

Indicator	West Sussex County Council					
	2019 Q3	2019 Q2	Change since last quarter	Intended Direction of Travel	Target 2019-20	Commentary

Adults Services		Children & Family Services		Fire & Rescue Service		All other Services	
2019 Q3	2019 Q2	2019 Q3	2019 Q2	2019 Q3	2019 Q2	2019 Q3	2019 Q2

Health, Safety & Wellbeing

Level of sickness absence (May retrospectively increase due to late reporting of sickness)	Sick days lost (calendar days lost)	16,712	15,972	↑ 740	N/A	N/A	There has been another increase in the number of days lost due to sickness absence in Q3 of 740 compared to Q2.
	Average sick days per FTE	3.1	3.1	→ 0.0	↓	TBC	
Short term sickness absence (less than 21 calendar days)	Number of calendar days lost	5,157	3,571	↑ 1,586	↓	N/A	The figures for short term sickness reflect the seasonal trend of increasing during the winter months and this is evidenced by the change in the top reason for short term sickness changing to 'respiratory, cough, cold, flu' (for all WSCC as well as Adult Services and Children & Family Services).
	Top reason for short term absence	Respiratory, Cough, Cold, Flu	Musculoskeletal, Fractures, Injury, Surgery	N/A	N/A	N/A	
Long term sickness absence (more than 21 calendar days) - see Note below	Number of calendar days lost	11,555	12,401	↓ -846	↓	N/A	There has been a reduction in the number of days lost to long term sickness (down 846 days) from Q2. The top reason for absence remains 'anxiety, stress, depression, mental health'. It is noticeable that the top reason for long term sickness absence in Adults Service changed to 'anxiety, stress, depression, mental health' this quarter (from Digestion, reproduction & glandular systems). The findings of the Employee Health & Wellbeing survey undertaken in July and actions being taken, are provided in the narrative accompanying this KPI document.
	Top reason for long term absence	Anxiety, Stress, Depression, Mental Health	Anxiety, Stress, Depression, Mental Health	N/A	N/A	N/A	
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) incidents to the Health and Safety Executive (HSE)	Violence at work	0	1	↓ -1	↓	N/A	There have been no incidents this quarter that required notification for RIDDOR.
	Accident	0	3	↓ -3	↓	N/A	
	Dangerous occurrence	0	0	→ 0	↓	N/A	
	Total RIDDORs reported to HSE	0	3	↓ -3	↓	N/A	

5,413	4,578	4,526	4,486	1,854	2,373	4,919	4,535
5	4.5	3.1	3.0	2.6	3.8	2.4	1.69
1,425	844	1,459	1,165	318	424	1,955	1,138
Respiratory, Cough, Cold, Flu	Anxiety, Stress, Depression, Mental Health	Respiratory, Cough, Cold, Flu	Musculoskeletal, Fractures, Injury, Surgery	Unknown	Unknown	Respiratory, Cough, Cold, Flu	Musculoskeletal, Fractures, Injury, Surgery
3,988	3,734	3,067	3,321	1,536	1,949	2,964	3,397
Anxiety, Stress, Depression, Mental Health	Digestion, Reproduction & Glandular systems	Anxiety, Stress, Depression, Mental Health	Anxiety, Stress, Depression, Mental Health	Musculoskeletal, Fractures, Injury, Surgery	Musculoskeletal, Fractures, Injury, Surgery	Musculoskeletal, Fractures, Injury, Surgery	Musculoskeletal, Fractures, Injury, Surgery
0	1	0	0	0	0	0	0
0	1	0	0	0	1	0	1
0	0	0	0	0	0	0	0
0	2	0	0	0	0	0	1