

Sunderland City Council

Attendance Management: Current Position & Future Plans

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Attendance Management

Table One: Sunderland City Council Current Position

Service Area	2023-24										Average FTE - Headcount	Forecast Average Days / FTE
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total		
Environmental Services	452.11	600.59	621.30	498.97	527.09	473.98	465.78	421.82	486.67	4548.31	363.03	16.43
Adult Services	240.82	204.84	239.62	235.17	218.34	209.36	233.28	318.84	332.00	2232.27	258.64	13.02
Finance	456.56	655.04	580.76	601.18	548.55	627.99	663.45	709.53	556.17	5399.23	528.66	12.97
City Development	444.94	503.24	563.24	408.55	311.05	305.81	358.92	392.13	325.44	3613.32	496.23	10.01
Smart Cities & Enabling Services	139.90	132.74	162.05	215.32	176.25	156.97	236.05	269.91	236.90	1726.09	386.59	6.12
Health Housing & Communities	145.20	175.20	159.96	181.23	192.69	183.74	148.00	107.00	102.20	1395.22	164.43	5.82
Strategy & Corporate Affairs	4.00	2.00	4.50	0.00	3.00	2.54	3.00	15.00	5.00	39.04	24.89	1.63
Sunderland Council Overall Total	1883.53	2273.65	2331.43	2140.42	1976.97	1960.39	2108.48	2234.23	2044.38	18953.48	2222.47	10.43
Average Sickness days per FTE each month	0.85	1.02	1.06	0.97	0.91	0.88	0.95	0.99	0.94			
Key:	Same as 2022/23				Less than 2022/23							

Table Two: Local Authority (LA7) Sickness Absence Days Lost 2022/2023

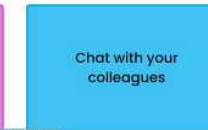
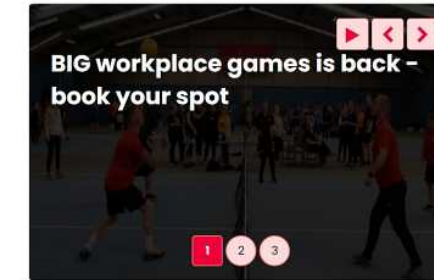
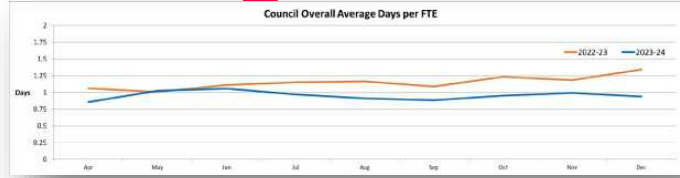
Rank	Local Authority	Days lost per FTE (Excl School Based Staff) - 31 March 2023	Number of FTEs
1	5	11.16	4,584
2	1	11.43	7,217
3	3	11.78	4,523
4	7	12.10	2,173
5	Sunderland	12.21	2,248
6	2	13.22	4,513
7	6	14.07	2,953
8	4	15.33	1,067

Health & Wellbeing – Future Plans



Better Health
at Work Award Sunderland

- Sickness Data
- Sickness Clinics
- Review of Occupational Health
- Management Training
- **Change the Focus**
- The Hub – greater accessibility for Managers and Employee's
- Introduction of Wellbeing Mentors
- Mental Health Support and Signposting
- Training & Support
- Learning Opportunities
- Employee Engagement



Could you be one of
our wellbeing mentors?