

# Outturn FTE Days lost/employee

Sickness Absence FTE days lost per person - Target per Service Area 2018/19

Final Outturn for 2017/18 = 11.27 FTE days lost per person  
Council Wide Target 2018/19 = 9.50 FTE days lost per person

2018/19 Target					2018/19 Cumulative Data							
Service Area/Division	Average FTE staff No.s (Forecast)	FTE target	Target FTE days lost	Q1 FTE days lost	Forecast based on Q1 x 4.30	Q2 FTE days lost	Forecast based on Q2 x 2.20	Q3 FTE days lost	Forecast based on Q3 x 1.4	Q4 FTE days lost - final	Final Difference	
ECONOMIC DEVELOPMENT	842	10.7	9013	2.06	8.86	4.75	10.45	7.75	10.85	10.93	0.23	+
EDUCATION & LL - CENTRAL	622	10.0	6220	3.09	13.27	5.60	12.33	9.15	12.81	13.02	3.02	+
EDUCATION & LL - SCHOOLS	5923	7.9	46792	2.10	9.03	3.64	8.01	6.58	9.21	9.73	1.83	+
PLANNING TRANSPORT & ENVIRONMENT	912	12.8	11718	3.24	13.93	7.62	16.77	12.57	17.60	17.80	5.00	+
HOUSING & COMMUNITIES	1052	12.4	13023	2.80	12.03	6.32	13.90	9.71	13.59	12.90	0.50	+
SOCIAL SERVICES	977	14.4	14039	3.01	12.96	6.94	15.27	11.60	16.24	16.92	2.52	+
GOVERNANCE & LEGAL	96	6.0	576	1.83	7.87	3.04	6.68	5.39	7.55	9.03	3.03	+
RESOURCES	825	6.7	5495	1.71	7.36	3.95	8.69	6.46	9.04	8.28	1.58	+
<b>COUNCIL WIDE GRAND TOTAL</b>	<b>11252</b>	<b>9.5</b>	<b>106894</b>	<b>2.36</b>	<b>10.15</b>	<b>4.73</b>	<b>10.41</b>	<b>8.06</b>	<b>11.28</b>	<b>11.53</b>	<b>2.03</b>	<b>+</b>

**Note:**

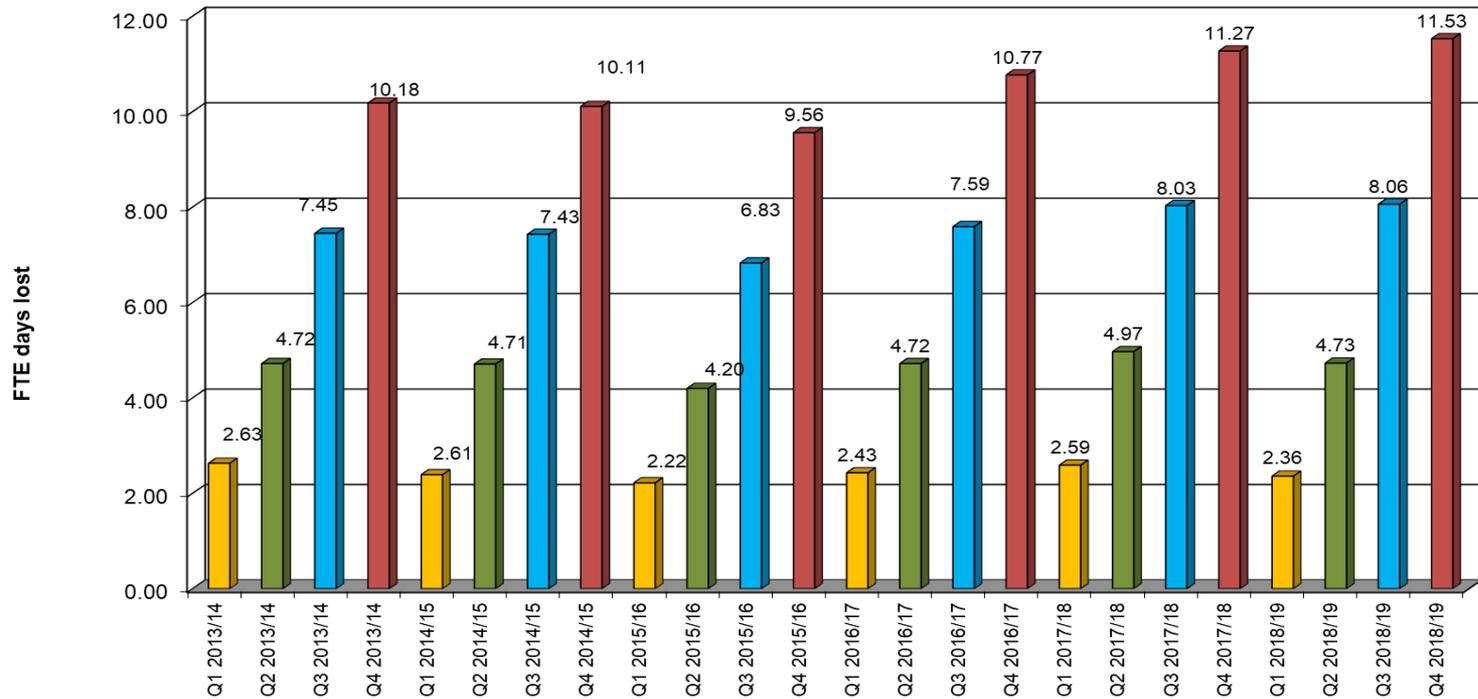
Data as at 10th April 2019

Short-term	29%	Short-term	28%	Short-term	29%	Short-term	30%
Long-term	71%	Long-term	72%	Long-term	71%	Long-term	70%

**\* Forecasting methodology**

Based on historic data, sickness increases throughout the year due to seasonal fluctuations. There are also fluctuations in FTE numbers which also affect forecasting calculations.

# Cardiff Council Sickness FTE days lost per person (Cumulative Data)



# Proportion of total sickness recorded by reason for absence (2018/2019)

Headline: Stress (non-work) makes up 21.68% of all sickness absence, but clearly some reasons are connected (e.g. musculo-skeletal and back).

