

THE VALE OF GLAMORGAN COUNCIL

CABINET: 18TH DECEMBER 2025

RESOURCES SCRUTINY COMMITTEE: 19TH NOVEMBER, 2025

“452 Q2 SICKNESS ABSENCE REPORT 2025/2026 (DCR) –

The report was presented by the Operational Manager for Employee Services and set out the sickness absence figures for the period 1st April to 30th September, 2025 as part of the agreed performance management arrangements.

Absence figures had decreased slightly based on the same period as last year, but were still slightly higher than the 2023/24 figures.

Increases had taken place within non schools Directorates.

Following presentation of the report, the Officer advised the following in response to questions and comments from Committee Members:

- The Council's career break scheme allowed for unpaid breaks from work for staff members to be agreed with their manager. Although not extensively used, the scheme was useful in certain circumstances, and could be used, for example, where a member of staff wanted to go travelling for a number of months and then return to a role with the Council, or where an extended break would aid their recuperation from illness.
- Officers would look into ways in which the skills of staff trained in Mental Health Support through Time to Change Wales could be utilised going forward, and how more people could be involved in the Council's work around Mental Health, and would provide information to Committee.
- Officers were pleased that the Committee had recognised the work to support staff members experiencing Menopause, including the separation of this as its own category of sickness absence.
- The 2025/26 figure for days lost for stress reasons in the graph at Appendix E to the report was an estimate based on the first 6 months of the year.

With no further queries or comments, Committee subsequently:

RECOMMENDED – T H A T the report be noted, and referred to Cabinet alongside the views of the Resources Scrutiny Committee, and its recommendation as follows:

- T H A T, given that the Time to Change Wales programme to support people with mental health challenges has now ended, this be made clearer in reporting, and consideration be given to how similar support for staff members can be continued, particularly in relation to the Council's obligations under the

Time to Change Wales programme, and to maintaining the Council's group of Mental Health Champions, going forward.

Reason for recommendation

To make Cabinet aware of the views of this Committee, and to avoid this support for staff members being degraded or lost over time, now that the programme has ended, and without this source of training.”

Attached as Appendix: Report to Resources Scrutiny Committee 19th November, 2025

Name of Committee:	Resources Scrutiny Committee
Date of Meeting:	19/11/2025
Relevant Scrutiny Committee:	Resources Scrutiny Committee
Report Title:	Q2 Sickness Absence Report 2025/2026
Purpose of Report:	To update Scrutiny Members on the sickness absence statistics for the 1 April 2025 to 30 September 2025, and any comments to be reported to Cabinet
Report Owner:	Director of Corporate Resources
Responsible Officer:	Operational Manager Employee Services
Elected Member and Officer Consultation:	The overall sickness absence figures are reported quarterly through the Corporate Performance Indicators
Policy Framework:	This is a matter for Executive decision by the Cabinet.
<p>Executive Summary:</p> <ul style="list-style-type: none"> The report sets out the sickness absence figures for the period 1st April 2025 to 30th September 2025 as part of the agreed performance management arrangements. Absence figures have decreased slightly based on the same period as last year, but still slightly higher than the 2023/24 figures Increases have taken place within non schools Directorates. 	

1. Recommendations

- 1.1** That the report and the (April 2025 to September 2025) sickness absence figures provided in Appendix A be noted.
- 1.2** That the report be referred to Cabinet, alongside the views and any recommendations of the Resources Scrutiny Committee.

2. Reasons for Recommendations

- 2.1** To bring matters to the attention of Members of the Scrutiny Committee, in line with corporate objectives.
- 2.2** To enable Cabinet to maintain a continued focus on the management of sickness absence throughout all services of the Council, and to consider the report alongside the views of the Scrutiny Committee.

3. Background

- 3.1** The levels of sickness absence within the Council are reported to Scrutiny/Cabinet every six months.
- 3.2** This report sets out the sickness absence information for the period 1st April 2025 to 30th September 2025, including corporate and school employees. It also includes details of sickness absence figures for previous years for comparison.
- 3.3** This report acknowledges the work and commitment of all managers, employees and trade union colleagues in relation to the continual management of sickness absence.

4. Employee Wellbeing

- 4.1** A number of initiatives have been introduced by the Council to manage the key drivers in tackling presenteeism, such as – improving digital applications/access, lifestyle and wellbeing programmes and managing the use of annual leave. Line managers are always instrumental in looking after employee health and wellbeing.
- 4.2** The Council considers it very important that staff are given the support they require and we are working with colleagues within Health & Safety, Occupational Health and Organisational Development & Learning to support our staff who are working from home. Support is also provided to staff that have continued to work in the front line, especially in our Waste, Social Care and Schools teams.
- 4.3** The Human Resources Business Partnership team continues to work closely with Occupational Health and Managers on an individual case management basis and the prompt action of Managers is prioritised to keep absences within target. A HR absence dashboard has been created to assist with the monitoring of

absences within services. Further information on the work of the HR Business Partners are detailed in Para. 5.10 to 5.16.

- 4.4** Members will be aware that in all cases of stress or anxiety, employees are automatically referred to occupational health for advice, offered counselling support and managers are offered training and support in completing stress risk assessments. The Mental Health & Wellbeing Procedures have been updated they incorporate advice and guidance as well as the responsibilities of all parties, managers, occupational health and staff. The Procedures recognise that mental health in the workplace is a wellbeing issue and acknowledges the importance of identifying and reducing workplace stressors.
- 4.5** Westfield Health are providing a 24-hour advice line for staff.

5. Positive Health Promotion

Work is continuing to develop positive health support as follows:-

- 5.1** The Occupational Health Department is intending to offer Wellbeing/Health Screening to all employees (subject to other work commitments). This includes height, weight, BMI, Blood Pressure, Cholesterol and Blood Sugar Tests. Appointments, when available, can be made via contacting Occupational Health. Alternatively, employees can contact the OH Department directly to book an appointment. Wellbeing appointments are also available, these can be booked by contacting OH Admin.
- 5.2** An extended Wellbeing package was rolled out to all employees across the Council from November 2020 focusing on physical, mental and financial wellbeing. This includes online virtual fitness sessions, yoga and stretching in addition to sessions on mindfulness, resilience and coping at times of change. This has continued during the last 6 months with activities promoted to staff. It is important that these activities continue for the foreseeable future and become part of the general wellbeing support for employees across the Council.
- 5.3** The Health, Safety and Wellbeing (HSW) team promote, monitor and review workstation assessments for all staff whether they are working from home, a council building or elsewhere. The Display Screen Equipment and Eye test procedures has been updated to support this work.
- 5.4** The Council's Stress Management Procedures have been updated so that they can be more effectively monitored and managed, and staff can access the support that they need. The update consolidates the difference between work related stress risk assessments which provide action planning for issues and well-being action plans which provide staff with support and reasonable adjustments for health issues.
- 5.5** In addition, the HSW Team and Occupational health team have commenced a joint piece of work to normalise menopause across the Council following

attendance of a menopause conference provided by Senedd insight.
Menopause one to one sessions can now be booked via the Occupational Health Team.

5.6 The Council now has nearly 40 trained (via Time to Change Wales) mental health champions whose primary role involves:

- Promoting health campaigns e.g. World Mental Health Day.
- Encouraging colleagues to participate in the Council's wellbeing initiatives / challenges.
- Involvement in events and collaborative working with other Champions across the Council and other organisations.
- Role modelling and promoting a healthy culture within the workplace.
- Organising activities which will now take place online, such as online Yoga classes.
- Signposting colleagues to relevant services

5.7 A full report containing the breakdown of sickness absence levels per FTE across all Directorates and services continues to be reviewed by the Council's Strategic Leadership Team each quarter and any required action is taken. The main performance management elements of the management of sickness absence is set out below:-

- All Directorates continue to review absence levels within Directorate management Teams on a monthly basis and in accordance with a service-based action plan.
- The focus on absence has been based on the scrutiny of priority absence reports within each Directorate and service area. This has been helpful in focusing attention and support on particular absence cases.
- Long-term absence cases continue to be dealt with on an individual case management basis. Human Resource Business Partners work closely with managers to maintain communication with employees, along with Occupational Health, to support employees' wellbeing and their return to work.
- The management of sickness absence continues to be a high priority for the Council and an important 'Corporate Health' indicator.
- Absence information is now input directly into fusion, and therefore, real time data is available to HR and Managers, including schools.
- The use of the "Other" Sickness Category as questioned by Corporate Performance and Resources Scrutiny is under review.

Absence Policy

5.8 The Council's absence Policy has been updated to ensure information relating to contact information and access to Westfield Health is up-to-date.

5.9 A wider review of the absence policy will be undertaken over the next few months with consultation undertaken with Managers and Trade Unions.

HR Business Partner Support

- 5.10** Redeployment - early engagement to search for redeployment if OH identify can't undertake duties. Look at issuing notice in substantive role sooner rather than waiting for 30 week meeting.
- 5.11** Reasonable adjustments i.e. - home working, phased returns, allowing annual leave to extend phased returns if required. Support provided from the Health, Safety and Wellbeing Team.
- 5.12** Informal redeployment for temp period within same service area which allows period for recovery then revert back to substantive post. Only applies where vacant position is being covered by agency worker.
- 5.13** Compassionate Management approach (in some cases this has been beneficial)
- 5.14** Counselling services – ensure staff are able to access the appropriate support mechanism.
- 5.15** Payment for private health appointments e.g. – MRI Scans, Physio appt or Consultant appt (not in many cases but have had a number previously which has assisted a sooner return).
- 5.16** Consider Career Break Scheme in consultation with the staff member as required.

6. Appendices for Consideration

- 6.1** Appendix A – Breakdown of Absence by Service Area
- 6.2** Appendix B – Overall Sickness Rates

The total days/shifts lost per FTE for the period April 2024 to September 2024 indicate a decrease in absence levels compared to same period in 2023 and 2022.

- 6.3** Appendix C – Sickness Breakdown by Directorate

Data showing the top 5 reasons for sickness absence for each Directorate, including the breakdown of reason for stress related absence.

- 6.4** Appendix D – Sickness by Age

- 6.5 Appendix E – Stress over 10 years
- 6.6 Appendix F – Westfield Health Usage

7. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 7.1 Long Term
Sickness reporting is reportable as part of the Public Accountability Measures (PAM's) which has been developed by the WLGA led task and finish group. It demonstrates how authorities are contributing to the well-being goals. Sickness has been identified as contributing to a Prosperous Wales and Healthier Wales. Reporting accurate data will help the Council account for future trends and the need to undertake regular reviews of the policies that impact on sickness rates
- 7.2 Prevention
The management of sickness absence together with wellbeing initiatives will help support service delivery including the meeting of corporate / service objectives
- 7.3 Integration
The management of absence identifies a range of issues that affect all areas of the Council's workforce. The objectives aim to identify what can be achieved when absence is managed effectively.
- 7.4 Collaboration
A key factor in managing sickness absence is the support from Corporate Management Team, Managers, HR, Occupational Health and Trade Unions.
- 7.5 Involvement
Regular reporting and management of absence ensures that we are open and transparent in relation to our approach to sickness absence. Any changes to the Attendance and Wellbeing Policy will be subject to the usual consultation process with Cabinet, Scrutiny, Managers and Trade Unions.

8. Climate Change and Nature Implications

- 8.1 Human activity is cited as the main cause of climate change, but organisations also contribute significantly, with businesses contributing 17% of the greenhouse gas emissions in the UK in 2019. Organisations emit greenhouse gases through their energy and resource use, transport and travel, waste management and supply chain.
- 8.2 HR practitioners are in a unique position due to their connections across their organisations, through their roles and the requirement to engage with all levels, disciplines and sectors. Every employee will have contact with aspects of HR throughout their employment through to the point at which they leave.
- 8.3 HR practitioners have the potential to play a significant leadership role in implementing all aspects of environmental sustainability through policies and procedures relating to.

- recruitment and selection
- performance management
- learning and development
- leadership and engagement.

8.4 The values of the Council include environmental sustainability, the culture of the organisation is formed when these values are put into action. For HR practitioners, this means the integration of environmental sustainability throughout all of our policies, procedures and practices, and then clearly articulating this to all stakeholders.

9. Resources and Legal Considerations

Financial

9.1 The need to continue to maintain reasonable levels of absence will be important as the Council responds to ongoing financial pressures.

Employment

9.2 The incidence of high levels of absence has significant resource implications and places constraints on the continued delivery of high-quality service provision.

Legal (Including Equalities)

9.3 All legal implications including the Equality Act, Human Rights Act and General Data Protection Regulations have been considered within the implementation of policy provisions.

Appendix A - Sickness Absence Breakdown by Service Area (2025/26)

Period 01-APRIL-2025 to 30-SEP-2025

							Q2 COMPARISON	
Directorate	Service	Average FTE	Short Term Days Lost per FTE	Long Term Days Lost per FTE	25/26 Days Lost per FTE	25/26 Annual Target	24/25 Days Lost per FTE	23/24 Days Lost per FTE
Environment & Housing Services Totals		692.31	1.25	5.51	6.75	14.90	7.45	6.38
Environment & Housing Services	Building Services	158.47	1.49	6.76	8.26	15.91	6.66	8.20
	Director's Office - EHS	33.60	0.45	1.37	1.82	9.98	2.92	7.02
	Housing Services	73.62	1.59	3.44	5.03	15.00	12.40	8.59
	Neighbourhood Services and Transport	260.06	1.31	6.43	7.73	17.76	9.56	7.49
	Shared Regulatory Services	166.56	0.93	4.63	5.56	15.91	3.78	2.29
Place Totals		93.50	0.52	2.56	3.07	4.50	2.09	1.49
Place	Directors Office - Place	38.91	0.82	2.76	3.58	3.00	0.00	0.67
	Regeneration and Planning	54.59	0.30	2.41	2.72	6.00	2.20	1.51
Resources Totals		332.19	0.81	3.39	4.20	9.10	4.34	2.88
Resources	Digital	45.45	0.92	1.41	2.33	7.00	0.00	0.87
	Director's Office - RES	25.20	0.20	0.47	0.67	5.70	0.04	0.87
	Financial Services	112.02	0.77	4.81	5.58	10.25	4.35	3.59
	Human Resources Service	48.66	0.89	0.86	1.75	6.40	1.76	1.95
	ICT Services	21.43	0.19	0.00	0.19	1.00	2.86	2.88
	Legal and Democratic Services	44.73	0.11	5.97	6.08	9.41	5.42	1.16
	Policy and Business Transformation	57.43	1.49	3.52	5.01	16.50	8.29	4.41
Learning & Skills Totals		227.07	0.77	4.29	5.06	9.50	4.09	2.57
Learning & Skills	Additional Learning Needs and Wellbeing	65.70	0.95	2.53	3.48	8.00	2.68	3.20
	Director's Office - L&S	14.56	0.00	4.19	4.19	5.75	0.30	0.50
	Standards and Provision	54.57	1.13	2.69	3.82	15.24	9.67	3.51
	Strategy, Community Learning and Resources	92.24	0.54	6.51	7.05	9.00	2.22	1.85
Social Services Totals		690.46	1.79	5.94	7.73	17.25	8.22	6.36
Social Services	Adult Services	229.30	2.20	5.52	7.73	19.95	10.09	6.84
	Children and Young People Services	255.87	1.52	6.49	8.01	18.50	7.96	5.15
	Director's Office - SS	17.00	1.65	1.82	3.47	11.00	2.39	0.38
	Resource Management and Safeguarding	188.29	1.65	6.08	7.73	19.50	6.79	7.83
Corporate Total - Excluding Schools		2035.53	1.27	5.04	6.31	11.04	6.53	5.14
Schools		2238.98	1.41	2.37	3.78	10.45	3.77	3.75
Total Including Schools		4274.51	1.34	3.64	4.99	10.75	5.10	4.43

Rates

Overall Sickness Rates

The overall sickness absence rates [i.e. working time lost per Full Time Equivalent (FTE)] for 1st April 2025 to 30th September 2025 are set out in the table below with comparative data for the same period in 2023/2024 and 2024/2025.

Total days / shifts lost per FTE (total days lost)	April to September			Target 2025 Q2 (Annual Target ÷ 2.3)
	2023/2024	2024/2025	2025/2026	
Environment & Housing	6.38 (4383)	7.45 (5143)	6.75 (4676)	7.45
Learning and Skills	2.57 (565)	4.09 (922)	5.06 (1148)	4.22
Corporate Resources	2.88 (952)	4.34 (1491)	4.20 (1397)	4.55
Place	1.49 (143)	2.09 (209)	3.07 (288)	2.20
Social Services	6.36 (4249)	8.22 (5490)	7.73 (5337)	8.63
Corporate Total - excluding Schools	5.14 (10291)	6.53 (13156)	6.31 (12845)	5.52
Schools	3.75 (7830)	3.77 (8159)	3.78 (8464)	5.23
Total Absence	4.43 (18121)	5.10 (21315)	4.99 (21309)	5.38

A more detailed breakdown of absence in each Service area is included within Appendix A.

	2023 *		2024*		2025 *	
Month	Number of Absences	Days Lost	Number of Absences	Days Lost	Number of Absences	Days Lost
April	372	2959	372	2959	512	3146
May	457	3369	457	3369	555	3494
June	418	3409	418	3409	606	3847
July	460	3031	460	3031	494	3413
August	252	2636	252	2636	280	3066
September	554	3711	554	3711	659	4343

* Reported at Q2

Number of Absences = Number of Absent Employees in each individual month (i.e. an absence 15th April to 2nd June will be reported in April / May / June respectively)

Days Lost = this is the total days lost in each individual month

Rates

- The reasons for sickness absence across the authority (including in Schools) over the period April 2024 to March 2025 are listed in the below table compared to 2023 and 2024. The figures include both the total FTE days lost and percentages.
- In reference to the length of absence, members will note from the below table that 76% of all absence are categorised as long term (i.e. over 4 weeks in duration), compared with 24% short term absence.
- Due to the change in sickness reasons during 2025/2026, undisclosed is currently the top reason, this will be rectified by 2026/2027. Some of the reasons have been re-named, some have been combined and some reasons are new and therefore, will not have a comparison from previous years

Days Lost (%)	Short Term			Long Term			Total Absence		
Absence Reason	2023	2024	2025	2023	2024	2025	2023	2024	2025
Undisclosed	207 4.3%	179 3.2%	399 7.0%	837 6.3%	248 1.6%	2901 18.6%	1044 5.8%	427 2.0%	3300 15.5%
Stress/ Anxiety - Non Work	318 6.7%	245 4.4%	470 8.2%	3187 23.9 %	3226 20.5%	2379 15.3%	3505 19.3%	3471 16.3%	2849 13.4%
Operations / Recovery	262 5.5%	299 5.4%	350 6.1%	1756 13.2 %	1770 11.2%	1978 12.7%	2018 11.1%	2070 9.7%	2328 10.9%
Infections – Bacterial / Viral	1283 26.9%	1745 31.5%	1595 27.8%	1139 8.5%	699 4.4%	697 4.5%	2423 13.4%	2444 11.5%	2292 10.8%
Musculo- skeletal	414 8.7%	277 5.0%	574 10%	1180 8.8%	1621 10.3%	1620 10.4%	1594 8.8%	1898 8.9%	2193 10.3%
Gastro- intestinal	572 12.0%	864 15.6%	818 14.3%	299 2.2%	507 3.2%	516 3.3%	871 4.8%	1371 6.4%	1334 6.3%
Stress Work and Non- Work	55 1.2%	131 2.4%	58 1%	536 4.0%	862 5.5%	1186 7.6%	591 3.3%	993 4.7%	1243 5.8%

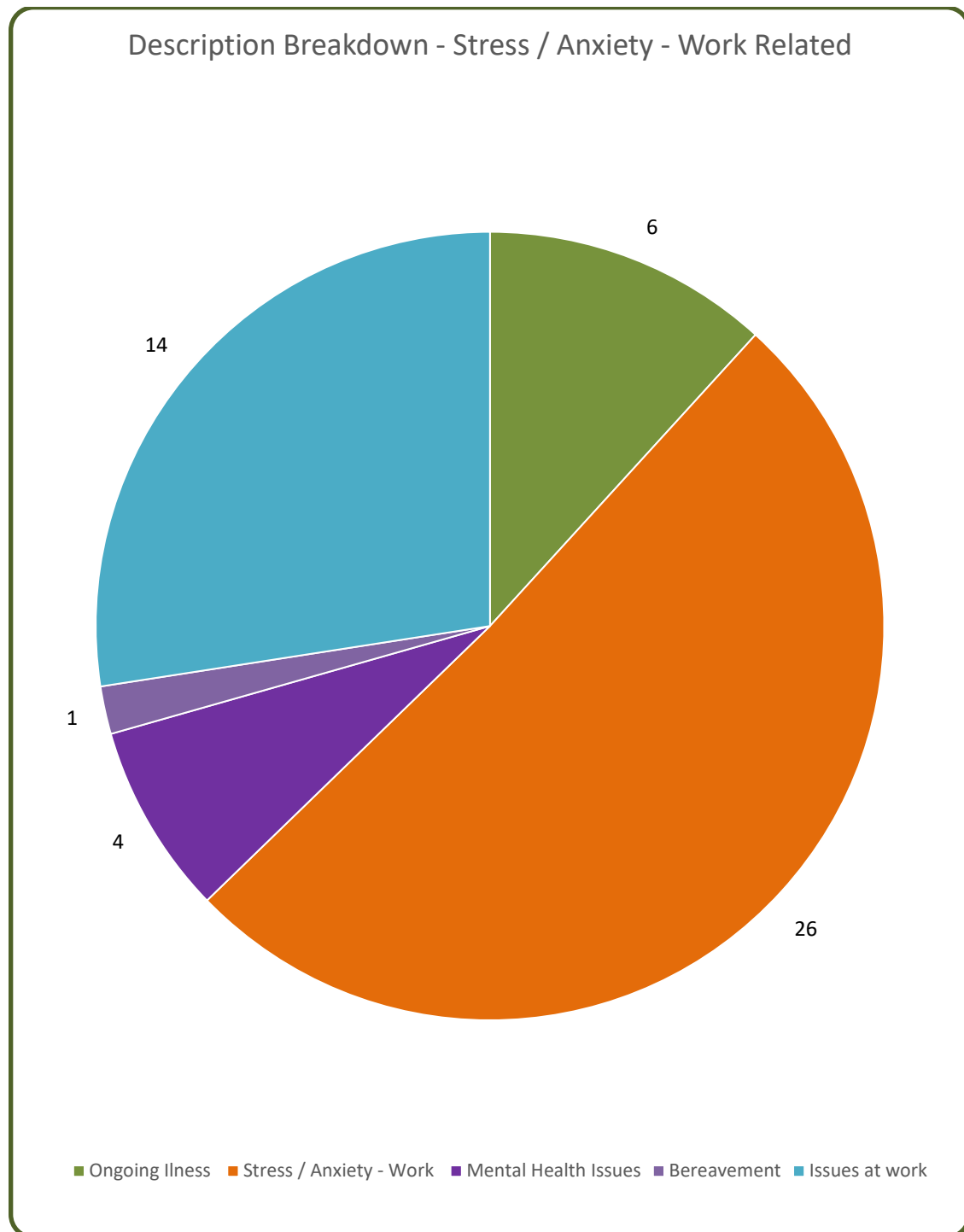
Agenda Item: Appendix B – Overall Sickness

Rates

Stress/ Anxiety - Work	84 1.8%	81 1.5%	133 2.3%	1482 11.1 %	2016 12.8%	1094 7%	1565 8.6%	2097 9.8%	1227 5.8%
Bereave- ment	0	0	131 2.3%	0	0	765 4.9%	0	0	896 4.2%
Headache / Migraine	173 3.6%	266 4.8%	281 4.9%	129 1.0%	469 3.0%	579 3.7%	301 1.7%	735 3.5%	860 4%
Cardio- vascular	31 0.7%	31 0.6%	96 1.7%	430 3.2%	68 0.4%	370 2.4%	461 2.5%	99 0.5%	466 2.2%
Mental Health	0	0	99 1.7%	0	0	349 2.2%	0	0	448 2.1%
Respira- tory	156 3.3%	208 3.8%	171 3%	322 2.4%	472 3.0%	224 1.4%	478 2.6%	680 3.2%	395 1.9%
Pregnancy Related	44 0.9%	85 1.5%	116 2%	207 1.6%	143 0.9%	195 1.3%	251 1.4%	227 1.1%	311 1.5%
Other	484 10.1%	761 13.7%	51 0.9%	1280 9.6%	2686 17.0%	233 1.5%	1764 9.7%	3446 16.2%	284 1.3%
Cancer	0	0	63 1.1%	0	0	233 1.5%	0	0	238 1.1%
Neurolog- ical	0	0	29 0.5%	0	0	191 1.2%	0	0	219 1%
Ophthalmo- logy	0	0	130 2.3%	0	0	59 0.4%	0	0	190 0.9%
Genito- Urinary	87 1.8%	101 1.8%	120 2.1%	78 0.6%	150 1.0%	60 0.4%	165 0.9%	251 1.2%	180 0.8%
RTA / Whiplash	40 0.8%	10 0.2%	45 0.8%	0	0	0	40 0.2%	10 0.1%	45 0.2%
Menopause	0	0	11 0.2%	0	0	0	0	0	11 0.1%
% of overall absence (Total Days)	4773	5543	5739	13348	15772	15570	18121	21315	21309

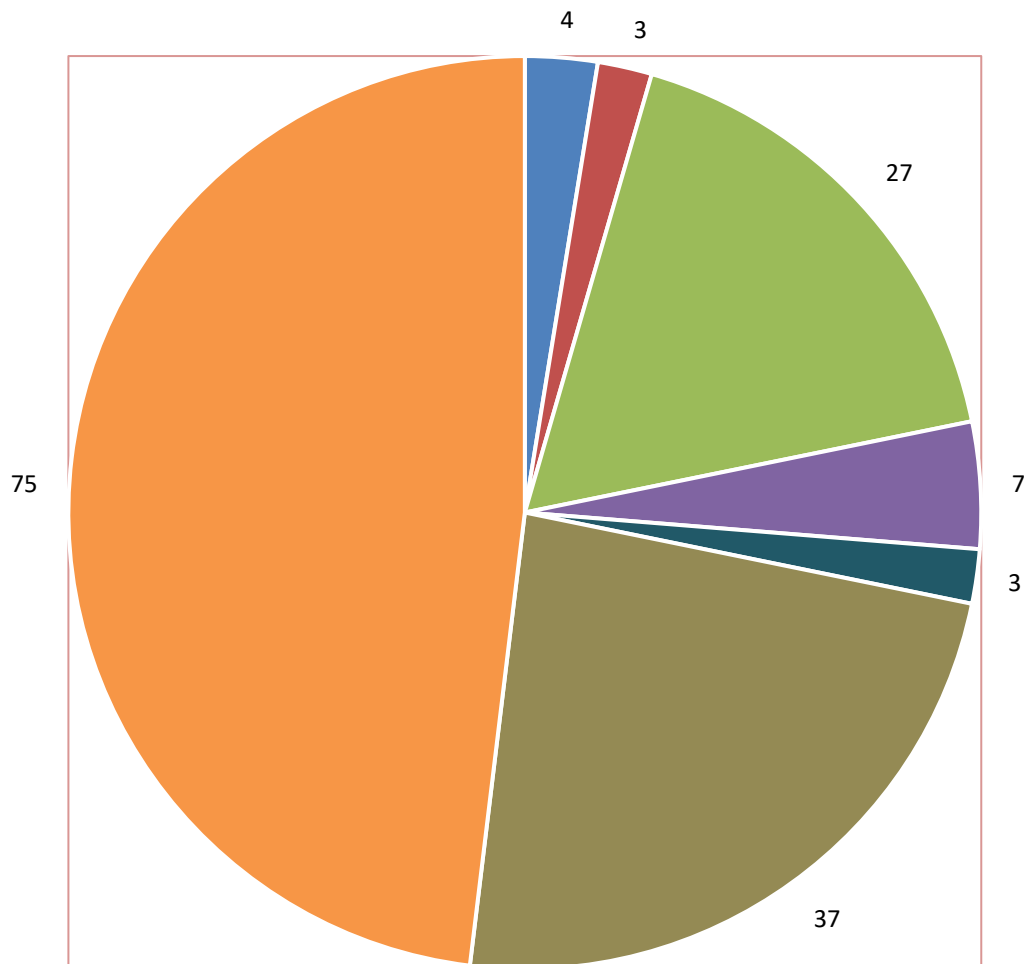
Rates

The following graphs show the breakdown of Stress/Anxiety Work Related, Stress/Anxiety Non-Work and Stress/Anxiety Work and Non Work Related descriptions for the Council from April 2025 - September 2025



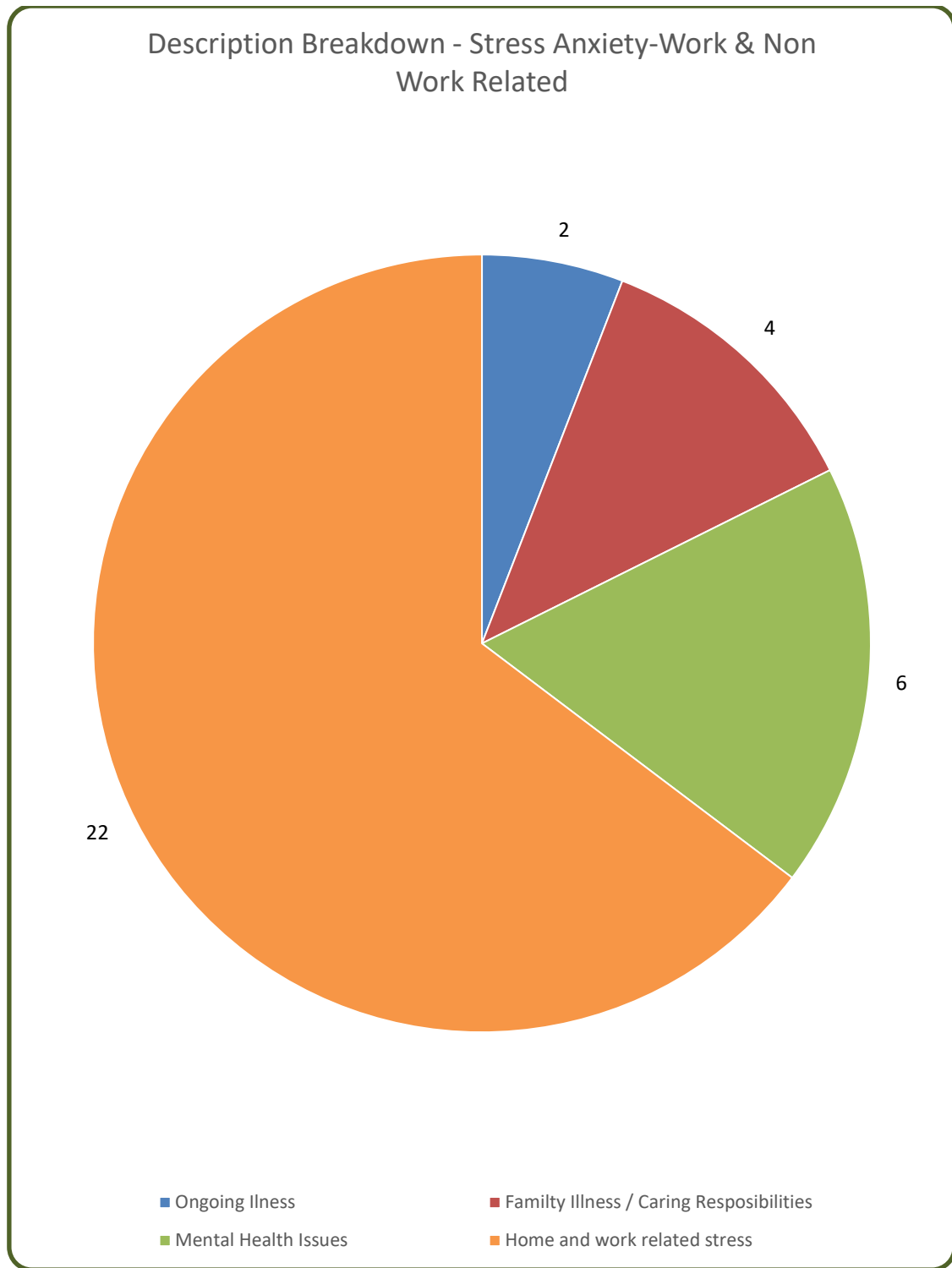
Rates

Description Breakdown - Stress / Anxiety - Non Work Related



- Anxiety and / or Depression
- Bereavement
- Family Illness / Caring Responsibilities
- Mental Health Issues
- Ongoing Illness / Health Scare
- Personal / Domestic Issues
- Stress /Anxiety - Work & Non Work

Rates



Rates

All Wales Comparative Sickness Data 2021/22 and data from 2022/23 where available		
	2021/22	2022/23 (sorted)
Merthyr Tydfil	9.2	8.7
Isle of Anglesey	8.8	9.2
Denbighshire	9.8	10.0
Pembrokeshire	10	10.1
Gwynedd	10.1	10.2
Powys	11.2	10.3
Conwy	10.5	10.4
Carmarthenshire	11.4	11.6
Flintshire	-	11.8
Cardiff	12.7	12.0
Newport	10	12.4
Torfaen	12.4	12.5
Ceredigion	8.7	12.7
Monmouthshire	13.1	12.7
Wrexham	13.6	12.7
Vale of Glamorgan	11.4	12.8
Neath Port Talbot	13.3	12.8
Bridgend	12.4	13.2
Caerphilly	14.1	14.0
Blaenau Gwent	16.5	15.45
Swansea	12	16.5
Rhondda Cynon Taf	-	18.0
Wales	11.8	12.8

Sickness Breakdowns by Directorate

Environment and Housing - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Environment and Housing show that Musculoskeletal / Injury / trauma incl. back and neck has become the remained the highest reported reason for absence in Q2 for 2025/26 (16.5%). Stress Work related was the 2nd highest reason this time last year, this has now moved off the top 5 reasons list.

Days Lost (%)	Short Term			Long Term			Total Absence		
EHS - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Musculo-skeletal	205 22%	70 7%	128 14.8%	511 15	811 19%	645 16.9%	716 16%	881 17%	773 16.5%
Undisclosed	0	45 4.7%	24 2.7%	47 1.4%	23 0.6%	605 15.9%	47 1.1%	68 1.3%	628 13.4%
Infections – Bacterial / Viral	234 25.1%	299 30.9%	283 32.8%	364 10.6%	70 1.7%	278 7.3%	598 13.7%	369 7.2%	561 12%
Stress / Anxiety Non Work Related	80 9%	46 5%	66 7.6%	985 29%	549 13%	413 10.8%	1066 24%	595 12%	479 10.2%
Stress / Anxiety Work & Non Work	80 8.6%	29 3%	6 0.7%	985 28.6%	239 5.7%	483 1.5%	1066 24.3%	268 5.2%	444 9.5%

There have been 30 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025 the descriptions for these include, Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities.

There have been 9 instances of absences due to Stress / Anxiety Work Related from April 2025 – September 2025 the descriptions for these are Issues at work, Ongoing Illness.

Learning and Skills - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Learning and Skills show that Stress / Anxiety Non Work Related has the highest sickness reasons at 34.2% in Q2 2025/2026. The highest reason this time last year was Other, which has now moved from the top 5 reasons list.

Days Lost (%)	Short Term			Long Term			Total Absence		
LS - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Stress / Anxiety Non Work Related	14 9%	0	24 13.8%	292 55%	198 25%	369 37.9%	306 44%	198 22%	393 34.2%
Infections – Bacterial / Viral	64 39%	38 30%	44 25.2%	4 1%	0	164 16.8%	68 10%	38 4%	208 18.1%
Operations and Recovery	7 3%	9 7%	12 6.7%	0	78 10%	179 18.4%	7 1%	87 9%	191 16.6%
Bereavement Related	0		7 3.7%	0		121 12.4%	0		127 11.1%
Undisclosed	0	8 6.5%	12 7%	0	0	84 8.6%	0	8 0.9%	96 8.4%

There have been 11 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 to September 2025, these include Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities.

Corporate Resources - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Resources shows that Stress Non-Work Related has remained the highest contributor to absence since the same time last year, but the overall % has been reduced from 26% to 16.4%. Stress / Anxiety Work, and Non Work makes up 43.3% of all sickness reasons in Q2 2025/2026.

Days Lost (%)	Short Term			Long Term			Total Absence		
RES - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Stress / Anxiety Non Work Related	33 20%	39 11%	5 1.8%	593 47%	355 31%	224 19.9%	626 44%	394 26%	229 16.4%
Stress / Anxiety Work & Non Work	0	3 0.8%	5 1.8%	26 3.9%	75 6.6%	196 17.4%	26 2.8%	78 5.2%	201 14.4%
Stress / Anxiety Work Related	2 7%	0	2 0.7%	104 8%	175 16%	173 15.4%	116 8%	175 12%	175 12.5%
Other	0	42 12%	0	0	223 20%	131 11.6%	0	264 18%	131 9.4%
Undisclosed	5 1.7%	3 0.9%	3 1%	21 3.1%	0	117 10.4%	26 2.7%	3 0.2%	120 8.6%

There have been 5 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025 the descriptions for these include, Personal / Domestic Issues and Stress / Anxiety, non-work.

There have been 4 instances of absences due to Stress / Anxiety Work and Non-Work Related from April 2025 – September 2025, the descriptions for these include Ongoing Illness, Family Illness / Caring Responsibility and Home and work related stress.

There have been 3 instances of absences due to Stress / Anxiety Work Related from April 2025 – September 2025.

“Other” absence can include specific illness related to serious conditions.

Social Services - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Social Services shows Other has been removed from the top 5 reasons list, the top contributor to absence in Q2 2025/2026 is Stress Non Work Related, which has moved up from the number 2 for the same time last year.

Days Lost (%)	Short Term			Long Term			Total Absence		
SS - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Stress Non Work Related	154 18%	12 1%	113 9.2%	1597 37%	1945 49%	658 16%	2098 43%	1006 19%	771 14.5%
Musculo-skeletal	994 23%	53 5.1%	166 13.4%	366 11.6%	302 7.0%	437 10.6%	434 10.2%	355 6.6%	602 11.3%
Undisclosed	0	36 3.5%	48 3.9%	36 1.1%	27 0.6%	528 12.9%	36 0.8%	63 1.2%	576 10.8%
Operations and Recovery	74 7%	58 6%	63 5.1%	175 6%	314 7%	454 11.1%	249 6%	372 7%	517 9.7%
Infections – Bacterial / Viral	357 43%	291 28%	319 25.9%	413 10%	273 6%	139 3.4%	771 16%	561 11%	459 8.6%

There have been 32 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025, the descriptions for these include Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities and Ongoing Illness / Health Score.

Place - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Places shows Stress Non Work Related has remained the highest contributor to absence in Q2 2025/2026 at 32.4 which has been reduced from 64% in the previous year.

Days Lost (%)	Short Term			Long Term			Total Absence		
PLC - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Stress / Anxiety Non Work Related	0	8 15%	0	0	126 82%	93 39%	0	134 64%	93 32.4%
Mental Health	0	0	0	0	0	62 25.9%	0	0	62 21.6%
Stress / Anxiety Work Related	0	0	0	0	0	32 13.4%	0	0	32 11.1%
Operations and Recovery	0	9 16%	0	41 100%	28 18%	30 12.5%	41 55%	37 18%	30 10.4%
Neurological	0	0	0	0	0	22 9.2%	0	0	22 7.7%

There have been 2 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September.

There have been 1 instance of absences due to Stress / Anxiety Work Related from April 2025 – September 2025

Schools - Top 5 Reasons - April 2025 to September 2025

The Top 5 reasons for Schools shows Infections – Bacterial / Viral moving from the highest reason, this time last year, to the third highest reason overall reason during Q2 2025/2026, this still remains the highest short term absence reason. Undisclosed (22.2%) has moved to the highest reason, but this should be rectified by 2026/2027%.

Days Lost (%)	Short Term			Long Term			Total Absence		
SCH - Top 5 Absence	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026	2023/ 2024	2024/ 2025	2025/ 2026
Undisclosed	202 9.1%	86 2.9%	309 9.8%	734 13.1%	198 3.8%	1567 29.5%	936 12%	285 3.5%	1975 22.2%
Operations & Recovery	113 6%	130 4%	215 6.8%	816 22%	740 14%	957 18%	929 17%	869 11%	1172 13.8%
Infections – Bacterial / Viral	754 43%	999 33%	844 26.8%	327 9%	329 6%	96 1.8%	1081 20%	1328 16%	940 11.1%
Stress/ Anxiety Non Work Related	54 3%	139 5%	263 8.3%	898 24%	1004 19%	621 11.7%	952 17%	1143 14%	884 10.4%
Musculo- skeletal	110 4.9%	152 5.1%	258 8.2%	289 5.1%	483 9.4%	537 10.1%	398 5.1%	636 7.8%	795 9.4%

There have been 76 instances of absences due to Stress / Anxiety Non-Work Related from April 2025 – September 2025, the descriptions for these include Bereavement, Mental Health Issues, Personal / Domestic Issues, Family Illness / Caring Responsibilities and Ongoing Illness / Health Scare.

Sickness by Age Range (Q2 2025/26)

The following showing a comparison related to age groups across the Council and Schools.

Age Group	FTE number	FTE Sickness Days Lost	Days lost per person (FTE days lost / FTE)	Top Absence Reason Short term	Top Absence Reason Long term
16-25	276	708	2.6	Infections – Bacterial / Viral	Musculoskeletal/Injury /trauma incl. back and neck
26-35	898	3585	4.0	Infections – Bacterial / Viral	Undisclosed
36-45	1132	4973	4.4	Infections – Bacterial / Viral	Undisclosed
46-55	1204	5312	4.4	Infections – Bacterial / Viral	Undisclosed
56-64	747	5837	7.8	Infections – Bacterial / Viral	Undisclosed
65+	96	895	9.3	Infections – Bacterial / Viral	Undisclosed

(Q2 2025/26)

Stress Over 10 years

This is a comparison of all Stress reasons over a 10-year period during September each year, across all Council Directorates and Schools.

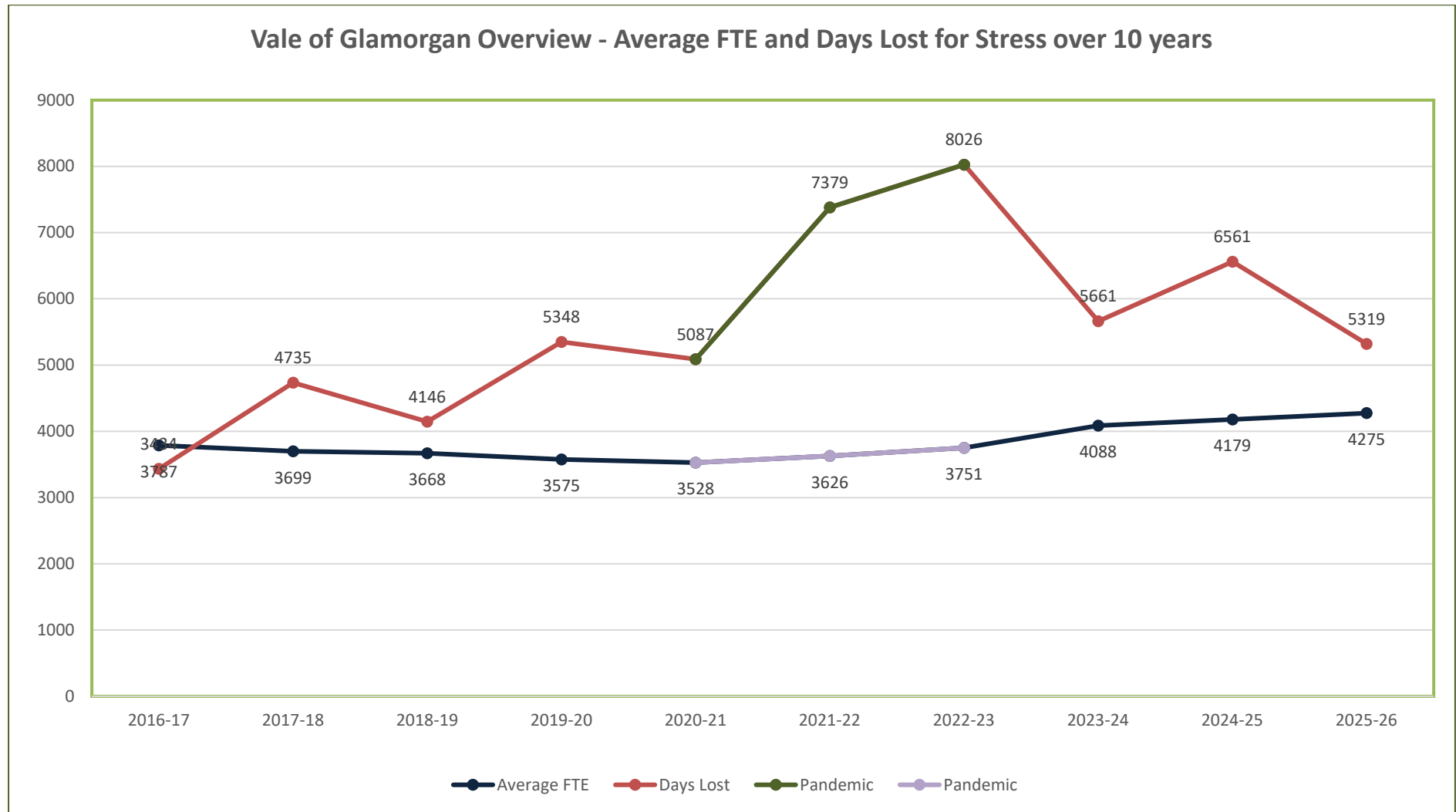
Stress reasons have changed over 10 years, please find information below on the stress reasons over 10 years.

Year	Reason 1	Reason 2	Reason 3
2016-17	Stress		
2017-18	Stress		
2018-19	Stress	Stress Work	Stress Non Work
2019-20	Stress Work	Stress Non Work	
2020-21	Stress Work	Stress Non Work	
2021-22	Stress Work	Stress Non Work	
2022-23	Stress Work	Stress Non Work	
2023-24	Stress	Stress Work	Stress Non Work
2024-25	Stress	Stress Work	Stress Non Work
2025-26	Stress / Anxiety Work & Non Work	Stress / Anxiety Work	Stress / Anxiety Non Work

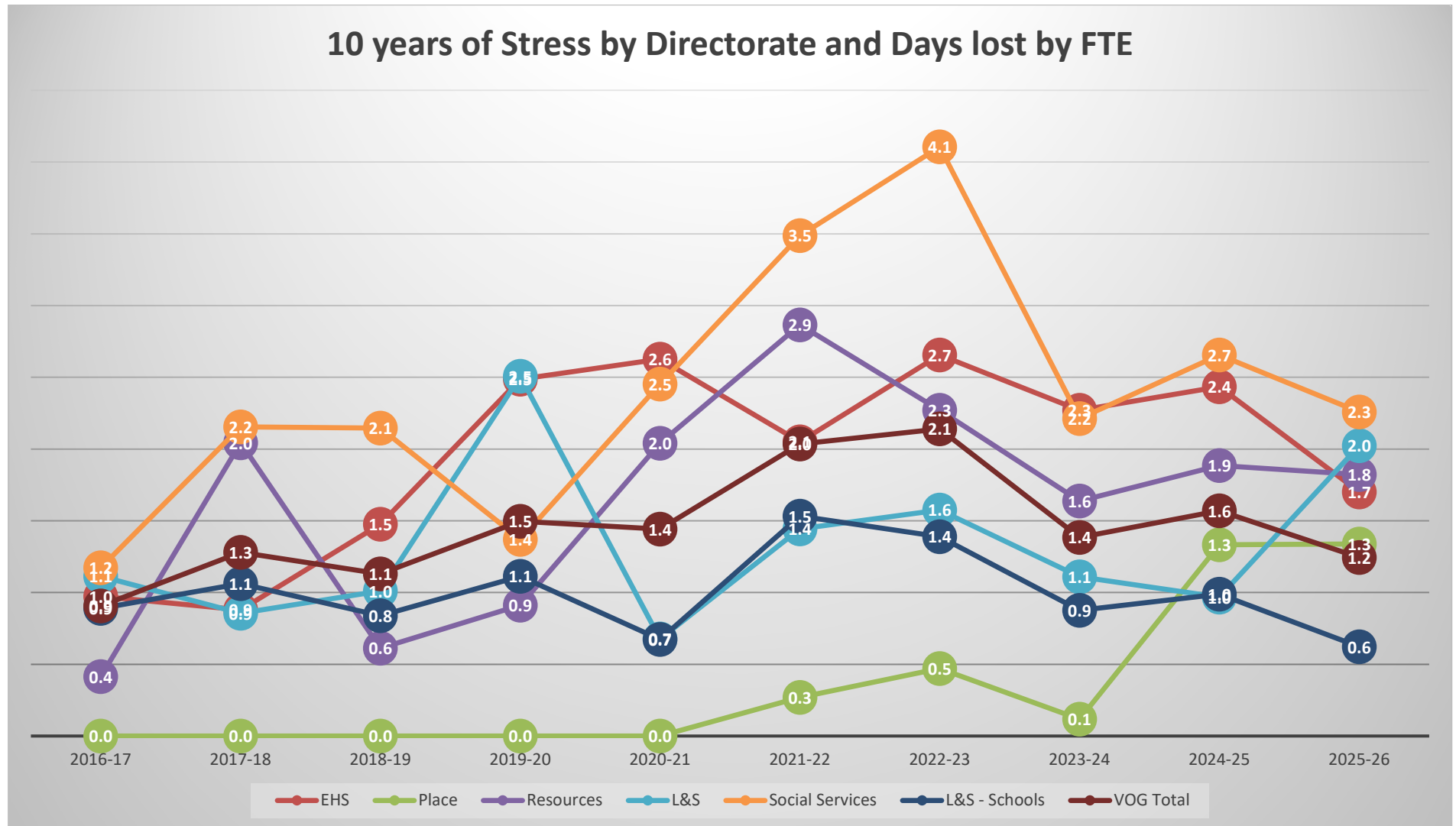
Considerations

- Please note, the peak in stress by FTE during 2020 – 2022 was during lockdown, therefore, increased stress reasons are to be expected
- The Directorate of Place was formed in 2021
- Increased average FTE during 2023 is due to three Schools being added to the establishment

The following graph details average overall FTE for both Council Directorates and Schools and days lost for all stress reasons over 10 years



The following graph details days lost by FTE over 10 years by Directorate, for both Council Directorates and Schools



Appendix F


**Employee Assistance Programme for:
Vale of Glamorgan Council**

 Report period:
1st August 2024 - 31st July 2025

	82024	92024	102024	112024	122024	12025	22025	32025	42025	52025	62025	72025	
	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025	Grand Total
Self Identity	0	0	0	0	0	0	0	0	0	0	0	0	0
Mental Health	0	6	7	0	7	3	8	7	7	3	3	1	52
Relationships	0	3	0	2	0	0	1	0	0	1	0	4	11
Life Event	0	3	0	3	0	1	4	4	5	0	0	0	20
Service Enquiry	0	0	0	0	2	0	0	0	0	0	1	0	3
Legal	1	0	0	0	5	0	5	2	2	0	1	4	20
Work	0	0	0	0	0	1	0	0	0	2	0	0	3
Physical Health	0	0	0	0	0	1	0	0	0	0	0	0	1
Financial	0	0	0	0	0	0	0	0	0	0	0	0	0
Trauma	0	0	0	0	1	0	0	2	0	0	0	0	3
Parental Support	0	0	0	0	0	0	0	0	0	0	2	0	2
Occupational Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Bereavement	0	0	0	0	0	0	0	0	0	0	0	0	0
University Life (Legal)	0	0	0	0	0	0	0	0	0	0	0	0	0
Whistleblowing	0	0	0	0	0	0	0	0	0	0	0	0	0
Bullying, Harassment and Discrimination	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total	1	12	7	5	15	6	18	15	14	6	7	9	115

Gender			Caller Profile		
Male	15.7%		Employee	100.0%	
Female	84.3%		Family Member	0.0%	
Not Given	0.0%		Not Given	0.0%	