digestion	Stress & Related Symptoms
<b>Neighbourhoods</b>	Clerical	Stomach & Digestion	Viral Infection	Operations & Recovery
	Managerial	Stress & Related Symptoms	EYE,EAR,NOSE	Viral Infection
	Manual	Other Musc-Skeletal	Other Musc-Skeletal	Other Musc-Skeletal
	Professional	Viral Infection	Viral Infection	Viral Infection
	Technical	Viral Infection	Other Musc-Skeletal	Headache & Migraine

		Quarter 1 2011/12	Quarter 1 2012/13	Quarter 1 2013/14
<b>Resources</b>	Clerical	Stress & Related Symptoms	Viral Infection	Stress & Related Symptoms
	Managerial	Viral Infection	Other	Operations & Recovery
	Professional	Operations & Recovery	Stress & Related Symptoms	Stomach & Digestion
	Technical	Other Musc-Skeletal	Heart	Other

Examples of Job types in each Occupational Group

OccupationalGroup	PostTitle
Clerical	TECHNICAL SUPPORT ADMIN ASSISTANT
	ADMIN ASSISTANT
	CLERK
	RECEPTIONIST
Managerial	CHIEF EXECUTIVE
	DIRECTOR
	HEAD OF SERVICE
	STRATEGIC DIRECTOR
Manual	CARE ASSISTANT (DAY)
	CATERING SUPERVISOR
	CLEANER
	REFUSE COLLECTOR
Professional	ARCHITECT
	CHILD PROTECTION MANAGER
	ENVIRONMENTAL HEALTH OFFICER
	HR ADVISOR
Technical	ASSISTANT QUANTITY SURVEYOR
	DATA MANAGER
	ENVIRONMENTAL SERVICES TECHNICIAN
	IT TECHNICIAN