

Appendix 2 – Sickness Days Lost 2015/16 – 2018/19

	2015/16	2016/17	2017/18	2018/19	Apr 18 – Mar 19	RTW Compliance
	Sickness days lost	Sickness days lost	Sickness days lost	Sickness days lost	% Reduction over last year	
BHCC	11.05	10.59	10.57	10.08	4.43%	72.2%
Health & Adult Social Care		12.97	14.21	12.56	11.61%	66.8%
Families Children & Learning		10.87	9.67	9.27	4.13%	67.8%
Neighbourhoods Communities & Housing		9.5	10.62	10.42	1.88%	74.3%
Economy Environment & Culture		11.1	11.31	11.89	-5.12%	82.9%
Finance & Resources		8.7	7.56	7.08	6.34%	73.4%
Strategy Governance & Law		7.3	7.35	4	44.31%	79%
NB: BHCC sickness target is 9.7 days lost per person (average)						

Top Reasons for sickness absence

	2018/19
Stress / Mental Health	24.62%
Musculo-skeletal	12.31%



