



Fy Nghyf / My Ref: CM40113

Dyddiad / Date: 24th August 2018

Councillor Ramesh Patel
C/O Member Services
County Hall
Atlantic Wharf
Cardiff
CF10 4UW

Annwyl/Dear Councillor Patel

Environmental Scrutiny Committee - 3rd July 2018

Thank you for your letter dated 1st August 2018 in relation to the Environmental Scrutiny Committee held on 3rd July 2018. I am now able to respond on your comments and observations.

Question

During the meeting I asked if there had been any progress in identifying a site for a new Household Waste Recycling Centre in the north of Cardiff. It was explained that Strategic Estates is currently looking into the matter and hope to provide the Planning, Transport & Environment Directorate with details of a potential site in the next six to eight weeks. Due to commercial sensitivity it was not possible to provide any more detail at the meeting. The Committee fully understands the commercial sensitivities around such a proposal; however, they would ask that you provide the Committee with a briefing as soon as a formal position is agreed.

Response

I am able to confirm that the Directorate is still reviewing options with Strategic Estates. Once sites are identified they need to be considered for suitability against a range of aspects such as customer access, transport, environment, ground conditions and utilities infrastructure. Once the work has been completed, an Options Appraisal Paper will be presented to Cabinet to consider.

ATEBWCH I / PLEASE REPLY TO :

Swyddfa Cymorth Y Cabinet / Cabinet Support Office, Ystafell / Room 518, Neuadd y Sir / County Hall
Glanfa'r Iwerydd / Atlantic Wharf , Caerdydd/Cardiff, CF10 4UW
Ffon / Tel: (029) 2087 2598

GWEITHIO DROS GAERDYDD, GWEITHIO DROSOCH CHI

Mae'r Cyngor yn croesawu gohebiaeth yn Gymraeg, Saesneg neu'n ddwyieithog. Byddwn yn cyfathrebu â chi yn ôl eich dewis, dim ond i chi roi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

WORKING FOR CARDIFF, WORKING FOR YOU

The Council welcomes correspondence in Welsh, English or bilingually. We will ensure that we communicate with you in the language of your choice, as long as you let us know which you prefer. Corresponding in Welsh will not lead to delay.



At this point the Directorate will happily share the information with the Committee.

Question

The Committee is interested in finding out when the Lamby Way Solar Farm will be fully operational. I would be grateful if you could provide them with a timeline which includes key actions required to deliver the new facility; in particular when it will be completed and details on the amounts of electricity it is anticipated to produce.

Response

The table below sets out an indicative programme for the delivery of the scheme and is taken directly from the June 2018 Cabinet report. We are currently out to tender for the planning and ecology consultants as referenced below.

| Indicative Programme | |
|---|--------------|
| Capital I2S sum approved by Cabinet | Jun-18 |
| Appoint project manager/technical advisor | Jul-18 |
| Procure planning consultants to develop planning application | Jul-18 |
| Commission detailed ecological survey and mitigation plan | Jul-18 |
| Submit planning application | Oct-18 |
| Confirm energy offtake arrangements (private wire and grid) | Oct-18 |
| Planning Consent Granted | Dec/Jan 18 |
| Implement ecological mitigation plan | TBC |
| Design and Build/Operation and Maintenance tender specification | Oct-Dec 18 |
| Commence procurement of contractors | Jan/Feb 19 |
| Appoint contractors subject to Cabinet approval | Feb/March 19 |
| Commencement on site | April/May 19 |
| Completion and commissioning | Aug/Sept-19 |

Question

The Committee is disappointed to see that sickness rates have increased across the Council and that during 2017/18 every single directorate failed to meet their full time equivalent days lost per person target. In particular, the Committee is concerned that sickness rates were higher in 2017/18 for the former City Operations Directorate and Economic Development Directorate than they were in 2016/17. Having stated their concern, the Committee would be grateful if you could provide a summary of sickness rates by team for all of the parts of the newly formed Planning, Transport & Environment Directorate. This should include:

- (1) Quarterly summaries for:
 - (1a) 2016/17 broken down by teams
 - (1b) 2017/18 broken down by teams

- (2) A breakdown of long and short-term sickness for 2016/17 and 2017/18;
- (3) Details of any seasonal fluctuations in sickness during 2016/17 and 2017/18;
- (4) A summary of the main causes of sickness;
- (5) Examples of best practice that are currently being reviewed by the Council for reducing sickness rates from local authorities, other public bodies and the private sector;
- (6) Details of the plan that the newly formed Planning, Transport & Environment Directorate is currently developing to help reduce sickness rates.

Response

Points 1a,1b, 2, 3 and 4 - Please see attached spreadsheet.

Point 5 - With regards to best practice the Council are reviewing policies and benchmark data across the Welsh Authorities and the Core Cities. There are a number of initiatives taking place some of which are more pertinent to some Directorates than others.

For the Planning, Transport and Environment Directorate some of the initiatives include:

- Focus on reaching front line staff. eg. Physio Sessions and Sport Massage sessions have taken place in Lamby Way, further activity planned for Coleridge Road;
- APSE run focus groups for Waste Management employees to take place in early September to look at reasons for sickness from an employee perspective. From this, an action plan will be developed by the Directorate.
- Promotion of the Council's Employee Assistance Programme – CareFirst in order to support employees with stresses in their lives;
- Introduction of a Wellbeing Directory as a supportive signposting tool including a Healthy Eating and Physical Exercise Guidance launch;
- HR Support for long term absences;
- E-Learning and face to face training available for all managers to support the management of absence cases;
- Work undertaken with the Health Authority and GP clusters to raise awareness of support the Council offer to employees;
- Health Surveillance Manager Guide being progressed.

Point 6 - Please see attached details of the plan that the Planning, Transport & Environment Directorate are currently developing to help reduce sickness rates. This will be presented to the next SAJC which will be held on 6th September 2018.

Question

It was noted at the meeting that the Economic Development Directorate ran a budget shortfall of £1.642m during 2017/18. At the meeting I asked the Director for Planning, Transport & Environment if the financial challenges of this shortfall would transfer into the newly formed directorate with the services coming across from the Economic Development Directorate. He explained that inheriting parts of the shortfall would be a challenge and that staff from his area were working with Finance to fully assess the consequences and then develop a plan to address the potential financial shortfall. At this point I would like to note the concern of the Committee and hope that the zero based cost accounting approach that you are planning to follow can deliver a better outcome for the Council. I would ask that you keep us updated on the progress of dealing with this inherited budget shortfall during the 2018/19 municipal year.

Response

I note your comment in relation to this budget shortfall and will keep the Committee updated during the 2018/19 municipal year.

I trust the above is of assistance.

Yn gywir
Yours sincerely



Councillor / Y Cynghorydd Michael Michael
Cabinet Member for Clean Streets, Recycling & Environment
Aelod Cabinet dros Strydoedd Glân, Ailgyllchu a'r Amgylchedd

Question 1a - Quarterly Summary for 2016/17 broken down by Teams

Quarter 1, Year: 2016-17

Month: April - June

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|----------------------------|---------------------------|-----------------------|---|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | .00 | .00 | .00 | .00 |
| ENVIRONMENT | | .00 | .00 | .00 | .00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 18.00 | .00 | 18.00 | 2.85 |
| ENERGY & SUSTAINABILITY | David Harcombe | 6.13 | .00 | 6.13 | 2.26 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 404.19 | 702.41 | 1,106.61 | 13.66 |
| STREET SCENE | Jane Cherrington | 382.46 | 604.49 | 986.95 | 12.30 |
| LEISURE & PLAY | Jon Muildment | 166.87 | 396.33 | 563.20 | 14.14 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | .00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 47.38 | 63.00 | 110.38 | 7.33 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 16.05 | 158.20 | 174.25 | 9.65 |
| PLANNING | James Clemence | 49.88 | 72.94 | 122.82 | 6.14 |
| Total | | 1,090.96 | 1,997.36 | 3,088.33 | 11.65 |

Date: 14-Aug-2018 10:57:10

NOTE : 1 Day = 7.4 hrs

Quarter 2, Year: 2016-17

Month: July - September

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|-------------------------|------------------------|--------------------|-----------------------------------|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | .00 | .00 | .00 | .00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 27.00 | .00 | 27.00 | 4.34 |
| ENERGY & SUSTAINABILITY | David Harcombe | 1.11 | .00 | 1.11 | .41 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 378.08 | 832.86 | 1,210.94 | 14.87 |
| STREET SCENE | Jane Cherrington | 629.95 | 1,014.37 | 1,644.32 | 20.64 |
| LEISURE & PLAY | Jon Maidment | 189.30 | 696.59 | 885.90 | 22.87 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | .00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 51.80 | 128.32 | 180.12 | 12.65 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 75.86 | 78.65 | 154.52 | 8.81 |
| PLANNING | James Clemence | 42.78 | 104.79 | 147.57 | 7.38 |
| Total | | 1,395.89 | 2,855.59 | 4,251.48 | 16.21 |

Question 1b - Quarterly Summary for 2017/18 broken down by Teams

Quarter 1, Year: 2017-18

Month: April - June

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|-------------------------|------------------------|--------------------|-----------------------------------|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | 2.00 | .00 | 2.00 | 2.67 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 11.00 | 34.97 | 45.97 | 7.22 |
| ENERGY & SUSTAINABILITY | David Harcombe | 11.00 | 44.00 | 55.00 | 24.86 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 339.19 | 1,148.00 | 1,487.19 | 17.38 |
| STREET SCENE | Jane Cherrington | 596.86 | 896.88 | 1,493.74 | 18.40 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | .00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 49.89 | 71.00 | 120.89 | 7.81 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 31.86 | 59.21 | 91.07 | 5.23 |
| PLANNING | James Clemence | 33.39 | .00 | 33.39 | 1.65 |
| Total | | 1,075.19 | 2,254.06 | 3,329.25 | 14.49 |

Quarter 2, Year: 2017-18

Month: July - September

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|----------------------------|---------------------------|-----------------------|---|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | .00 | .00 | .00 | .00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 2.00 | 106.65 | 108.65 | 17.28 |
| ENERGY & SUSTAINABILITY | David Harcombe | 5.00 | .00 | 5.00 | 2.26 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 399.56 | 1,241.10 | 1,640.66 | 19.19 |
| STREET SCENE | Jane Cherrington | 491.95 | 1,192.10 | 1,684.05 | 20.71 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | 10.00 | 31.00 | 41.00 | 82.00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 60.35 | 170.84 | 231.19 | 14.76 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 66.49 | 73.26 | 139.75 | 8.10 |
| PLANNING | James Clemence | 15.00 | 54.86 | 69.86 | 3.41 |
| Total | | 1,050.35 | 2,869.81 | 3,920.16 | 17.05 |

Question 2 - Short Term and Long Term Sickenss Absence broken down by Teams

2016-17

PLANNING TRANSPORT & ENVIRONMENT, FTE in: Days

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--------------------------------------|------------------|-------------------------|------------------------|--------------------|-----------------------------------|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | 4.45 | .00 | 4.45 | 1.20 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 90.26 | .00 | 90.26 | 3.64 |
| ENERGY & SUSTAINABILITY | David Harcombe | 29.46 | 1.00 | 30.46 | 2.92 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 1,872.27 | 3,508.49 | 5,380.76 | 16.14 |
| STREET SCENE | Jane Cherrington | 2,032.26 | 3,974.20 | 6,006.46 | 18.82 |
| LEISURE & PLAY | Jon Maidment | 515.88 | 1,547.42 | 2,063.30 | 17.55 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | 9.00 | .00 | 9.00 | 2.93 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 261.12 | 415.32 | 676.45 | 11.36 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 272.65 | 404.72 | 677.37 | 9.66 |
| PLANNING | James Clemence | 209.90 | 283.81 | 493.71 | 6.11 |
| Total | | 5,297.24 | 10,134.95 | 15,432.20 | 15.09 |

2017-18

Organisation: PLANNING TRANSPORT & ENVIRONMENT, FTE in: Days

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|----------------------------|---------------------------|-----------------------|---|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | 2.00 | 19.00 | 21.00 | 6.00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 50.50 | 245.77 | 296.27 | 12.76 |
| ENERGY & SUSTAINABILITY | David Harcombe | 32.33 | 68.00 | 100.33 | 11.34 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 1,742.07 | 4,653.95 | 6,396.02 | 18.78 |
| STREET SCENE | Jane Cherrington | 2,334.95 | 4,093.41 | 6,428.35 | 19.86 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | 10.00 | 103.00 | 113.00 | 54.24 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 303.16 | 418.73 | 721.89 | 11.44 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 273.00 | 168.97 | 441.96 | 6.34 |
| PLANNING | James Clemence | 203.72 | 334.16 | 537.89 | 6.55 |
| Total | | 4,951.73 | 10,104.99 | 15,056.72 | 16.42 |

Date:14-Aug-2018 10:40:03

NOTE : 1 Day = 7.4 hrs

Question 3 Seasonal Fluctuations 2016/17

| Organisation | APRIL | MAY | JUNE | JULY | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER | DECEMBER | JANUARY | FEBRUARY | MARCH |
|--|-------|-------|-------|-------|--------|-----------|---------|----------|----------|---------|----------|-------|
| PLANNING TRANSPORT & ENVIRONMENT | .00 | .00 | .00 | .00 | .00 | .00 | .00 | 11.21 | .00 | .00 | .00 | 4.00 |
| INFRASTRUCTURE & OPERATIONS | 1.51 | 2.89 | 4.01 | 1.51 | 3.12 | 8.54 | 1.43 | 6.68 | 3.49 | 2.49 | 4.26 | 3.77 |
| ENERGY & SUSTAINABILITY | 6.77 | .00 | .00 | .00 | 1.23 | .00 | .00 | 4.87 | 6.09 | 5.14 | 2.44 | 9.75 |
| NEIGHBOURHOOD SERVICES | 16.15 | 12.14 | 12.69 | 15.39 | 15.10 | 14.13 | 17.04 | 18.67 | 18.12 | 17.93 | 16.69 | 19.08 |
| STREET SCENE | 15.36 | 8.26 | 13.26 | 19.77 | 21.20 | 20.97 | 25.44 | 21.63 | 18.23 | 21.29 | 19.25 | 21.29 |
| LEISURE & PLAY | 15.35 | 10.55 | 16.48 | 23.54 | 22.75 | 22.35 | 25.20 | 23.16 | .00 | .00 | .00 | .00 |
| RESOURCING & TECHNICAL SUPPORT | .00 | .00 | .00 | .00 | .00 | .00 | .00 | 28.00 | 8.00 | .00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | 5.87 | 6.72 | 9.39 | 12.16 | 15.36 | 10.48 | 16.89 | 14.56 | 14.05 | 10.72 | 12.06 | 8.56 |
| TRANSPORT PLANNING POLICY & STRATEGY | 10.17 | 10.38 | 8.37 | 9.95 | 8.80 | 7.71 | 8.87 | 6.70 | 9.99 | 9.93 | 13.80 | 11.19 |
| PLANNING | .60 | 10.57 | 7.29 | 8.17 | 6.22 | 7.70 | 7.89 | 8.76 | 5.24 | 4.76 | 4.32 | 1.84 |

Question 3 Seasonal fluctuations 2017/18

| Organisation | APRIL | MAY | JUNE | JULY | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER | DECEMBER | JANUARY | FEBRUARY | MARCH |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PLANNING TRANSPORT & ENVIRONMENT | .00 | .00 | 8.00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | .00 | 57.00 |
| INFRASTRUCTURE & OPERATIONS | 5.55 | 6.13 | 9.75 | 11.13 | 18.56 | 22.56 | 14.34 | 12.61 | 15.27 | 15.92 | 9.28 | 13.05 |
| ENERGY & SUSTAINABILITY | 31.19 | 35.25 | 8.14 | .00 | 6.78 | .00 | 2.71 | 40.98 | 2.71 | 2.86 | 2.71 | 2.71 |
| NEIGHBOURHOOD SERVICES | 15.98 | 18.62 | 17.56 | 17.23 | 22.05 | 18.30 | 20.41 | 21.93 | 16.03 | 23.63 | 19.41 | 14.30 |
| STREET SCENE | 14.00 | 19.88 | 21.32 | 19.88 | 21.37 | 20.88 | 26.92 | 19.25 | 16.35 | 22.57 | 19.21 | 16.70 |
| RESOURCING & TECHNICAL SUPPORT | .00 | .00 | .00 | .00 | 60.00 | 186.00 | 132.00 | 132.00 | 114.00 | 54.00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | 7.17 | 7.68 | 8.57 | 10.69 | 18.08 | 15.42 | 20.30 | 9.07 | 6.24 | 12.58 | 13.18 | 8.19 |
| TRANSPORT PLANNING POLICY & STRATEGY | 7.84 | 3.45 | 4.34 | 10.68 | 8.49 | 5.17 | 3.86 | 3.51 | 7.85 | 14.01 | 4.29 | 2.65 |
| PLANNING | .59 | 2.66 | 1.73 | 2.95 | 4.26 | 3.00 | 9.05 | 11.56 | 10.07 | 10.04 | 8.03 | 14.25 |
| TOTAL | 12.47 | 15.47 | 15.52 | 15.53 | 18.70 | 16.91 | 20.25 | 17.83 | 14.29 | 20.10 | 16.19 | 13.83 |

Quarter 3, Year: 2016-17

Month: October - December

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|-------------------------|------------------------|--------------------|-----------------------------------|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | 3.45 | .00 | 3.45 | 3.61 |
| INFRASTRUCTURE & OPERATIONS | .Matt Wakelam | 23.96 | .00 | 23.96 | 3.87 |
| ENERGY & SUSTAINABILITY | David Harcombe | 9.00 | .00 | 9.00 | 3.54 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 577.68 | 932.00 | 1,509.68 | 17.95 |
| STREET SCENE | Jane Cherrington | 505.57 | 1,228.11 | 1,733.68 | 21.75 |
| LEISURE & PLAY | Jon Maidment | 159.70 | 454.50 | 614.20 | 15.99 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | 9.00 | .00 | 9.00 | 12.00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 70.18 | 155.00 | 225.18 | 15.13 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 109.85 | 36.78 | 146.63 | 8.53 |
| PLANNING | James Clemence | 43.65 | 106.08 | 149.73 | 7.29 |
| Total | | 1,512.04 | 2,912.47 | 4,424.51 | 16.68 |

Quarter 4, Year: 2016-17

Month: January - March

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|----------------------------|---------------------------|-----------------------|---|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | 1.00 | .00 | 1.00 | 1.16 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 21.30 | .00 | 21.30 | 3.52 |
| ENERGY & SUSTAINABILITY | David Harcombe | 13.22 | 1.00 | 14.22 | 5.78 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 512.31 | 1,041.22 | 1,553.53 | 17.90 |
| STREET SCENE | Jane Cherrington | 514.28 | 1,127.23 | 1,641.51 | 20.61 |
| LEISURE & PLAY | Jon Maidment | .00 | .00 | .00 | .00 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | .00 | .00 | .00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 91.77 | 69.00 | 160.77 | 10.45 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 70.88 | 131.09 | 201.96 | 11.65 |
| PLANNING | James Clemence | 73.59 | .00 | 73.59 | 3.62 |
| Total | | 1,298.35 | 2,369.53 | 3,667.88 | 15.94 |

Quarter 3, Year: 2017-18
Month: October - December

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|------------------------------------|-----------------------------------|-------------------------------|--|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | .00 | .00 | .00 | .00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 15.00 | 60.50 | 75.50 | 14.06 |
| ENERGY & SUSTAINABILITY | David Harcombe | 10.22 | 24.00 | 34.22 | 15.47 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 525.85 | 1,121.18 | 1,647.03 | 19.46 |
| STREET SCENE | Jane Cherrington | 667.71 | 1,023.50 | 1,691.21 | 20.83 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | 63.00 | 63.00 | 126.00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 81.59 | 108.27 | 189.86 | 11.84 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 63.45 | 25.50 | 88.95 | 5.07 |
| PLANNING | James Clemence | 83.24 | 129.96 | 213.20 | 10.23 |
| Total | | 1,447.06 | 2,555.91 | 4,002.98 | 17.45 |

Quarter 4 Year: 2017-18

Month: January - March

| Organisation | Headed By | Short term Sickness FTE | Long term Sickness FTE | Total Sickness FTE | No of Days Lost per Employee Year |
|--|------------------|----------------------------|---------------------------|-----------------------|---|
| PLANNING TRANSPORT & ENVIRONMENT | Andrew Gregory | .00 | 19.00 | 19.00 | 19.00 |
| INFRASTRUCTURE & OPERATIONS | Matt Wakelam | 22.50 | 43.65 | 66.15 | 12.76 |
| ENERGY & SUSTAINABILITY | David Harcombe | 6.11 | .00 | 6.11 | 2.76 |
| NEIGHBOURHOOD SERVICES | Matt Wakelam | 477.47 | 1,143.67 | 1,621.14 | 19.10 |
| STREET SCENE | Jane Cherrington | 578.43 | 980.93 | 1,559.36 | 19.51 |
| RESOURCING & TECHNICAL SUPPORT | Steven Parker | .00 | 9.00 | 9.00 | 18.00 |
| BEREAVEMENT & REGISTRATION SERVICES | Martin Birch | 111.32 | 68.62 | 179.95 | 11.31 |
| TRANSPORT PLANNING POLICY & STRATEGY | Paul Carter | 111.19 | 11.00 | 122.19 | 6.99 |
| PLANNING | James Clemence | 72.09 | 149.34 | 221.43 | 10.75 |
| Total | | 1,379.13 | 2,425.20 | 3,804.33 | 16.71 |

**Sickness Long Term/Short term
Reasons - 2016/2017**

| Reason | Short Term Absences | Long Term Absences | Total Absences |
|----------------------|----------------------------|---------------------------|-----------------------|
| Back Problems | 48 | 8 | 56 |
| Chest-Respiratory | 76 | 6 | 82 |
| Eye-Ear-Nose-Mouth | 59 | 4 | 63 |
| Genito-urinary | 7 | 2 | 9 |
| Heart-Blood-Circul | 4 | 4 | 8 |
| Infection | 141 | 2 | 143 |
| Musculo-skeletal | 84 | 32 | 116 |
| Neurological | 18 | 2 | 20 |
| Other | 64 | 18 | 82 |
| Pregnancy related | 2 | | 2 |
| Stomach-Liver-Kidney | 150 | 12 | 162 |
| Stress | 17 | 22 | 39 |
| | 670 | 112 | 782 |

**Sickness Long Term/Short term
Reasons 2017/2018**

| Reason | Short Term Absences | Long Term Absences | Total Absences |
|----------------------|----------------------------|---------------------------|-----------------------|
| Back Problems | 72 | 14 | 86 |
| Chest-Respiratory | 76 | 5 | 81 |
| Eye-Ear-Nose-Mouth | 54 | 3 | 57 |
| Genito-urinary | 8 | 3 | 11 |
| Heart-Blood-Circul | 6 | 5 | 11 |
| Infection | 198 | 6 | 204 |
| Musculo-skeletal | 82 | 44 | 126 |
| Neurological | 21 | 4 | 25 |
| Other | 52 | 14 | 66 |
| Pregnancy related | 2 | | 2 |
| Stomach-Liver-Kidney | 136 | 7 | 143 |
| Stress | 28 | 26 | 54 |
| | 735 | 131 | 866 |

