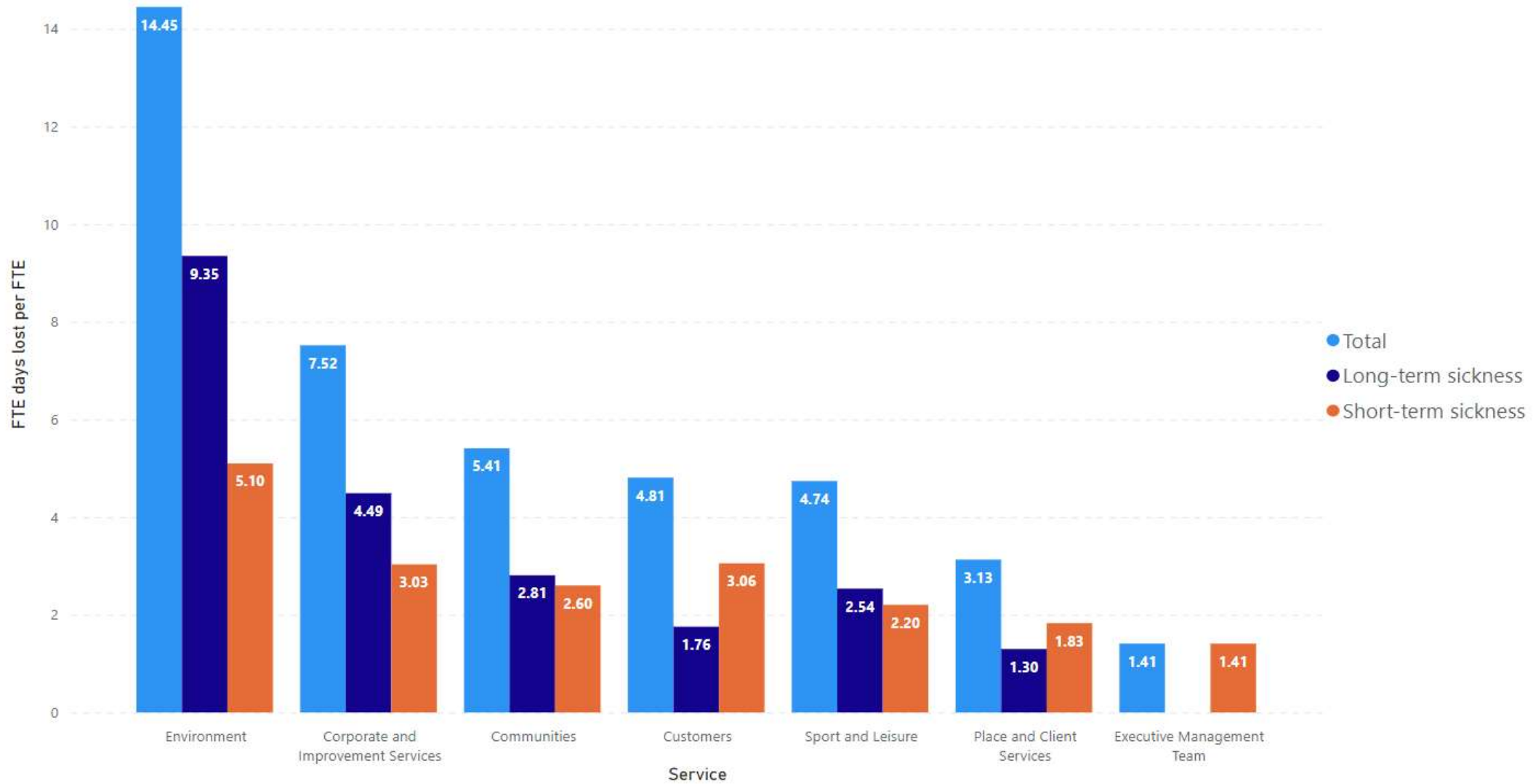


## Sickness Rates Report by Service covering 2022-2023

Across the Council the Full Time Equivalent (FTE) days lost per Full Time Equivalent in 2022-23 was 9.1 days. In all services the figure was lower than this, except for Environment which was at 14.45 days. The chart below compares sickness levels by service.



The main reason for this difference is due to long-term absence levels. The days lost per full time equivalent due to long-term absence in Environment was more than twice that of any other service.

The main drivers for sickness in Environment are mental health related absences and absence due to musculoskeletal or back problems or injuries or fractures.

The absence relating to musculoskeletal, back problems, injuries or fractures is significantly higher in Environment due to the more physical, manual nature of many of the roles in this service, which puts more strain on bodies and leads to more injuries, or means that where there is a musculoskeletal or back problem the member of staff cannot perform their duties.

Over 70% of the absence due to musculoskeletal or back problems or injuries or fractures within the Council occurs within the Environment service.

The nature of these types of injuries, as well as mental health issues, can often take longer to recover from or get treatment for, which leads to longer periods of absence compared to other services.

In Environment the average number of days lost per absence (8.32 working days lost per absence) was 57% greater than the rest of the Council (5.30 days days lost per absence).

The tables below show the top 10 reasons for sickness in Environment compared to the total figures across the Council (including Environment):

Top 10 reasons for sickness - Environment

Absence Reason	Working Days Lost
Mental Health - Non Work Related Stress	615
Injury/Fracture	599
Musculoskeletal - Other	568
Mental Health - Anxiety/depression/other psychiatric illnesses	349
Back Problems	345
Chest/Covid/Respiratory	319
Benign & Malignant Tumours - Cancers	281
Gastrointestinal	269
Cold/Cough/Flu	204
Mental Health - Work Related Stress	167

Top 10 reasons for sickness - Colchester City Council

Absence Reason	Working Days Lost
Mental Health - Anxiety/depression/other psychiatric illnesses	1086
Injury/Fracture	942
Musculoskeletal - Other	713
Mental Health - Non Work Related Stress	665
Chest/Covid/Respiratory	620
Cold/Cough/Flu	605
Gastrointestinal	483
Back Problems	461
Benign & Malignant Tumours - Cancers	293
Covid19 - Long Covid	243