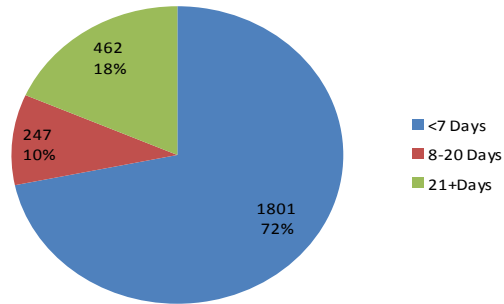


DIRECTORATE SICKNESS ABSENCE

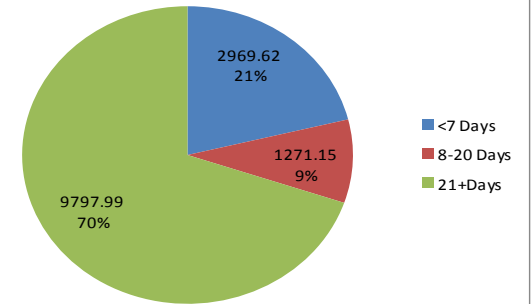
Directorate	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Schools	2272.74	5929.99	1305	2.61	5701.65	1375	2.51
Wellbeing	885.93	4585.20	458	5.08	4727.40	425	5.34
Education & Transformation	467.57	1550.06	390	3.00	1566.78	378	3.35
Communities	404.75	1431.75	135	2.99	907.33	103	2.24
Resources	425.65	1579.60	224	3.48	934.88	190	2.20
Legal & Regulatory	89.23	242.77	47	1.73	198.72	39	2.23
BCBC TOTAL	4548.87	15319.37	2559	3.22	14036.76	2510	3.09

Directorate	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Total Days Lost per FTE 2013/14	Total Days Lost per FTE 2014/15	Days per FTE - Target 2015/16
Schools	7.64	7.78	7.25	7.64	6.90
Wellbeing	18.46	18.63	15.05	18.46	11.30
Education & Transformation	12.47	11.98	11.40	12.47	9.10
Communities	11.52	10.08	9.43	11.52	8.00
Resources	11.61	10.64	11.76	11.61	9.40
Legal & Regulatory	6.92	9.74	7.29	6.92	6.90
BCBC TOTAL	10.83	10.85	9.80	10.83	8.50

**No of Absences - Q4
Absence Length Summary**



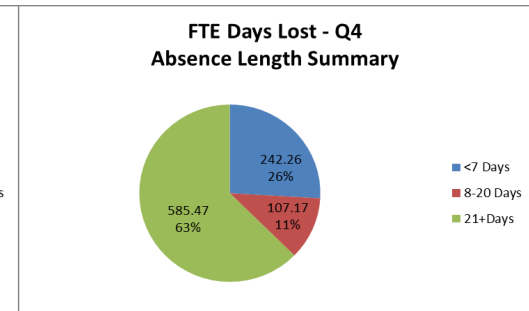
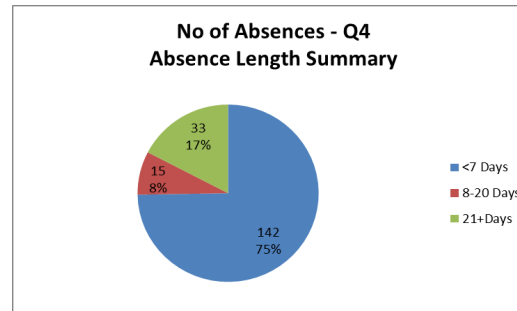
**FTE Days Lost - Q4
Absence Length Summary**



DIRECTORATE SICKNESS ABSENCE RESOURCES

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
HR and Organisational Development	119.92	562.49	60	4.29	328.28	52	2.74
Finance & ICT	178.94	530.27	64	2.93	314.75	63	1.76
Property	63.79	481.83	99	3.55	291.86	75	4.58
Office of the Chief Executive	6.00	5.00	1	0.83	0.00	0	0.00
RESOURCES TOTALS	425.65	1579.59	224.00	2.93	934.89	190	2.20

Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days Lost per FTE 2013/14	Days Lost per FTE 2014/15	Days per FTE - Target 2015/6
HR and Organisational Development	17.13	11.34	8.45	17.13	9.40
Finance & ICT	14.05	9.42	8.95	9.10	
Property	11.16	14.18	15.47	11.16	
Office of the Chief Executive	20.43	3.84	2.16	20.43	
RESOURCES TOTALS	11.61	10.64	11.76	11.61	

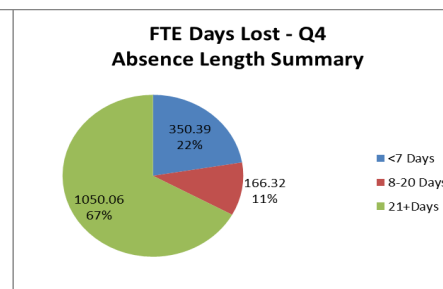
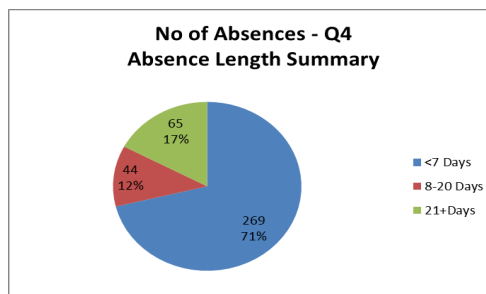


DIRECTORATE SICKNESS ABSENCE CHILDREN

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Strategy Partnership & Commissioning	321.25	1096.55	233	3.27	1219.43	222	3.80
Business Strategy & Performance	26.03	110.50	17	1.77	54.83	5	2.11
Catering Services	118.30	343.02	140	2.91	292.51	151	2.47
Transformation Team	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education & Transformation (excl. Schools)	467.57	1550.07	390	3.00	1566.77	378	3.35

*Please note, S&FS were included in structure during Q4 2014/15

Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days Lost per FTE - 2013/14	Days Lost per FTE - 2014/15	Days per FTE - Target 2015/16
Strategy Partnership & Commissioning	11.24	12.35	9.23	11.24	9.10
Business Strategy & Support	13.02	7.49	11.40	13.02	
Catering Services	8.58	10.03	9.49	8.58	
Transformation Team	N/A	82	N/A	N/A	
Education & Transformation (excl. Schools)	12.47	11.98	11.40	12.47	

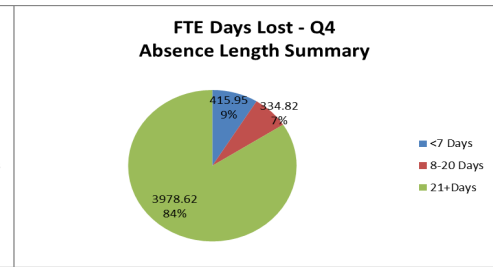
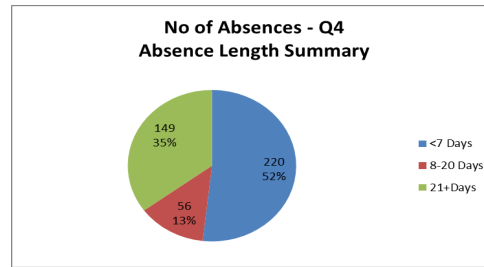


DIRECTORATE SICKNESS ABSENCE WELLBEING

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Healthy Living	61.77	0.00	0	0.00	2.00	2	0.03
Adult Social Care	646.06	3666.10	359	5.29	3676.26	325	5.69
Safeguarding & Assessment	159.61	878.44	87	5.41	793.14	78	4.97
Strategic Business Innovation	61.77	40.66	12	1.64	256.00	20	4.14
WELLBEING TOTAL	885.93	4585.20	458	5.08	4727.40	425	5.34

*Please note, S&FS were included under Childrens for Q3 2014/15

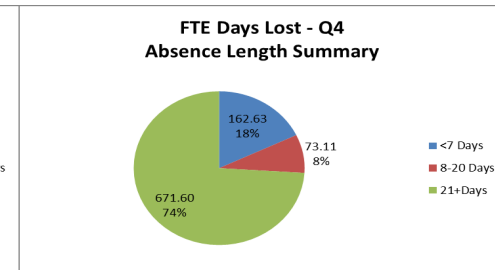
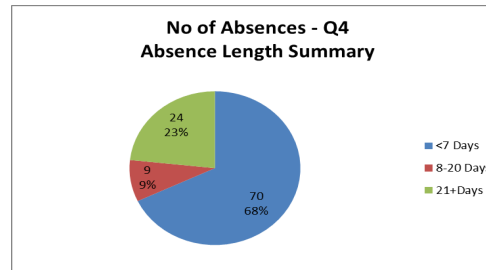
Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days per FTE - 2013/14	Days per FTE - 2014/15	Days per FTE - Target 2015/16
Healthy Living	0.04	0.26	9.11	0.04	11.30
Adult Social Care	19.39	20.40	16.25	19.39	
Safeguarding & Family Support	5.41	16.71	15.61	19.08	
Strategic Business Innovation	8.86	10.18	8.06	8.86	
WELLBEING TOTAL	18.46	18.63	15.05	18.46	



DIRECTORATE SICKNESS ABSENCE COMMUNITIES

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days	No. of Absences	Days per FTE
Electoral	0.00	0.00	0	0.00	0.00	0	0.00
Culture	4.51	121.19	24	1.74	17.00	2	3.77
Management and Business Support	13.32	27.00	6	1.33	31.76	8	2.38
Regeneration & Development	125.44	322.51	35	2.59	120.34	31	0.96
Neighbourhood Services	260.47	961.06	70	3.62	738.23	62	2.83
COMMUNITIES TOTALS	404.75	1431.75	135	2.99	907.33	103	2.24

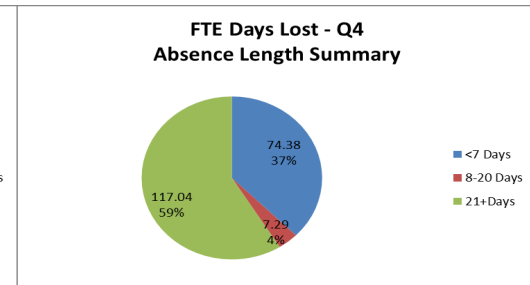
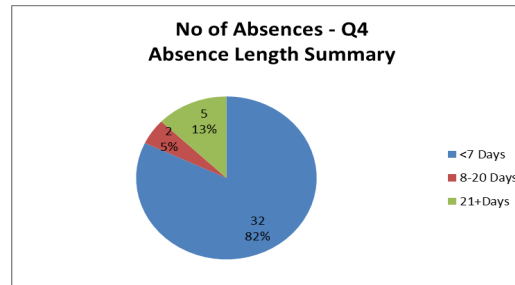
Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days per FTE - 2013/14	Days per FTE - 2014/15	Days per FTE - Target 2015/16
Electoral	0.00	0.00	28.33	0.00	8.00
Culture	8.37	6.05	N/A	8.37	
Management and Business Support	3.28	5.91	2.38	3.28	
Regeneration & Development	9.43	5.93	7.44	9.43	
Neighbourhood Services	13.82	12.87	10.53	13.82	
COMMUNITIES TOTALS	11.52	10.08	9.43	11.52	



DIRECTORATE SICKNESS ABSENCE LEGAL & REGULATORY SERVICES

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Business Support	7.00	5.00	2	0.71	60.00	4	8.57
Legal Services	23.00	12.57	6	0.45	8.00	3	0.35
Partnerships	10.60	9.28	5	1.15	36.00	6	3.40
Procurement & County Supplies	26.26	106.49	13	3.37	77.74	19	2.96
Public Protection	0.00	101.43	16	2.07	N/A	N/A	N/A
Register Office	4.35	0.00	0	0.00	2.43	1	0.56
Scrutiny & Democratic Services	12.61	8	5	0.63	13.55	5	1.07
CMB Support	2.86	0	0	0	1.00	1	0.35
LEGAL & REG TOTALS	89.23	242.77	47	1.73	198.72	39	2.23

Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days per FTE - 2014/15	Days per FTE - 2014/15	Days per FTE - Target 2015/16
Business Support	3.83	10.80	9.09	3.83	6.90
Legal Services	3.74	5.87	2.47	3.74	
Partnerships	2.89	6.25	N/A	2.89	
Procurement & County Supplies	10.44	18.91	8.95	10.44	
Public Protection	7.39	1.29	4.19	7.39	
Register Office	0.43	1.79	0.20	0.43	
Scrutiny & Democratic Services	9.35	3.69	8.97	9.35	
CMB Support	0.00	0.35	N/A	N/A	
LEGAL & REG TOTALS	6.92	9.74	7.29	6.92	



DIRECTORATE SICKNESS ABSENCE SCHOOLS

Unit	Average FTE 31.03.2016	QTR4 2014/15			QTR4 2015/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Primary Schools	1191.96	3066.49	711	2.61	2825.20	710	2.37
Secondary Schools	889.45	2084.45	467	2.30	2186.43	523	2.46
Special Schools	191.32	779.05	127	4.20	690.02	142	3.61
SCHOOLS TOTAL	2272.74	5929.99	1305	2.61	5701.65	1375	2.51

Unit	To Date (Qtr4) Days Lost per FTE 2014/15	To Date (Qtr4) Days Lost per FTE 2015/16	Days per FTE - 2013/14	Days per FTE - 2014/15	Days per FTE - Target 2015/16
Nursery Schools	N/A	N/A	9.10	3.04	6.90
Primary Schools	6.96	7.66	6.26	6.96	
Secondary Schools	7.40	7.43	7.54	7.40	
Special Schools	13.09	10.20	11.58	13.09	
SCHOOLS TOTAL	7.64	7.78	7.25	7.64	

