

Adults Health and Community Wellbeing

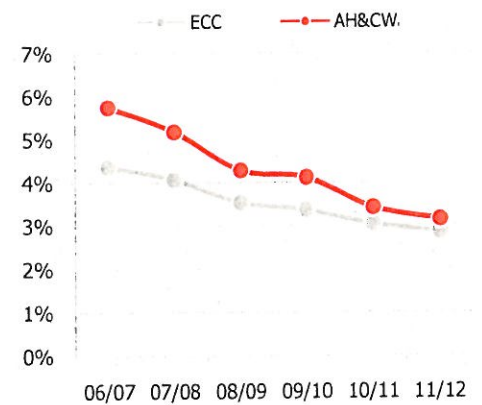
Prepared for AH&CW by Strategic Intelligence

Absence Improvement Summary

June 2011

Absence Rate Trend

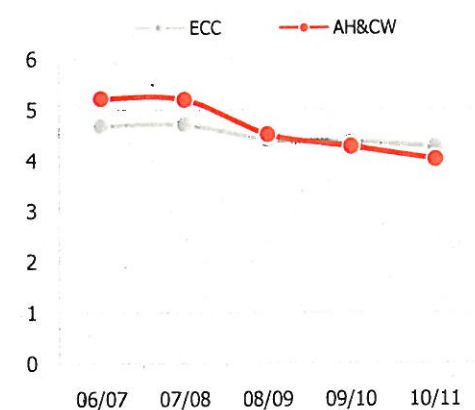
Directorate	06/07	07/08	08/09	09/10	10/11	11/12
Adults Health and Community Wellbeing	5.7%	5.2%	4.3%	4.1%	3.4%	3.1%
Essex County Council	4.4%	4.1%	3.5%	3.4%	3.0%	2.9%
Customer Services	n/a	n/a	6.2%	6.5%	7.1%	n/a
Environment Sustainability and Highways	3.0%	3.5%	2.8%	2.5%	2.2%	2.3%
Finance	3.6%	3.4%	1.7%	2.4%	1.9%	2.3%
Policy, Community Planning and Regeneration	n/a	n/a	1.4%	0.9%	1.4%	0.4%
Schools Children and Families	3.7%	3.7%	3.7%	3.5%	3.4%	3.2%
Transformation	n/a	n/a	2.6%	2.6%	2.6%	1.6%



Due to restructures some outturns may differ from those previously published, data has where possible been aligned to latest organisational structure.

Average Absence Length Trend

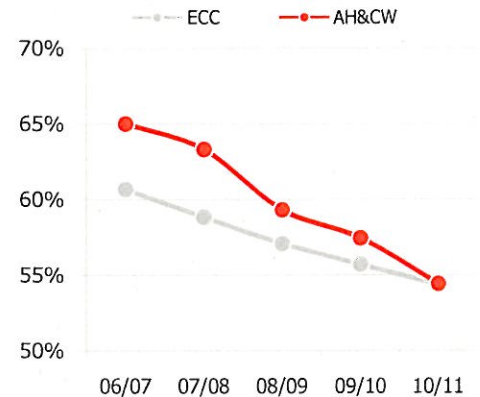
Directorate	06/07	07/08	08/09	09/10	10/11
Adults Health and Community Wellbeing	5.2	5.2	4.5	4.3	4.0
Essex County Council	4.7	4.7	4.4	4.4	4.3
Customer Services	n/a	n/a	4.2	5.2	7.9
Environment Sustainability and Highways	4.3	4.9	4.4	4.1	3.9
Finance	4.9	4.8	3.3	4.4	3.6
Policy, Community Planning and Regeneration	n/a	n/a	3.6	2.8	3.9
Schools Children and Families	3.9	4.2	4.4	4.5	4.5
Transformation	n/a	n/a	4.5	4.6	4.5



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Percentage of Total Time Lost to Long Term Absence

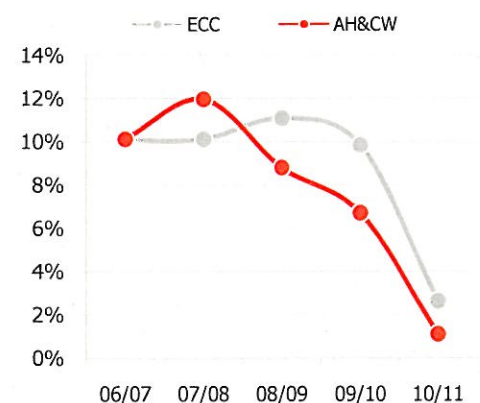
Directorate	06/07	07/08	08/09	09/10	10/11
Adults Health and Community Wellbeing	65.0%	63.3%	59.3%	57.4%	54.4%
Essex County Council	66.7%	58.8%	57.1%	55.7%	54.3%
Customer Services	n/a	n/a	50.2%	58.1%	71.9%
Environment Sustainability and Highways	59.3%	60.8%	54.7%	57.8%	55.9%
Finance	59.7%	53.0%	29.5%	46.1%	39.9%
Policy, Community Planning and Regeneration	n/a	n/a	40.2%	22.8%	53.6%
Schools Children and Families	53.3%	54.4%	58.5%	55.3%	54.3%
Transformation	n/a	n/a	50.2%	50.9%	54.0%



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Data Quality - Percentage of absence recorded as unknown

Directorate	06/07	07/08	08/09	09/10	10/11
Adults Health and Community Wellbeing	10.1%	12.0%	8.8%	6.7%	1.1%
Essex County Council	10.1%	10.1%	11.1%	9.8%	2.6%
Customer Services	n/a	n/a	19.2%	8.2%	20.6%
Environment Sustainability and Highways	10.9%	4.2%	7.2%	8.7%	2.2%
Finance	9.4%	8.9%	16.9%	4.2%	0.6%
Policy, Community Planning and Regeneration	n/a	n/a	0.6%	1.1%	0.6%
Schools Children and Families	9.9%	10.2%	8.8%	7.6%	1.8%
Transformation	n/a	n/a	14.2%	9.7%	2.4%



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Reasons for Absence - Time Lost

Reason	08/09	09/10	10/11
Back and Neck Problems	7.0%	9.8%	7.7%
Cancer	0.0%	0.1%	2.8%
Chest, Respiratory	5.3%	5.2%	5.1%
Eye, Ear, Nose, Mouth/Dental, Throat	3.2%	3.7%	4.9%
Genito-Urinary/Gynaecological	1.5%	2.5%	2.7%
Headache and Migraine	2.6%	2.2%	3.0%
Heart, Blood Pressure, Circulation	1.4%	2.3%	3.0%
Operations, Including Recovery	18.2%	14.3%	13.8%
Other/Unknown	8.8%	6.7%	1.1%
Pregnancy Related	0.7%	1.4%	0.8%
Skin	0.0%	0.1%	0.2%
Stomach, Liver, Kidney, Digestion	7.5%	9.1%	7.7%
Stress, Depression and Mental Health	20.1%	19.1%	22.4%
Upper or Lower Limb Problems	7.4%	8.5%	9.7%
Viral Infection	16.5%	15.2%	14.9%

Reasons for Absence - Occurrences

Reason	08/09	09/10	10/11
Back and Neck Problems	4.5%	4.6%	4.8%
Cancer	0.0%	0.1%	0.3%
Chest, Respiratory	5.0%	5.3%	7.1%
Eye, Ear, Nose, Mouth/Dental, Throat	5.9%	7.2%	10.2%
Genito-Urinary/Gynaecological	2.3%	2.1%	2.5%
Headache and Migraine	7.8%	8.3%	10.0%
Heart, Blood Pressure, Circulation	0.6%	0.7%	1.2%
Operations, Including Recovery	6.2%	5.3%	4.5%
Other/Unknown	9.1%	6.4%	3.9%
Pregnancy Related	0.8%	1.8%	1.3%
Skin	0.0%	0.1%	0.4%
Stomach, Liver, Kidney, Digestion	16.6%	16.4%	17.2%
Stress, Depression and Mental Health	4.7%	4.6%	5.4%
Upper or Lower Limb Problems	4.4%	4.6%	4.5%
Viral Infection	32.2%	32.4%	26.6%