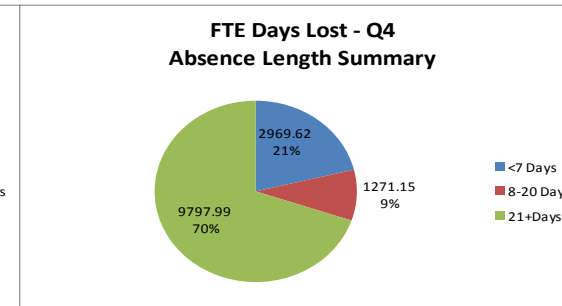
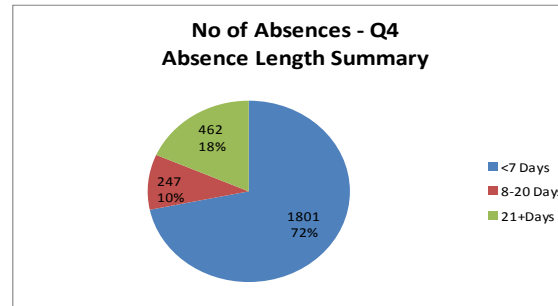


DIRECTORATE LONG TERM SICKNESS ABSENCE

Directorate	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Schools	2257.76	3530.19	150	1.56	3395.21	186	1.50
Wellbeing	886.53	3733.05	161	4.14	3978.62	149	4.49
Education and Transformation	467.74	857.31	55	1.66	1050.06	65	2.24
Communities	403.78	1116.34	32	2.33	671.60	24	1.66
Resources	408.04	1120.23	43	2.47	585.47	33	1.43
Legal & Regulatory	90.23	158.97	8	1.13	117.04	5	1.30
BCBC TOTAL	4514.08	10516.09	449	2.21	9798.00	462.00	2.17

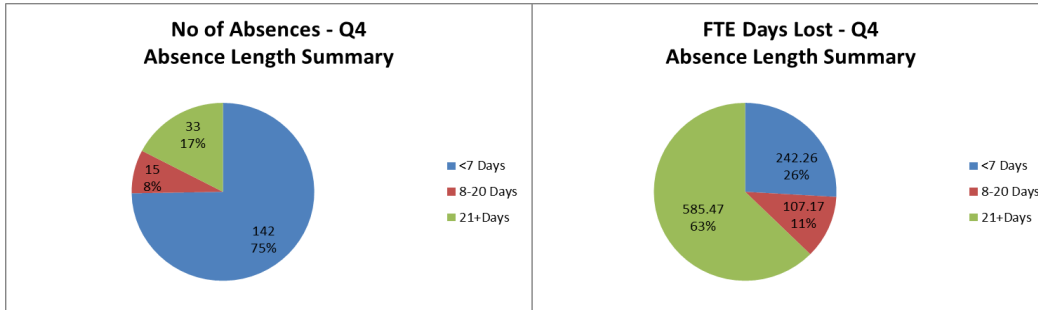
Directorate	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Schools	60%	60%
Wellbeing	84%	84%
Education and Transformation	70%	67%
Communities	79%	74%
Resources	76%	63%
Legal & Regulatory	65%	59%
BCBC TOTAL	72%	69%



DIRECTORATE LONG TERM SICKNESS ABSENCE RESOURCES

	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		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	113.26	408.29	13	3.11	210.49	10	1.86
Finance & ICT	167.26	342.69	11	1.89	152.27	8	0.91
Property Services	121.51	369.25	19	2.72	222.71	15	1.83
Office of Chief Executive	6.00	0	0	0.00	0	0	0.00
RESOURCES TOTALS	408.03	1120.23	43	2.47	585.47	33.00	1.43

Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
HR and Organisational Development	82%	64%
Finance & ICT	63%	48%
Property Services	77%	76%
Office of Chief Executive	96%	0%
RESOURCES TOTALS	76%	63%

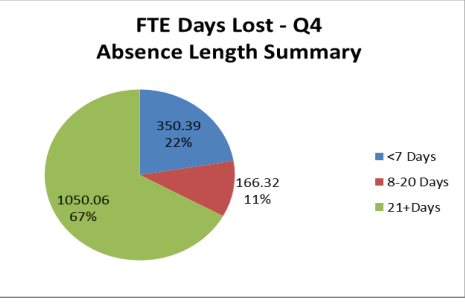
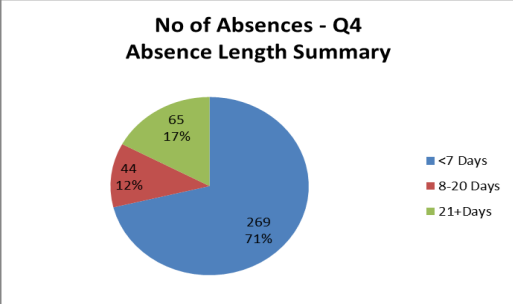


DIRECTORATE LONG TERM SICKNESS ABSENCE EDUCATION AND TRANSFORMATION

Unit	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		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	337.46	566.09	28	1.69	800.95	40	2.37
Business & Management Support	12.74	54.66	2	0.87	41.00	1	3.22
Catering Services	115.55	236.55	25	2.00	208.11	24	1.80
Transformation Team	2.00	0.00	0	0.00	0.00	0	0.00
EDUCATION AND TRANSFORMATION TOTAL (excl. Schools)	467.75	857.30	55	1.66	1050.06	65.00	2.24

*N.B. Safeguarding and Family Support included under Children's in Q3 2014/15

Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Strategy Partnership & Commissioning	80%	66%
Business & Management Support	64%	75%
Catering Services	68%	71%
Transformation Team	71%	0%
EDUCATION AND TRANSFORMATION TOTAL (excl. Schools)	70%	67%

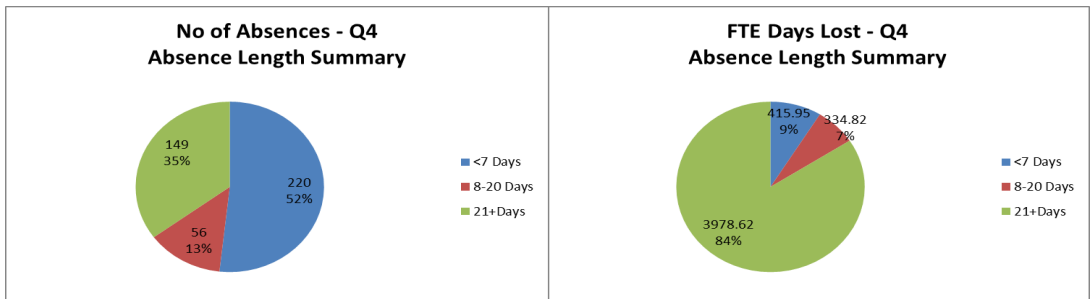


DIRECTORATE LONG TERM SICKNESS ABSENCE WELLBEING

Unit	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Healthy Living	17.51	0.00	0	0.00	0.00	0	0.00
Adult Social Care	643.83	3054.16	140	4.41	3186.01	123	4.95
Safeguarding and Assessment	165.12	666.89	26	4.10	604.61	23	3.66
Business Support	60.07	12.00	1	0.48	188.00	3	3.13
WELLBEING TOTAL	886.53	3733.05	167.00	4.14	3978.62	149.00	4.49

*N.B. Safeguarding and Family Support included under Children's in Q3 2014/15

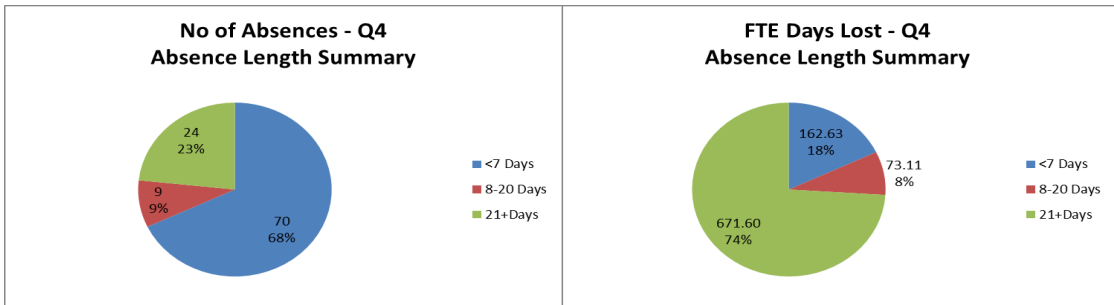
Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Healthy Living	0%	0%
Adult Social Care	84%	87%
Safeguarding and Assessment	76%	76%
Business Support	72%	73%
WELLBEING TOTAL	84%	84%



DIRECTORATE LONG TERM SICKNESS ABSENCE COMMUNITIES

Unit	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Electoral Services	2.00	0.00	0	0.00	0.00	0	0.00
Culture	4.51	66.11	3	0.95	15.00	1	3.33
Management and Business Support	10.78	15.00	1	0.74	9.00	1	0.83
Regeneration & Development	128.11	240.74	7	1.93	34.00	3	0.27
Neighbourhood Services	258.37	794.50	21	3.00	613.60	19	2.37
COMMUNITIES TOTALS	403.77	1,116.35	32	2.33	671.60	24.00	1.66

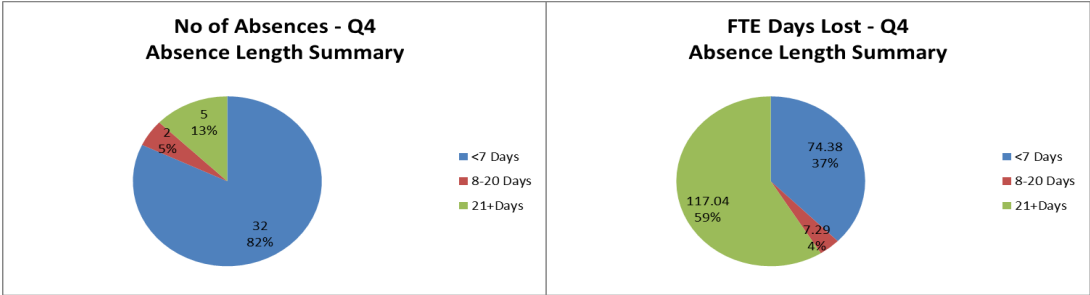
Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Electoral Services	0%	0%
Culture	73%	88%
Management and Business Support	27%	28%
Regeneration & Development	71%	28%
Neighbourhood Services	83%	83%
COMMUNITIES TOTALS	79%	74%



DIRECTORATE LONG TERM SICKNESS ABSENCE LEGAL & REGULATORY SERVICES

Unit	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Business Support	4.00	0.00	0	0.00	51.00	1	12.75
Legal Services	29.54	0.00	0	0.00	0.00	0	0.00
Partnerships	9.00	0.00	0	0.00	28.00	1	3.11
Procurement and County Supplies	28.73	82.97	3	2.63	38.04	3	1.32
Public Protection	N/A	76.00	5	1.55	N/A	N/A	N/A
Register Office	4.35	0.00	0	0.00	0.00	0	0.00
Scrutiny and Democratic Services	12.61	0.00	0	0.00	0.00	0	0.00
CMB Support	2.00	0.00	0	0.00	0.00	0	0.00
LEGAL & REG TOTALS	90.23	158.97	8.00	1.13	117.04	5.00	1.30

Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Business Support	0%	85%
Legal Services	54%	0%
Partnerships	0%	78%
Procurement and County Supplies	73%	49%
Public Protection	65%	0%
Register Office	0%	0%
Scrutiny and Democratic Services	76%	0%
CMB Support	0%	0%
LEGAL & REG TOTALS	65%	59%



DIRECTORATE LONG TERM SICKNESS ABSENCE SCHOOLS

Unit	Average FTE 31.12.2015	LTS Qtr 4 14/15			LTS Qtr 4 15/16		
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE
Primary Schools	1180.74	1838.01	84	1.56	1733.23	102	1.47
Secondary Schools	890.10	1226.74	48	1.35	1251.24	65	1.41
Special Schools	186.91	465.45	18	2.51	410.73	19	2.20
SCHOOLS TOTAL	2257.75	3530.20	150.00	1.56	3395.20	186.00	1.50

Unit	Cumulative Percentage LTS Days Lost 2014/15	Cumulative Percentage LTS Days Lost 2015/16
Primary Schools	59%	61%
Secondary Schools	60%	57%
Special Schools	65%	60%
SCHOOLS TOTAL	60%	60%

