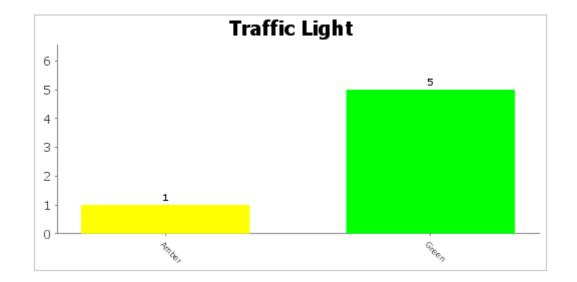
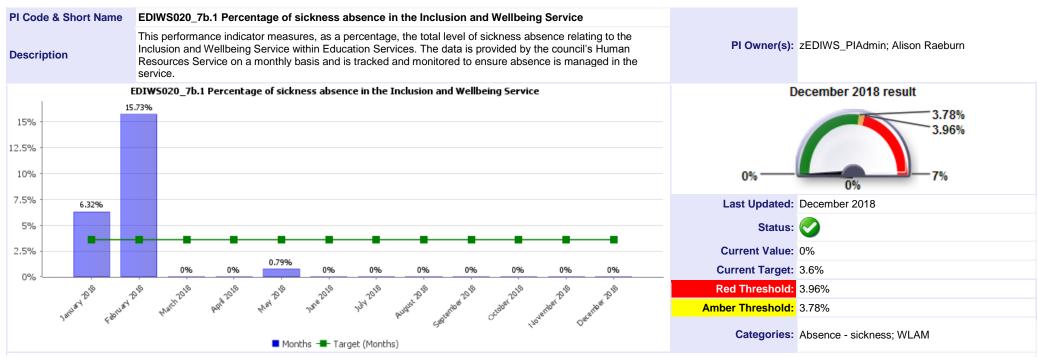
# \_09 PDSP - Education Pls - ALL(Detail) Quarterly / Annual Report

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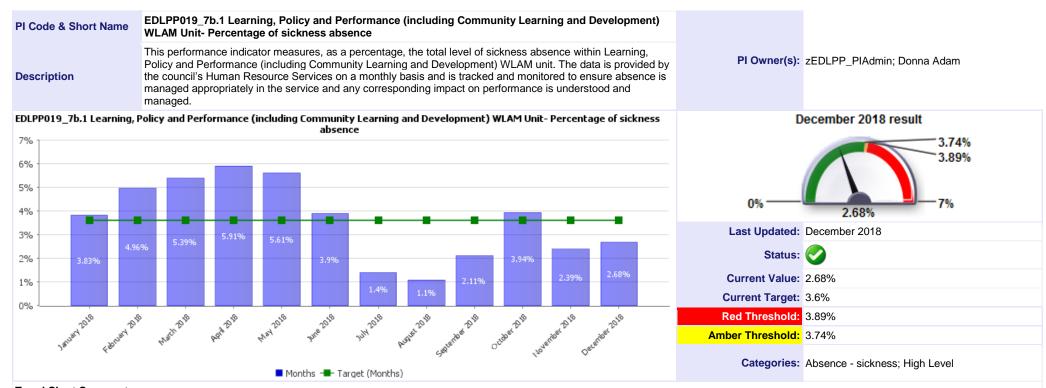


Sickness levels are monitored on a monthly basis and the service takes the appropriate action in compliance with the Council's Sickness Absence Policy to manage all periods of absence.

Given the size of the Inclusion & Wellbeing Service central team, any period of absence of one individual may impact significantly on the team's ability to meet its target.

In January 2018 and February 2018 the Service reported highest percentages of sickness absence in the Inclusion and Wellbeing central team which contributed to 18 days out of a possible of 114.24 lost, resulting in 15.73% in January 2018 and 8 days out of a possible of 126.48 lost, resulting in 6.32% in February 2018.

The target for 2017/18 was set using the corporate target of 3.6% and will remain at this level for 2018/19.

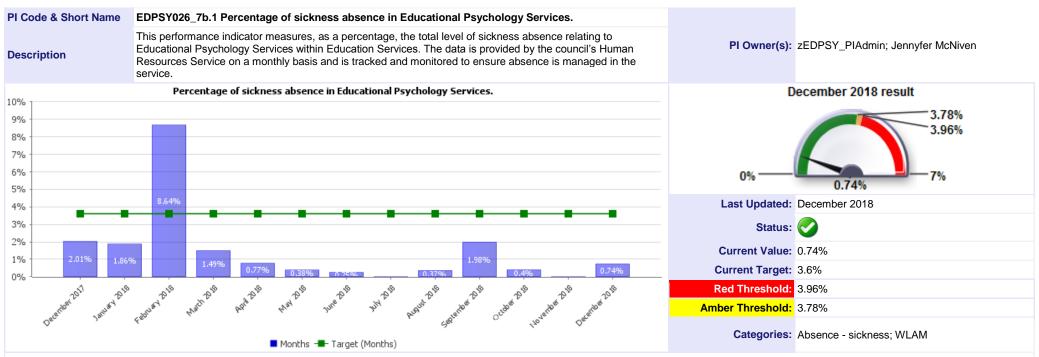


The absence rate for December 2018 was 2.68% which was an increase from November 2018 - 2.39%.

Sickness absence levels improved May - September 2018 falling below the corporate target through a reduction in both short term and long term sickness absence across the unit. Although it has increased again across community learning & development teams in October 2018 due to short term absence.

Staff absence is taken seriously as it impacts the ability to deliver services. Line managers continue to work with teams in all areas to ensure that cases are effectively managed in line with agreed council procedures and absence management policies.

The target for the service for 2018/19 remains at the corporate target of 3.6%.



The sickness absence rates for the Educational Psychology Service are regularly below the council target with elevated levels clustering around the winter moths (November to January), reflecting the level of seasonal colds and flu in the community.

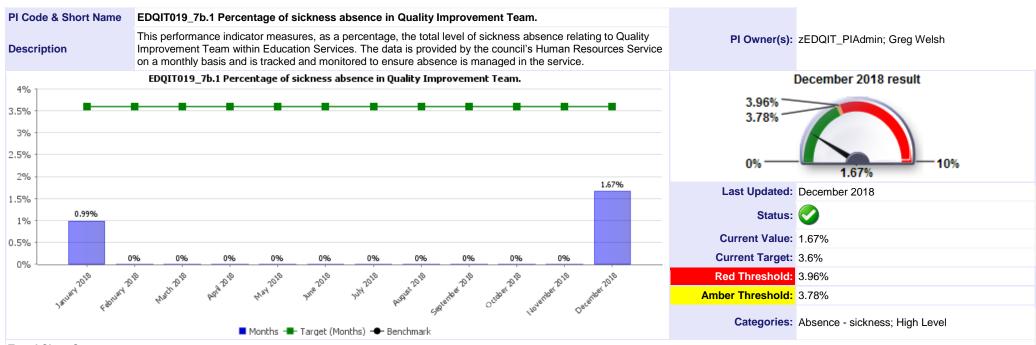
The absence rate for December 2018 was below that which is expected in relation to seasonal flu at 0.74%.

The absence rate for November 2018 is 0% which reflects an improvement on this time last year. Elevated levels of sickness absence are expected in November as a result of seasonal colds and flu.

The absence rates for September and October have remained significantly below the council average. The absence rate for July 2018 was 0% which was an improvement on June's figures. The absence rate for June 2018 was 0.25% which was an improvement on May's figures and represents a return to our usual levels of sickness absence within the Service following the elevated level of sickness absence in February 2018 as a result of one member of staff being off sick for a month due to complications following dental surgery and subsequent seasonal flu. The sickness rate returned to 1.49% in March 2018 when that member of staff had returned to work and there was some residual illness from colds and flu across other team members. The sickness absence rates have continued to decline in April and May 2018 and continue to be significantly below the corporate target of 3.6%.

As we are a small team, any significant absences show a marked change when viewed as a percentage. Staff absence is taken seriously as it impacts the ability to deliver services. Line managers work with team to ensure that sickness absence is effectively managed in line with agreed council procedures and absence management policies.

Our target for 2018/19 target is 3% to reflect the trend of the rate being regularly below the council target of 3.6% but to account for any significant illnesses within the Service.



Given the size of the Quality Improvement Team, any sustained period of absence for one individual may impact significantly on the team's ability to meet its target.

Sickness levels are monitored on a monthly basis and the service takes the appropriate action in compliance with the Council's Sickness Absence Policy to manage all periods of absence.

December 2018 - 3 days from possible 179, resulting in 1.67%

November 2018 - There was no sickness absence

October 2018 - There was no sickness absence

September 2018 - There was no sickness absence

August 2018 - There was no sickness absence

July 2018 - There was no sickness absence

June 2018 - There was no sickness absence

May 2018 - There was no sickness absence

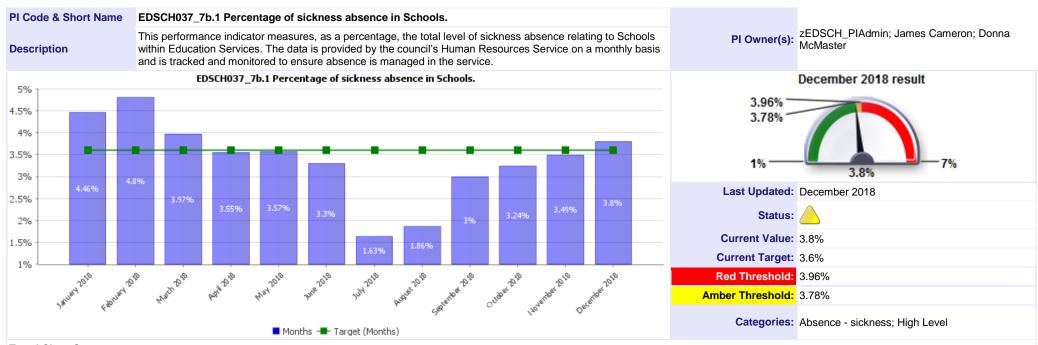
April 2018 - There was no sickness absence

March 2018 - There was no sickness absence

February 2018 - There was no sickness absence

January 2018 - 2 days from possible 202, resulting in 0.99%

The target for 2018/19 has been set using the corporate target of 3.6%.

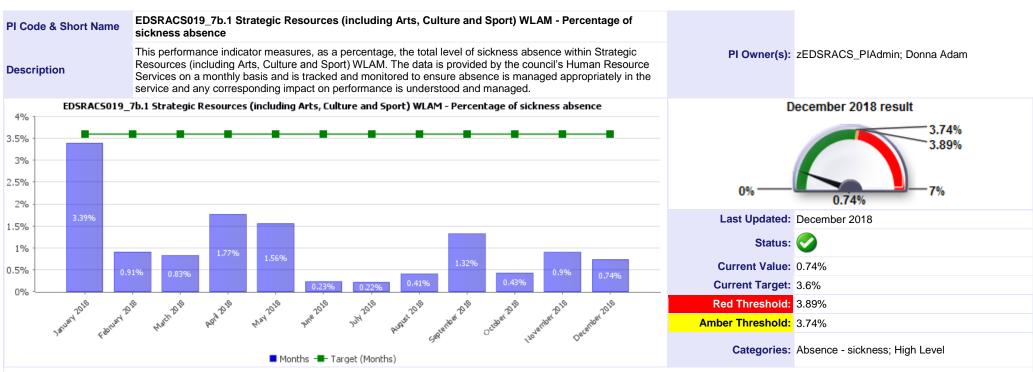


The absence rate in December 2018 was 3.8% which is higher than previous months and is mainly due to high level of sickness absence in Special Schools (251 absences from 5,168 working days. Secondary Schools - 779 absences from 19,741 and Primary Schools - 1,187 absences from 33,406 working days

December 2018 2,217 absences from a total of 58,315 working days November 2018 1,950 absences from a total of 55,847 working days October 2018 1,873 absences from a total of 57,841 working days September 2018 1,680 absences from a total of 55,925 working days August 2018 1,079 absences from a total of 57,967 working days July 2018 940 absences from a total of 57,612 working days June 2018 1,841 absences from a total of 55,811 working days May 2018 2,066 absences from a total of 57,827 working days April -2018 1,994 absences from a total of 56,130 working day March 2018 2,310 absences from a total of 58,185 working days February 2018 2,513 absences from a total of 57,983 working days January 2018 2,587 absences from a total of 57,983 working days

Sickness levels are monitored on a monthly basis and the service takes the appropriate action in compliance with the Council's Sickness Absence Policy to manage all periods of absence.

The target for this Performance Indicator in 2018/19 is 3.6%, which is the Corporate Target.



The absence rate in December 2018 was 0.74% which was lower than November 2018 - 0.92%. Current performance over the last 12 months has remained below the corporate target of 3.6% for absence levels each month.

Staff absence is taken seriously as it impacts the ability to deliver services. Managers are continuing to work with teams in all areas to ensure that cases are effectively managed in line with agreed council procedures.

The target for this Performance Indicator in 2018/19 is 3.6%, which is the Corporate Target.