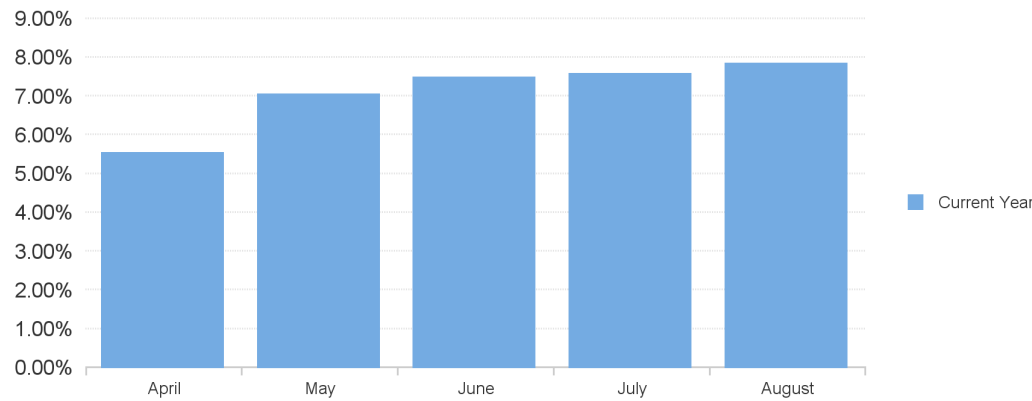


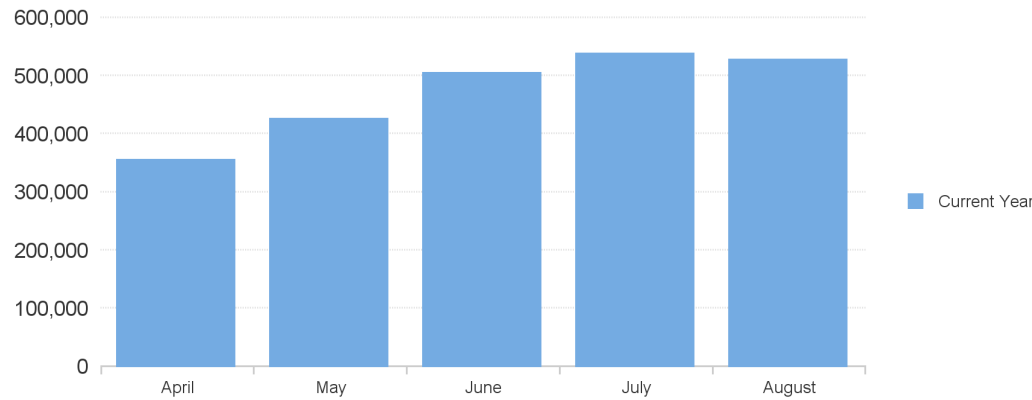
		Absence by number of Employees		
		Total Days Lost	Days Lost per FTE	% Worktime Lost
Current Year	April	2,947.49	1.15	5.53%
	May	3,594.04	1.4	7.04%
	June	4,022.44	1.56	7.47%
	July	4,297.7	1.65	7.57%
	August	4,208	1.62	7.83%
		19,069.66	7.39	7.10%

		Absence by FTE and Cost		
		Total Cost	FTE	Cost per FTE
Current Year	April	£354,868	2,559.97	£139
	May	£425,059	2,568.65	£165
	June	£503,906	2,577.8	£195
	July	£537,575	2,606.84	£206
	August	£526,845	2,591.86	£203
		£2,348,254	2,581.02	£909

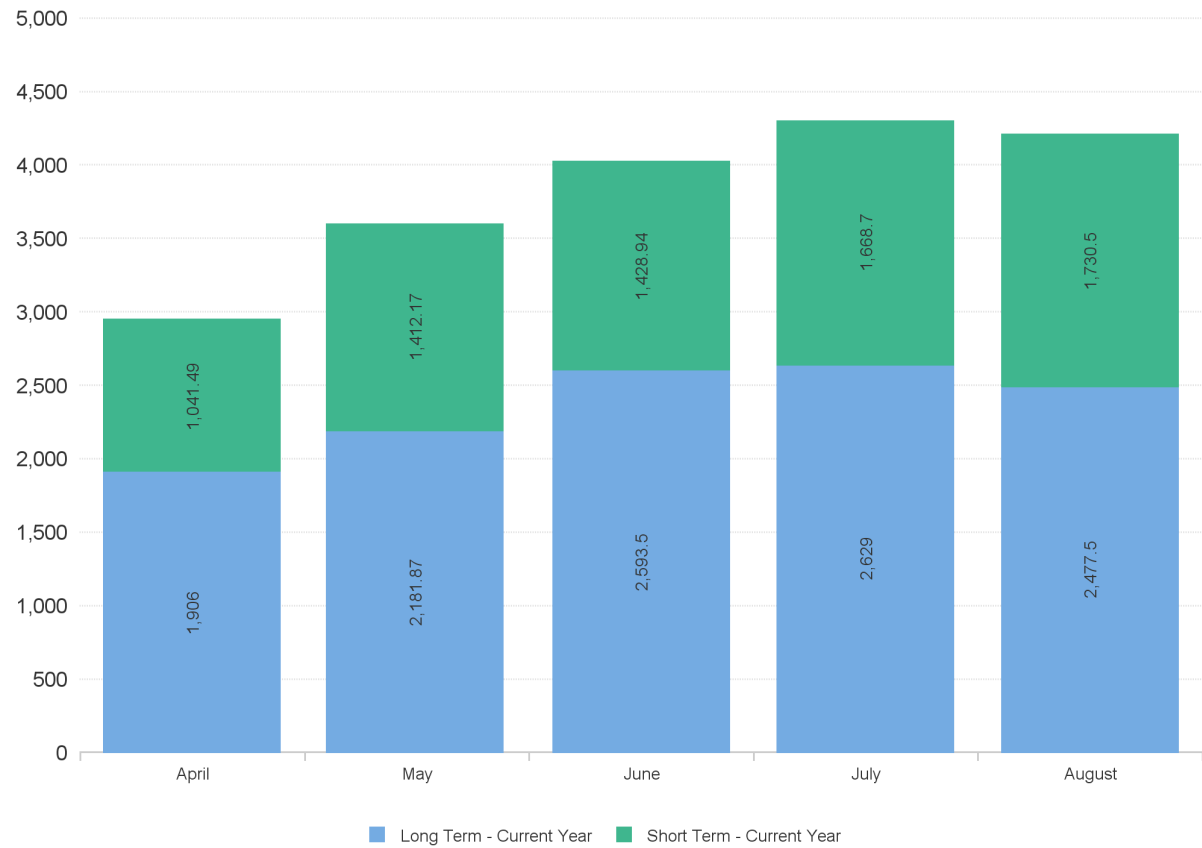
% Worktime Lost



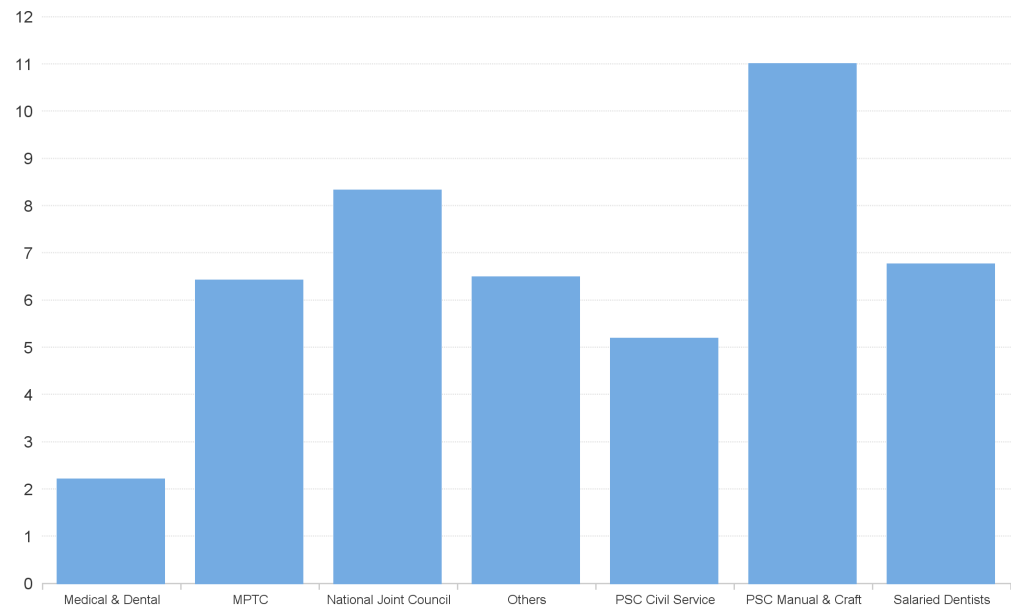
Total Estimated Cost per Month (£)



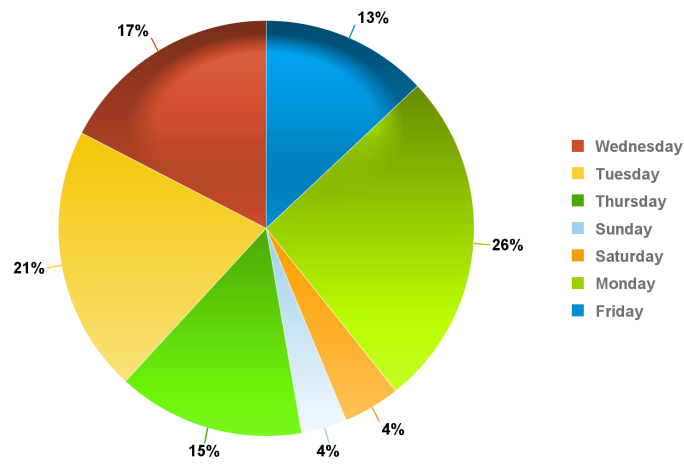
Days Lost by Month (long term greater than 20 days)



Average Days Lost per FTE by Pay Agreement (last 12 months)

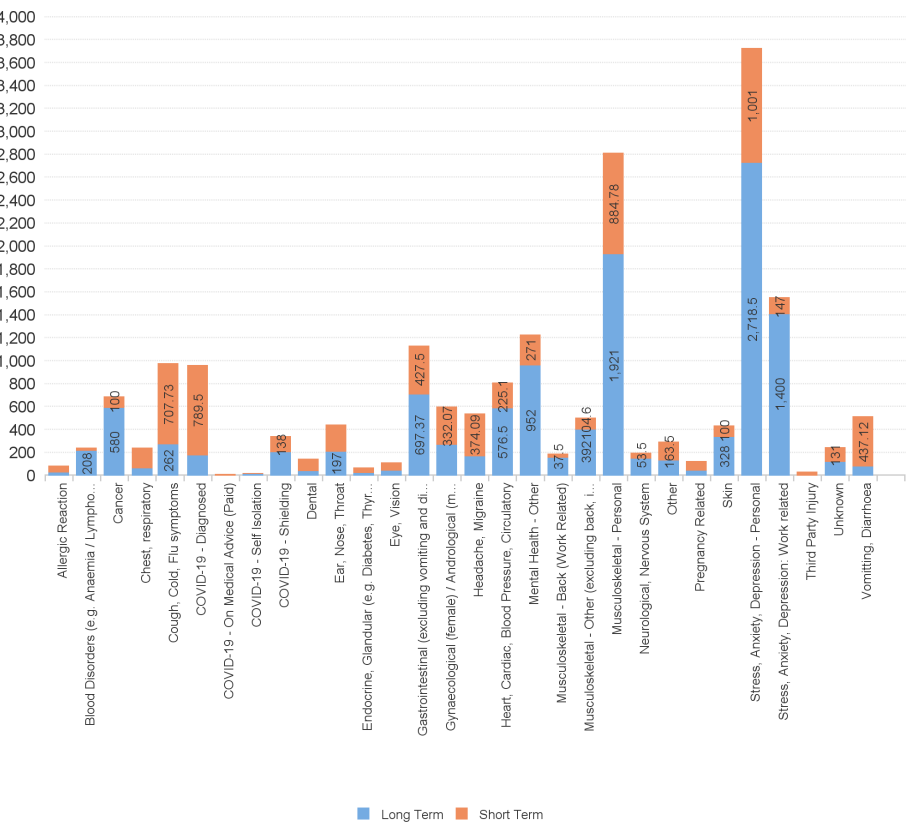


First Day of Absence



Reason	Days Lost	Cost of Days Lost	Number of Absences	% of Days Lost	Average Days Lost per Absence
Allergic Reaction	78.87	£12,068	24	0.41%	3.94
Blood Disorders (e.g. Anaemia / Lymphoma / Leukaemia)	233	£40,060	4	1.22%	58.25
Cancer	680	£92,812	18	3.57%	42.5
Chest, respiratory	233.17	£29,085	46	1.22%	5.3
Cough, Cold, Flu symptoms	969.73	£114,185	215	5.09%	4.85
COVID-19 - Diagnosed	956.5	£102,375	120	5.02%	8.04
COVID-19 - On Medical Advice (Paid)	4	£417	2	0.02%	2
COVID-19 - Self Isolation	12	£1,353	4	0.06%	3
COVID-19 - Shielding	334.5	£30,529	45	1.75%	7.96
Dental	139	£15,247	35	0.73%	4.48
Ear, Nose, Throat	437.27	£52,643	74	2.29%	6.73
Endocrine, Glandular (e.g. Diabetes, Thyroid, Metabolic)	60.5	£7,767	10	0.32%	6.05
Eye, Vision	107.5	£10,234	13	0.56%	8.96
Gastrointestinal (excluding vomiting and diarrhoea)	1,124.87	£145,873	137	5.90%	9.53
Gynaecological (female) / Andrological (male)	592.57	£72,260	80	3.11%	8.47
Headache, Migraine	531.09	£76,086	192	2.79%	3.16
Heart, Cardiac, Blood Pressure, Circulatory	801.6	£109,898	43	4.20%	19.55
Mental Health - Other	1,223	£139,176	61	6.41%	23.98
Musculoskeletal - Back (Work Related)	184.5	£24,753	13	0.97%	15.38
Musculoskeletal - Other (excluding back, including neck) (Work Related)	496.6	£49,623	32	2.60%	16.02
Musculoskeletal - Personal	2,805.78	£327,157	205	14.71%	15
Neurological, Nervous System	192	£18,334	17	1.01%	12
Other	285.5	£25,344	19	1.50%	15.86
Pregnancy Related	117.5	£10,242	16	0.62%	9.79
Skin	428	£55,032	28	2.24%	17.83
Stress, Anxiety, Depression - Personal	3,719.5	£417,482	160	19.50%	26.19
Stress, Anxiety, Depression: Work related	1,547	£274,656	44	8.11%	35.98
Third Party Injury	26	£2,476	1	0.14%	26
Unknown	240	£33,361	18	1.26%	14.12
Vomitting, Diarrhoea	508.12	£57,723	179	2.66%	3.01
Totals:	19,069.66	£2,348,254	1,855		

Days Lost by Reason (last 12 months)



Departmental Statistics - Manx Care 2021-22  
August 2021

	Less than 1 month	1 - 3 months	3 - 6 months	6 - 12 months	More than 12 months	Total:
Number of Open Absences (by Duration of Current Absence)	73	34	25	11	6	149

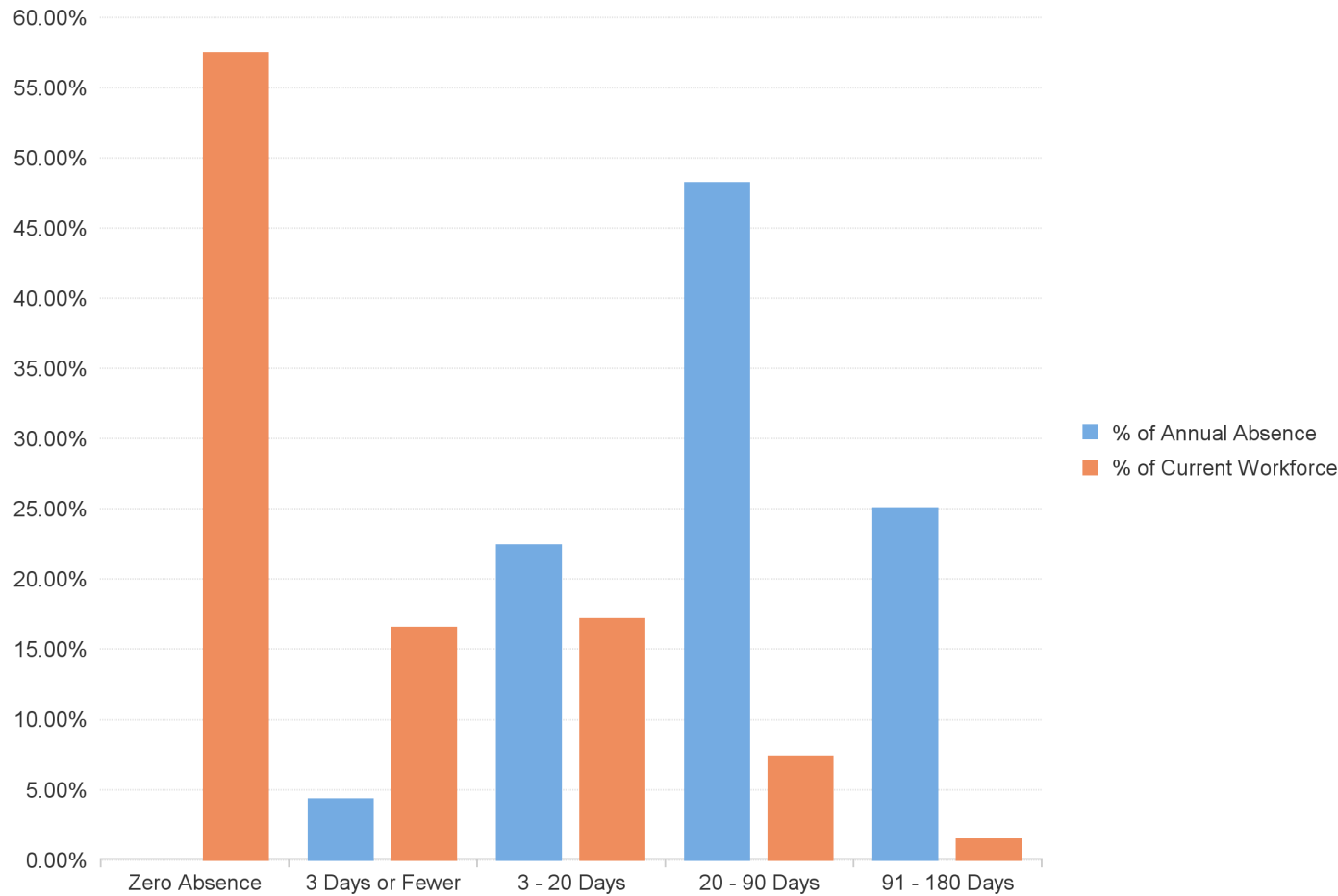
% Employees with no Sickness Absence (last 12 months)
57.45%

No of Workforce with Bradford Factor Over 128
106

Number of Open Absences	
Clinical Care Groups	127
Support & Corporate Services	22

Workforce Total Absence by Duration (Last 12 Months)	% of Annual Absence	% of Current Workforce
Zero Absence		57.45%
3 Days or Fewer	4.31%	16.56%
3 - 20 Days	22.41%	17.15%
20 - 90 Days	48.23%	7.36%
91 - 180 Days	25.05%	1.48%

Workforce Total Absence by Duration (Last 12 Months)



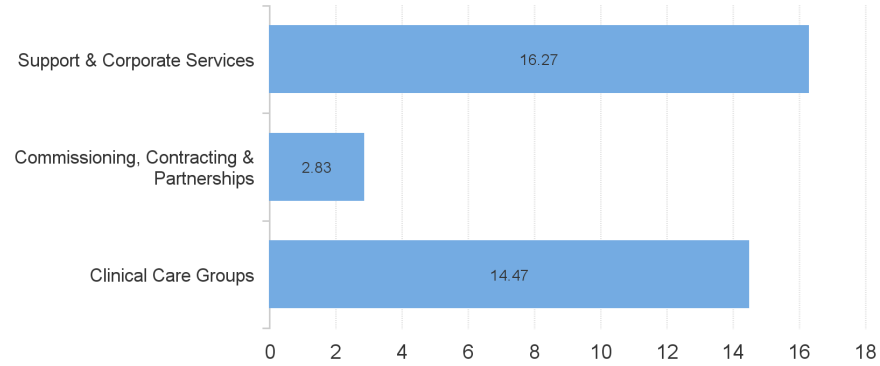


Departmental Statistics - Manx Care 2021-22  
August 2021

Absence Days Lost by Reason (Last 12 Months)	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sum:
Allergic Reaction	26	15.87	11	5.5	20.5	78.87
Blood Disorders (e.g. Anaemia / Lymphoma / Leukaemia)	19	50	54	57	53	233
Cancer	112	138	169	145	116	680
Chest, respiratory	14	61	33.5	79	45.67	233.17
Cough, Cold, Flu symptoms	97.5	202.17	174.5	259.07	236.5	969.73
COVID-19 - Diagnosed	54	45	21.5	267.5	568.5	956.5
COVID-19 - On Medical Advice (Paid)				2	2	4
COVID-19 - Self Isolation	9			3		12
COVID-19 - Shielding	95.5	54.5	50	65.5	69	334.5
Dental	9	44	69.5	12.5	4	139
Ear, Nose, Throat	86	100	125	88	38.27	437.27
Endocrine, Glandular (e.g. Diabetes, Thyroid, Metabolic)	2	3	21	19.5	15	60.5
Eye, Vision	8	49.5	46	3	1	107.5
Gastrointestinal (excluding vomiting and diarrhoea)	183	170.37	256	238	277.5	1,124.87
Gynaecological (female) / Andrological (male)	134	105	111.17	101	141.4	592.57
Headache, Migraine	87.47	99.93	108.43	95.03	140.23	531.09
Heart, Cardiac, Blood Pressure, Circulatory	120	160.05	226.56	146	149	801.6
Mental Health - Other	202	275	288	225	233	1,223
Musculoskeletal - Back (Work Related)	8	46	34.5	70	26	184.5
Musculoskeletal - Other (excluding back, including neck) (Work Related)	101	107	115	98.6	75	496.6
Musculoskeletal - Personal	473	480.5	595.28	670.5	586.5	2,805.78
Neurological, Nervous System	13	13	38.5	74	53.5	192
Other	26	49	41	64	105.5	285.5
Pregnancy Related	8	24	27.5	26	32	117.5
Skin	56	89	88	101	94	428
Stress, Anxiety, Depression - Personal	712	816	767	781.5	643	3,719.5
Stress, Anxiety, Depression: Work related	217	275.5	386	407.5	261	1,547
Third Party Injury					26	26
Unknown	5	22	59	76	78	240
Vomitting, Diarrhoea	70.02	98.67	105.5	117	116.93	508.12
Sum:	2,947.49	3,594.04	4,022.44	4,297.7	4,208	19,069.66

Absences by Division (Last 12 Months)	Days Lost	Cost of Days Lost	Number of Absences	FTE 12 Month Average	Days Lost per FTE (12 months)
Clinical Care Groups	15,536.7	1,993,265.33	1,568	1,073.82	14.47
Commissioning, Contracting & Partnerships	17	2,072.88	3	6.01	2.83
Support & Corporate Services	3,515.97	352,915.32	284	216.11	16.27

Average Days Lost per FTE (Last 12 Months)



Absence Days Lost by Division (Last 12 Months)	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Total:
Clinical Care Groups	2,313.99	2,936.57	3,257.44	3,508.7	3,520	15,536.7
Commissioning, Contracting & Partnerships	16		1			17
Support & Corporate Services	617.5	657.47	764	789	688	3,515.97
Total:	2,947.49	3,594.04	4,022.44	4,297.7	4,208	19,069.66

Absence Days Lost by Division

