

Report on Sickness Absence (Hours and Days) for the year ended 31 March 2024

Table 1 - STAFF IN POST Q1	Jun
FTE excluding Commissioner	24.39

Table 2 - STAFF IN POST Q2	Sep
FTE excluding Commissioner	23.93

Table 3 - STAFF IN POST Q3	Dec
FTE excluding Commissioner	22.93

Table 4 - STAFF IN POST Q4	Mar
FTE excluding Commissioner	24.93

1.Sickness absence: Hours (per FTE)	2022-23	2023-24				
		Q1	Q2	Q3	Q4	YTD
Total hours lost to sickness absence	2,278.00	495.80	690.80	1,068.40	1,111.60	3,366.60
Total hours lost to sickness absence per FTE	116.69	20.33	28.87	46.59	44.59	140.38
Benchmark for UK per ONS Labour Force Survey March 18	32.56	ONS no longer provide this Sickness absence benchmark in hours - used 19-20 for comparison				32.56
Variance below / above benchmark	-84.13					-107.82

2.Sickness absence: Days (per FTE)	2022-23	2023-24				
		Q1	Q2	Q3	Q4	YTD
Total days lost to sickness absence	307.84	67.00	93.35	144.38	150.22	454.95
Total days lost to sickness absence per FTE	15.77	2.75	3.90	6.30	6.03	18.97
Benchmark for UK per ONS Labour Force Survey 2022 (Table 3)	5.70					5.70
Variance below / above benchmark	-10.07					-13.27

3.Sickness absence: % of working hours, public sector	2022-23	2023-24				
		Q1	Q2	Q3	Q4	YTD
% time lost through sickness	7.43%	5.03%	7.31%	12.69%	11.45%	8.99%
Benchmark for UK for public sector per ONS Labour Force Survey 2022 (Table 11)	3.60%					3.60%
Variance below / above benchmark	-3.83%					-5.39%

Comparison to other ONS statistics	ONS	SIC	*ONS	SIC
	2022-23	2022-23	2022-23	2023-24
4.Sickness absence rate by region - Scotland (Table 9), %	3.00	7.43	3.00	8.99
5.Sickness absence rate by size, <25 employees (Table 15), %	2.30	7.43	-	-
6.Sickness absence rate by size, 25-49 employees (Table 15), %	-	-	2.80	8.99
7.National sickness absence rate, % (Table 1)	2.60	7.43	2.60	8.99

*Sickness Absence data from ONS for 2023-24 is not available yet (as at 23/05/24)