

# Scrutiny Report Appendix 2

## Absence

April 2024 - December 2024



## Absence in Denbighshire County Council

Benchmarking Data is published online by Data Cymru and we are able to view and compare Denbighshire County Council data for average days lost against the other Welsh Local Authorities and Wales as a whole. DCC up until 2021/22 was consistently below the Wales average by approx. 1.79 days per year.

DCC had the lowest absence rate for Welsh authorities in 2019/2020 and were on a downwards trend for absence. In 2020-2021 our sickness rate experienced a considerably decrease which was in line with other Welsh authorities due to social distancing measures. During 2021-2022 sickness levels increased within DCC following the low levels experienced during the pandemic. However, this rise was reflected in all Welsh Authorities' recorded absence, with Denbighshire remaining in the lowest four for recorded absences and again below the Welsh average. Data for 2022-2023 onwards is unavailable from Data Cymru at present and therefore we cannot compare to other authorities (*Data Cymru announced in November 2024 that they suffered a Ransomware Attack/Security Cyber Incident and the dashboards and data are unavailable for viewing*).

Absence - Denbighshire County Council (including Schools, excluding DLL)								
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	Apr 2024-Dec 2024
Denbighshire	8.4	8.3	8.1	6.5	9.8	9.56	9.12	7.42
Wales	10.4	10.5	11.2	8.5	11.8	Unavailable	Unavailable	Unavailable

# Scrutiny Report for Absence Apr 2024 - Dec 2024

## Absence - Short, Medium, Long Term (DCC including Schools, excluding DLL)

Short term absence was on a downward trend Pre-pandemic, however short-term absence for period Apr 2024 - Dec 2024 has returned to levels seen in 2019/2020, with these now accounting for 27% of absence. We see the same when looking at Long Term absence - levels decreased from the 2020/2021 high of 62% and returned to the levels seen in 2017/2018 and 2018/2019 at 50%.

Absence - Long Term, Medium Term, Short Term						
	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	Apr 2024- Dec 2024
Long Term	59%	62%	55%	48%	47%	50%
Medium Term	17%	22%	22%	20%	24%	23%
Short Term	24%	16%	23%	31%	29%	27%

# Scrutiny Report for Absence Apr 2024 - Dec 2024

Long term absence during the Pandemic period of 2020-2021 increased from 59% to 62% of all absences in that period, however the actual days lost during that same period had reduced from 17,634 to 14,515. The number of days lost for short term absence decreased by 16% in the period 2023-2024 when compared to the year prior and long term absences also decreased by 10.50% when we compare the same time period. Overall, there was a decrease of approximately 2,570 days from 2023/24 when compared the year prior, which is a decrease of 7.5%. Figures to the end of Dec 2024 have the number of days lost at approximately 27,058.

For reference, Short Term absences are classed as 1 - 7 days, Medium Term absences are 8 - 27 days and Long Term absences are absences of 28 days or more.

Absence												
19 /20			20/21		21/22		22/23		23/24		Apr 24 - Dec 24	
	Days Lost	%	Days Lost	%	Days Lost	%	Days Lost	%	Days Lost	%	Days Lost	%
Long Term	17,634	59%	14,515	62%	19,452	55%	17,869	48%	16,172	47%	13,557.11	50%
Medium Term	4,903	17%	5,013	22%	7,344	21%	7,428	20%	8,146	24%	6,137.47	23%
Short Term	7,166	24%	3,709	16%	8,749	24%	11,555	31%	9,962	29%	7,363.59	27%
<b>Total</b>	<b>29,704</b>	<b>100%</b>	<b>23,238</b>	<b>100%</b>	<b>35,545</b>	<b>100%</b>	<b>36,852</b>	<b>100%</b>	<b>34,281</b>	<b>100%</b>	<b>27,058.17</b>	<b>100%</b>

## Absence - Sickness Reasons (DCC including Schools, excluding DLL)

The following tables show the percentage of absence which is attributed to the top 10 reasons.

The top 5 reasons for absence (percentage of absences) have remained consistent over the reporting periods, however, 'Other Musculo Skeletal' is now the top absence type in the current year to date at 11.52% of absences, with Depression Anxiety Mental Health Fatigue as the second most attributed reason at 11.41%. We have also seen a noticeable increase in unknown absence types, with a 75.65% increase in unknown absences in Apr 2024 - Dec 2024 compared to Apr 2023 - Mar 2024.

# Scrutiny Report for Absence Apr 2024 - Dec 2024

2020-2021		2021-2022		2022-2023	
Reason	% of absence	Reason	% of absence	Reason	% of absence
Depression/Anxiety	17.5%	Depression/Anxiety	13.8%	Depression/Anxiety	13.26%
Other Musculo Skeletal	11.6%	Covid-19	11.4%	Infections - to include Colds Flu	10.77%
Stress - Personal	11.4%	Stress - Personal	10.2%	Covid-19	10.48%
Surgery	7.4%	Other Musculo Skeletal	8.8%	Stomach Liver Kidney Digestion	8.78%
Covid-19	5.9%	Colds / Flu / Infections	7.3%	Other Musculo Skeletal	8.68%
Stomach / Liver / Kidney	5.8%	Stomach / Liver / Kidney	6.3%	Surgery	6.36%
Cancer	5.2%	Not Known / Other	6.0%	Stress - Personal	5.87%
Colds / Flu / Infections	4.7%	Cancer	5.8%	Not Known/Other	5.12%
Stress - Bereavement	4.5%	Surgery	4.9%	Stress - Work Related	4.80%
Back / Neck	4.5%	Stress - Work Related	4.3%	Chest Respiratory	4.76%

# Scrutiny Report for Absence Apr 2024 - Dec 2024

2023 - 2024		April 2024 – Dec 2024	
Reason	% of absence	Reason	% of absence
Depression Anxiety Mental Health Fatigue	12.50%	Other Musculo Skeletal	11.52%
Other Musculo Skeletal	10.69%	Depression Anxiety Mental Health Fatigue	11.41%
Infections - to include Colds Flu	10.67%	Infections - to include Colds Flu	10.69%
Stomach Liver Kidney Digestion	8.84%	Not Known/Other	8.27%
Stress - Personal	7.14%	Stomach Liver Kidney Digestion	7.45%
Surgery	6.53%	Stress - Personal	7.23%
Stress - Work Related	6.52%	Stress - Work Related	7.16%
Coronavirus	5.37%	Surgery	6.24%
Cancer	4.87%	Stress - Bereavement	5.29%
Chest Respiratory	4.38%	Back Neck Problems	3.99%

# Scrutiny Report for Absence Apr 2024 - Dec 2024

## Absence - Services (Average Days Lost)

Please note due to the restructure of Services over several years, it is difficult to show true comparisons. All service restructures were completed by April 2023 and therefore the average days lost figures for the current services have been entered into a new table.

6 of the 8 Services have experienced an increase in absence rates compared to the previous year and it is expected that this will remain at an increased level due to the ongoing backlog of treatments and surgeries for staff, following the pandemic.

New Service	2019/2020	2020/2021	2021/2022	2022/2023	2023/24	Apr 2024 - Dec 2024
Adult Social Care & Homelessness Service	12.21	10.87	15.50	10.85	12.72	7.82
Corporate Support Service - Performance, Digital & Assets	6.75	4.47	5.26	7.15	4.08	4.17
Corporate Support Service - People	4.34	6.79	5.45	10.84	8.05	5.52
Education & Children Services	7.66	9.47	14.06	14.29	10.72	10.39
Finance & Audit	5.79	6.08	7.71	6.98	5.38	5.51
Highways & Environmental Services	9.97	7.43	10.26	12.6	10.13	10.42
Housing & Communities Service	8.29	8.45	7.44	8.53	8.63	6.47
Planning, Public Protection and Countryside Services	4.37	3.55	7.76	8.16	8.24	6.61
				(Schools)	(8.35)	(6.5)



