

Board: Sickness Deep Dive

Data as : September 2021

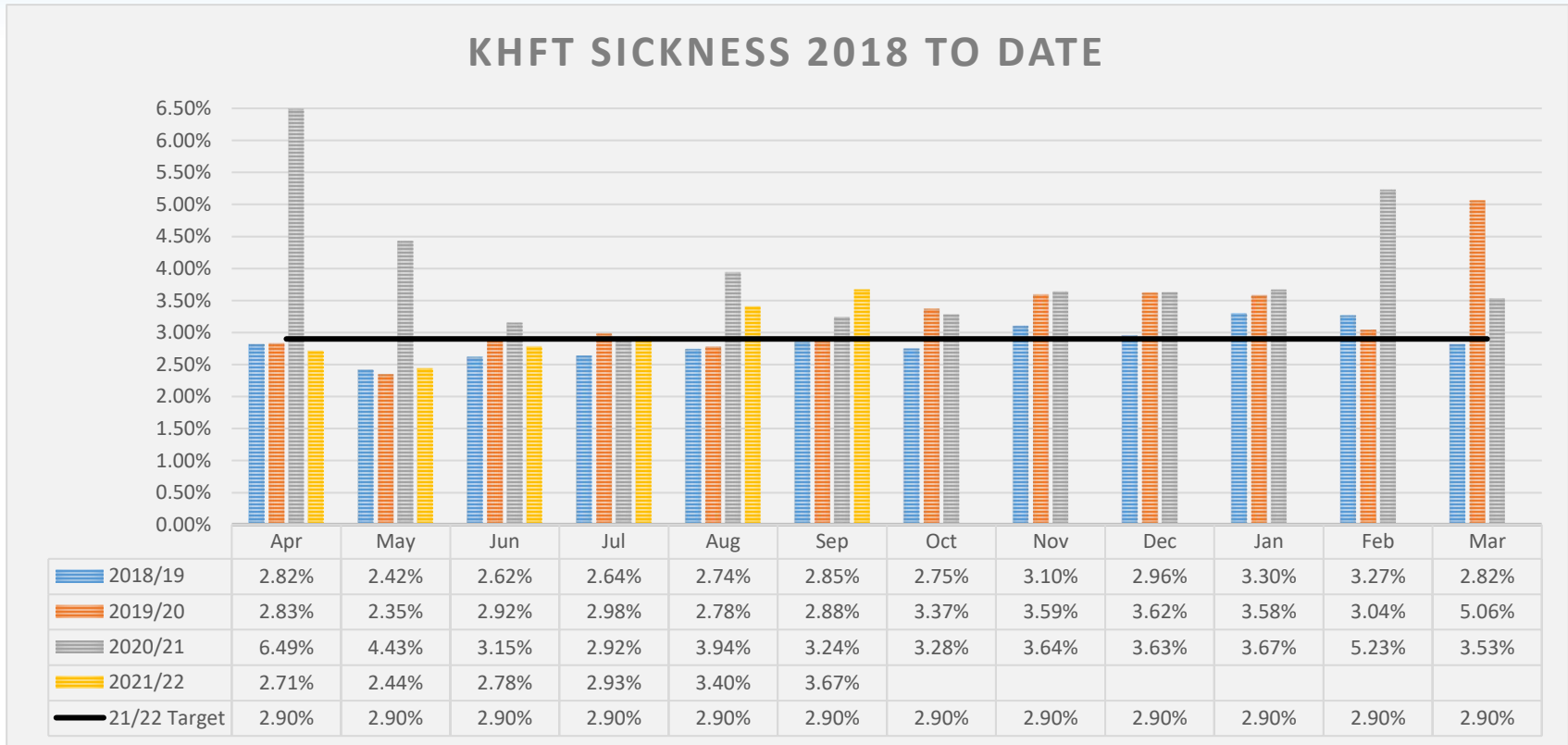
Data Provided by:
People Analytics Team



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Trend Sickness rate by month since 2018



As 2020 was a COVID year the chart includes comparison data month on month since 2018 to show a more like for like trend. The large spikes of sickness, as expected, were in the height of COVID. Although this financial year started well 2021 is showing a rising trend since Jun-21. In Sep-21 this is the highest sickness rate in a September for the past 4 years.

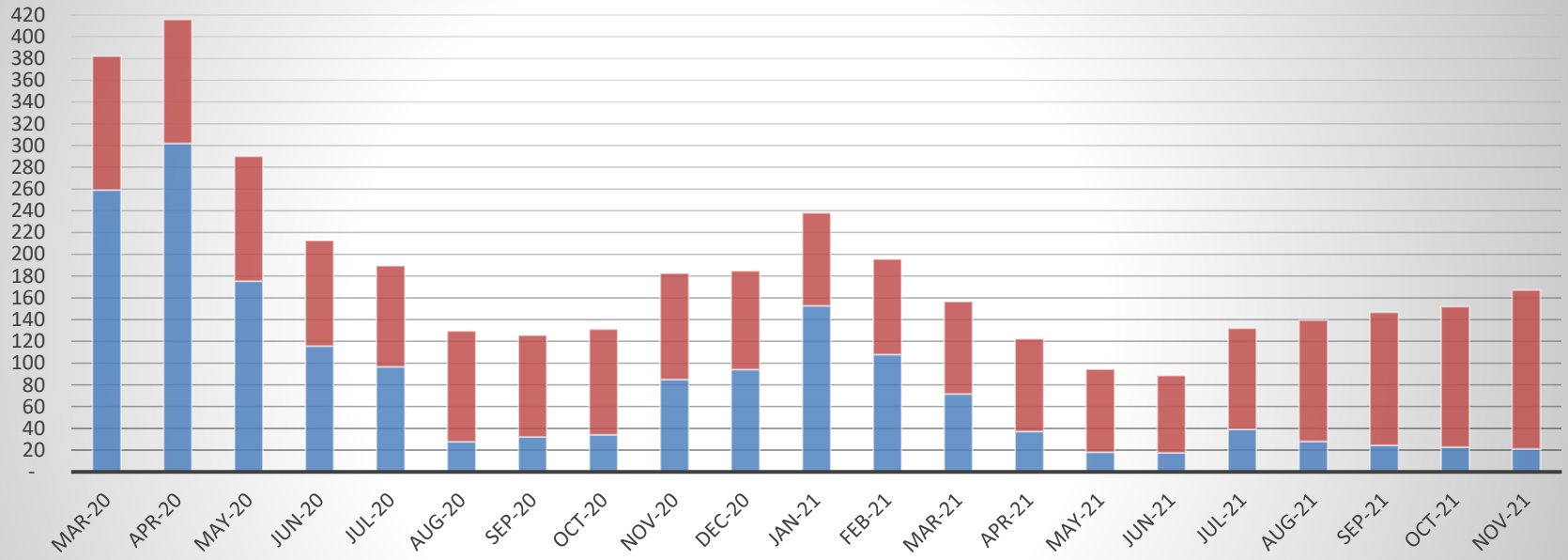


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Average Sickness numbers per month since COVID

All Absence Per Month



	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Other Sickness	123	114	115	97	93	102	94	97	98	91	85	88	85	85	76	71	93	112	122	129	146
Total COVID	259	302	175	116	97	28	32	34	85	94	153	108	72	37	18	17	39	28	24	23	21

The graph shows the average numbers off sick in month due to COVID or Other Sickness since Mar-20.

Sickness related to COVID rose in the winter last year but since Jul-21 the average number off sick with COVID has reduced month on month. Conversely other sickness number have been increasing since Aug-21.



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Sickness Absence Reasons – Apr-21 to Sep-21

Absence Reason	Sum of FTE Days lost	% of Grand Total
S10 Anxiety/stress/depression/other psychiatric illnesses	563.32	15.3%
S13 Cold, Cough, Flu - Influenza	433.51	11.7%
S27 Infectious diseases	391.15	10.6%
S12 Other musculoskeletal problems	301.58	8.2%
S25 Gastrointestinal problems	272.96	7.4%
S99 Unknown causes / Not specified	268.71	7.3%
S11 Back Problems	227.83	6.2%
S30 Pregnancy related disorders	214.89	5.8%
S98 Other known causes - not elsewhere classified	200.93	5.4%
S26 Genitourinary & gynaecological disorders	193.51	5.2%
S28 Injury, fracture	145.13	3.9%
S21 Ear, nose, throat (ENT)	88.99	2.4%
S19 Heart, cardiac & circulatory problems	73.00	2.0%
S15 Chest & respiratory problems	64.65	1.8%
S17 Benign and malignant tumours, cancers	56.69	1.5%
S16 Headache / migraine	55.95	1.5%
S31 Skin disorders	43.59	1.2%
S18 Blood disorders	28.60	0.8%
S20 Burns, poisoning, frostbite, hypothermia	27.00	0.7%
S22 Dental and oral problems	17.00	0.5%
S24 Endocrine / glandular problems	10.40	0.3%
S23 Eye problems	9.60	0.3%
S14 Asthma	3.00	0.1%
Grand Total	3691.99	

15% of the Sickness is related to Anxiety, Depression and other Psychiatric illness

COVID sickness is ranked 3rd behind Cold, Cough & Flu



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Sickness Rates since Apr-21 by Staff Group

Rank	Staff Group	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
1	Additional Clinical Services	5.10%	4.61%	4.30%	4.50%	6.12%	6.61%
2	Estates and Ancillary	0.27%	3.78%	1.44%	2.69%	5.18%	5.67%
3	Nursing and Midwifery Registered	2.70%	2.53%	2.87%	3.03%	3.73%	4.09%
4	Administrative and Clerical	3.11%	2.58%	3.25%	3.07%	2.96%	3.25%
5	Allied Health Professionals	2.73%	1.99%	2.10%	2.42%	2.60%	3.04%
6	Add Prof Scientific and Technic	2.76%	0.88%	1.26%	3.37%	4.45%	2.81%
7	Healthcare Scientists	0.59%	0.55%	2.29%	2.21%	2.56%	1.76%
8	Medical and Dental	0.41%	0.55%	1.08%	1.23%	0.79%	1.15%

September shows three of the staff Groups are red rated.

Additional Clinical services includes the Healthcare Assistants and the rate for this sub group is 6.22% this month

Estates and Ancillary are a small group so any sickness here can have a disproportionate affect on percentages.

The Nursing & Midwifery Registered group has moved to a red rate this month.

Further slides drill down into these red areas by staff group.



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Sickness rates Sep-21 red rated: Additional Clinical Services

Service Line	Absence FTE %
396 KHFT Private Health	21.50%
396 Pharmacy	19.70%
396 Trauma & Orthopaedics	11.01%
396 Anaesthetics, Theatres & DSU	10.79%
396 Cardiology	9.58%
396 Respiratory	9.14%
396 Maternity	7.73%
396 Imaging	7.58%
396 Elderly Care	6.95%
396 Outpatients & Records	6.61%
396 Gynaecology & Breast	6.10%
396 Paediatrics & NNU	4.49%
396 A&E	3.98%
396 Oral & ENT	3.90%
396 Ophthalmology SL	3.10%
396 Therapies	2.86%
396 Surgery & Urology	2.81%
396 Histopathology & SWL Pathology	1.29%
396 AAU	1.04%
396 GUM	1.01%

Additional Clinical Services consists of Clinical Support roles under Band 5.

The table shows Sickness rates in the Staff Group by Service Line.

Although the rate for Healthcare Assistants is high this table shows that there are other areas where unqualified clinical staff have high sickness (e.g. Pharmacy & Imaging)



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Sickness rates Sep-21 red rated: Estates and Ancillary

Service Line	Absence FTE %
396 KHFT Private Health	100.00%
396 A&E	51.67%
396 Anaesthetics, Theatres & DSU	6.67%
396 Maternity	5.56%
396 Elderly Care	0.28%

This table show that it is not the roles in the Estates Directorate that are cause a high sickness rate but the Estates & Ancillary roles in the clinical area – this is mostly Housekeepers & Storekeepers.

Worth noting the overall headcount in these Services are small.



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Sickness rates Sep-21 red rated: Nursing & Midwifery Reg



Service Line	Absence FTE %
396 Imaging	21.35%
396 Plastic & Dermatology	10.07%
396 Ophthalmology SL	9.73%
396 Trauma & Orthopaedics	6.72%
396 Maternity	5.88%
396 Outpatients & Records	5.71%
396 Anaesthetics, Theatres & DSU	4.90%
396 Respiratory	4.87%
396 Cardiology	4.81%
396 Intensive Care	4.62%
396 A&E	3.97%
396 KHFT Private Health	3.62%
396 Elderly Care	3.45%
396 Corporate Affairs Directorate	3.43%
396 Cancer SL	3.25%
396 Paediatrics & NNU	2.21%
396 Nursing Directorate	1.94%
396 AAU	1.94%
396 Gynaecology & Breast	1.89%
396 Surgery & Urology	1.53%
396 Diabetes SL	0.79%
396 Gastroenterology & Endoscopy	0.52%

Worth noting again that some of these services have a low headcount of Nursing & Midwifery Registered staff.



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Sickness rates by Pay Band 2021/21

Rank	Band	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
1	Band 2	5.68%	4.78%	4.87%	5.56%	6.63%	7.03%
2	Band 5	3.25%	4.54%	4.57%	3.97%	4.02%	5.22%
4	Band 4	2.90%	2.63%	3.15%	2.96%	3.88%	4.29%
5	Band 3	2.71%	2.30%	2.86%	2.36%	3.37%	4.23%
3	Band 6	3.22%	2.31%	2.40%	1.94%	3.30%	2.84%
6	Other	1.82%	1.44%	1.56%	3.44%	3.41%	2.77%
7	Band 7	1.61%	0.28%	0.78%	0.61%	0.07%	2.18%
8	Band 8a+	1.83%	1.26%	1.61%	2.06%	1.41%	0.85%

The table shows that the highest sickness falls within Pay band 2 and 5.

The higher Pay bands have lower sickness



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Sickness rates by Division and Cluster 2021/22

Rank	Service Line	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
1	Cluster 7	11.98%	5.89%	4.68%	6.69%	8.98%	12.26%
2	Cluster 3	3.56%	3.01%	3.55%	4.18%	3.75%	4.27%
3	Cluster 4	1.57%	1.75%	3.40%	3.03%	3.88%	4.13%
4	Cluster 2	2.73%	2.58%	2.97%	3.54%	3.19%	4.11%
5	Cluster 1	3.25%	2.80%	2.56%	3.07%	4.40%	3.83%
6	Cluster 6	3.52%	2.82%	3.26%	2.81%	3.85%	3.56%
7	Cluster 5	2.39%	2.46%	2.45%	2.32%	3.09%	3.48%

Rank	Service Line	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
1	Unplanned Care	3.10%	2.76%	3.00%	3.57%	3.70%	4.27%
2	Planned Care	3.02%	2.52%	2.97%	2.71%	3.63%	3.78%
3	Central	0.97%	1.05%	1.31%	1.64%	1.53%	1.35%

Unplanned Care is the are with highest sickness and the Cluster table shows that this is within Cluster 3 and 2.

For Planned Care the highest sickness rates fall in Cluster 4.

Further slides breakdown this data further.



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Sickness rates (red Rated) by Service Line 2021/22

Rank	Service Line	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21
1	Haematology	1.07%	1.85%	5.57%	10.40%	9.77%	11.09%
2	Pharmacy	4.16%	1.46%	1.98%	4.09%	3.18%	7.44%
3	Plastics & Dermatology	2.71%	1.12%	4.03%	3.76%	5.64%	6.34%
4	Neurology	2.33%	2.37%	0.20%	1.80%	0.80%	5.46%
5	Respiratory	4.09%	4.63%	4.75%	6.53%	5.11%	5.36%
6	Trauma & Orthopaedics	4.97%	4.63%	3.98%	2.72%	4.02%	5.24%
7	Maternity	1.92%	2.63%	2.58%	2.75%	4.01%	5.04%
8	Outpatients & Records	4.81%	2.86%	3.69%	4.69%	4.29%	4.97%
9	Imaging	3.13%	4.18%	3.59%	3.91%	3.98%	4.88%
10	A&E	2.88%	2.58%	2.00%	3.22%	5.37%	4.51%
11	Elderly Care	2.53%	2.50%	2.92%	3.25%	3.52%	4.42%
12	Cardiology	3.31%	2.60%	3.15%	2.38%	1.51%	4.34%
13	Intensive Care	4.58%	4.30%	4.53%	4.26%	4.02%	4.26%
14	Anaesthetics, Theatres & DSU	3.67%	3.24%	3.70%	2.98%	4.46%	4.03%
15	Ophthalmology	0.81%	1.55%	2.82%	2.28%	2.25%	3.94%

The table above shows all the red rated sickness areas by Service Line.

Some of the smaller Services are high rated red but in actuality it is only a few employees that are sick. It does leave the service vulnerable nevertheless.



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Sickness rates – red rated Services Sep-21

1: Haematology

Department	Heads	Absence FTE %	Long Term
396 Anticoagulation	10	29.61%	2
396 Clinical Haematology	9	0.00%	
396 Haematology Day Unit	7	5.05%	1
Grand Total	26	11.09%	3

Staff Group	Absence Reason	FTE Lost in Month
Administrative and Clerical	S12 Other musculoskeletal problems	30.00
	S25 Gastrointestinal problems	30.00
	S98 Other known causes - not elsewhere classified	30.00
	S13 Cold, Cough, Flu - Influenza	10.00
	S21 Ear, nose, throat (ENT)	0.40

2: Pharmacy

Department	Heads	Absence FTE %	Long Term
396 Pharmacy Dept	76	7.44%	2
Grand Total	76	7.44%	2

Staff Group	Absence Reason	FTE Lost in Month
Add Prof	S13 Cold, Cough, Flu - Influenza	22.20
Scientific and Technic	S25 Gastrointestinal problems	6.60
	S27 Infectious diseases	4.00
Additional Clinical Services	S10 Anxiety/stress/depression/other psychiatric illnesses	64.60
	S27 Infectious diseases	23.00
	S99 Unknown causes / Not specified	7.00
	S12 Other musculoskeletal problems	6.00
	S25 Gastrointestinal problems	5.00
	S28 Injury, fracture	3.00
	S15 Chest & respiratory problems	2.00
	S11 Back Problems	1.00

Sickness rates – red rated Services Sep-21

3: Plastics & Dermatology

Department	Heads	Absence FTE %	Long Term
396 Dermatology	31	7.01%	2
396 Medical Photography	1	0.00%	
396 Plastic Surgery	2	0.00%	
Grand Total	34	6.34%	2

Staff Group	Absence Reason	FTE Lost in Month
Administrative and Clerical	S27 Infectious diseases	30.00
Nursing and Midwifery Registered	S10 Anxiety/stress/depression/other psychiatric illnesses	30.00
Medical and Dental	S10 Anxiety/stress/depression/other psychiatric illnesses	5.95

4: Neurology

Department	Heads	Absence FTE %	Long Term
396 Neurology	14	6.66%	
396 Neurophysiology	3	0.00%	
Grand Total	17	6.34%	-

Staff Group	Absence Reason	FTE Lost in Month
Medical and Dental	S11 Back Problems	12.60
Administrative and Clerical	S13 Cold, Cough, Flu - Influenza	25.60



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Sickness rates – red rated Services Sep-21

5: Respiratory

Department	Heads	Absence FTE %	Long Term
396 Hamble Ward	43	5.29%	2
396 Respiratory Medicine	25	5.47%	
Grand Total	68	5.36%	2

Staff Group	Absence Reason	FTE Lost in Month
Nursing and Midwifery Registered	S27 Infectious diseases	31.00
	S26 Genitourinary & gynaecological disorders	6.00
Additional Clinical Services	S10 Anxiety/stress/depression/other psychiatric illnesses	30.00
	S30 Pregnancy related disorders	15.00
	S27 Infectious diseases	10.00
	S25 Gastrointestinal problems	4.00
	S16 Headache / migraine	3.00
Medical and Dental	S20 Burns, poisoning, frostbite, hypothermia	12.00
	S25 Gastrointestinal problems	1.00



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Sickness rates – red rated Services Sep-21

6: Trauma & Orthopaedics

Department	Heads	Absence FTE %	Long Term
396 Cambridge Ward	47	7.81%	2
396 Orthopaedic Outpatients	14	9.42%	1
396 Orthopaedics (Medical)	55	2.86%	
396 Patient Appliances	1	0.00%	
396 Rheumatology	17	1.72%	
Grand Total	134	5.24%	3

Staff Group	Absence Reason	FTE Lost in Month
Add Prof Scientific and Technic	S12 Other musculoskeletal problems	3.00
Additional Clinical Services	S12 Other musculoskeletal problems	50.00
	S30 Pregnancy related disorders	30.00
	S25 Gastrointestinal problems	1.00
Administrative and Clerical	S25 Gastrointestinal problems	25.60
	S13 Cold, Cough, Flu - Influenza	20.60
	S27 Infectious diseases	4.00
	S18 Blood disorders	1.00
	S26 Genitourinary & gynaecological disorders	1.00
Nursing and Midwifery Registered	S10 Anxiety/stress/depression/other psychiatric illnesses	30.00
	S28 Injury, fracture	15.00
	S99 Unknown causes / Not specified	12.00
	S13 Cold, Cough, Flu - Influenza	5.03
	S11 Back Problems	3.00
	S98 Other known causes - not elsewhere classified	1.00



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Sickness rates – red rated Services Sep-21

7: Maternity

Department	Heads	Absence FTE %	Long Term
396 Ante Natal Outpatients	17	0.48%	
396 Maternity Reception	15	1.03%	
396 Obstetrics & Gynaecology (Medical)	41	0.00%	
396 Obstetrics Admin	5	0.00%	
396 Speciality Midwifery	308	6.18%	
Grand Total	386	5.04%	-

Staff Group	Absence Reason	FTE Lost in Month
Additional Clinical Services	S10 Anxiety/stress/depression/other psychiatric illnesses	40.79
	S11 Back Problems	20.00
	S12 Other musculoskeletal problems	19.08
	S13 Cold, Cough, Flu - Influenza	12.88
	S27 Infectious diseases	8.75
	S21 Ear, nose, throat (ENT)	5.00
	S98 Other known causes - not elsewhere classified	5.00
	S25 Gastrointestinal problems	4.84
	S28 Injury, fracture	4.07
	S16 Headache / migraine	4.04
	S31 Skin disorders	2.00
	S30 Pregnancy related disorders	0.61
	Administrative and Clerical	S25 Gastrointestinal problems
S23 Eye problems		1.60
S13 Cold, Cough, Flu - Influenza		1.00
S11 Back Problems		0.71
Estates and Ancillary	S13 Cold, Cough, Flu - Influenza	5.00
Nursing and Midwifery Registered	S27 Infectious diseases	61.85
	S26 Genitourinary & gynaecological disorders	42.81
	S28 Injury, fracture	40.40
	S10 Anxiety/stress/depression/other psychiatric illnesses	40.04
	S11 Back Problems	33.92
	S18 Blood disorders	27.60
	S13 Cold, Cough, Flu - Influenza	23.59
	S25 Gastrointestinal problems	22.95
	S21 Ear, nose, throat (ENT)	19.33
	S12 Other musculoskeletal problems	13.80
	S31 Skin disorders	8.59
	S99 Unknown causes / Not specified	4.00
	S30 Pregnancy related disorders	2.00
S16 Headache / migraine	0.61	



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Sickness rates – red rated Services Sep-21

8: Outpatients & Records

Department	Heads	Absence FTE %	Long Term
396 Health Records	70	5.38%	2
396 Main Outpatients	25	5.52%	
396 Patient Access	15	0.93%	
396 Phlebotomy	22	6.74%	
396 Raynes Park	3	0.00%	
Grand Total	135	4.97%	2

Staff Group	Absence Reason	FTE Lost in Month
Additional Clinical	S19 Heart, cardiac & circulatory problems	14.00
	S25 Gastrointestinal problems	12.00
	S27 Infectious diseases	11.79
	S15 Chest & respiratory problems	7.33
	S13 Cold, Cough, Flu - Influenza	7.00
	S16 Headache / migraine	2.00
Administrative and Clerical	S11 Back Problems	39.60
	S10 Anxiety/stress/depression/other psychiatric illnesses	30.00
	S13 Cold, Cough, Flu - Influenza	11.00
	S21 Ear, nose, throat (ENT)	10.00
	S27 Infectious diseases	8.28
	S12 Other musculoskeletal problems	5.00
	S28 Injury, fracture	4.00
	S25 Gastrointestinal problems	3.00
Nursing and Midwifery Registered	S26 Genitourinary & gynaecological disorders	1.00
	S27 Infectious diseases	17.00
	S12 Other musculoskeletal problems	6.00
	S16 Headache / migraine	1.00



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Sickness rates – red rated Services Sep-21

9: Imaging

Department	Heads	Absence FTE %	Long Term
396 Interventional Imaging	9	17.34%	
396 Nuclear Medicine	5	0.69%	
396 Radiology	113	5.05%	3
396 Radiology Sonographers	24	0.52%	
Grand Total	151	4.97%	3

Staff Group	Absence Reason	FTE Lost in Month
Additional Clinical Services	S19 Heart, cardiac & circulatory problems	30.00
	S17 Benign and malignant tumours, cancers	9.01
	S16 Headache / migraine	2.00
	S25 Gastrointestinal problems	1.00
Administrative and Clerical	S12 Other musculoskeletal problems	2.00
	S19 Heart, cardiac & circulatory problems	2.00
	S25 Gastrointestinal problems	1.33
	S16 Headache / migraine	1.00
Allied Health Professionals	S99 Unknown causes / Not specified	1.00
	S99 Unknown causes / Not specified	35.00
	S27 Infectious diseases	30.00
	S13 Cold, Cough, Flu - Influenza	9.00
	S21 Ear, nose, throat (ENT)	5.00
	S98 Other known causes - not elsewhere classified	3.00
Healthcare Scientists	S22 Dental and oral problems	2.00
	S25 Gastrointestinal problems	2.00
	S15 Chest & respiratory problems	1.92
Medical and Dental	S25 Gastrointestinal problems	0.60
	S10 Anxiety/stress/depression/other psychiatric illnesses	10.00
Nursing and Midwifery Registered	S12 Other musculoskeletal problems	9.10
	S27 Infectious diseases	25.00
	S25 Gastrointestinal problems	4.00
	S19 Heart, cardiac & circulatory problems	2.00



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Sickness rates – red rated Services Sep-21

10: A&E

Department	Heads	Absence FTE %	Long Term
396 A&E Adult Nursing (PDN CDU)	105	4.47%	
396 A&E ANPs	8	0.75%	
396 A&E Management & Admin	23	16.01%	
396 A&E Medical	52	0.94%	
396 A&E Paediatric Nursing	18	1.66%	
Grand Total	206	4.51%	-

Staff Group	Absence Reason	FTE Lost in Month
Add Prof Scientific and Technic	S25 Gastrointestinal problems	2.00
	S99 Unknown causes / Not specified	1.00
Additional Clinical Services	S10 Anxiety/stress/depression/other psychiatric illnesses	13.29
	S12 Other musculoskeletal problems	4.60
	S21 Ear, nose, throat (ENT)	3.00
	S15 Chest & respiratory problems	1.00
	S25 Gastrointestinal problems	1.00
	S98 Other known causes - not elsewhere classified	1.00
Administrative and Clerical	S27 Infectious diseases	0.61
	S10 Anxiety/stress/depression/other psychiatric illnesses	11.50
	S13 Cold, Cough, Flu - Influenza	1.00
	S25 Gastrointestinal problems	2.76
	S26 Genitourinary & gynaecological disorders	15.00
	S27 Infectious diseases	10.00
Estates and Ancillary	S31 Skin disorders	30.00
	S99 Unknown causes / Not specified	0.77
Medical and Dental	S10 Anxiety/stress/depression/other psychiatric illnesses	30.00
	S25 Gastrointestinal problems	1.00
	S13 Cold, Cough, Flu - Influenza	5.66
Nursing and Midwifery Registered	S99 Unknown causes / Not specified	3.00
	S25 Gastrointestinal problems	1.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	5.00
	S11 Back Problems	5.00
	S12 Other musculoskeletal problems	1.00
	S13 Cold, Cough, Flu - Influenza	8.31
	S14 Asthma	1.00
	S15 Chest & respiratory problems	2.00
	S16 Headache / migraine	2.00
	S17 Benign and malignant tumours, cancers	3.68
	S19 Heart, cardiac & circulatory problems	2.00
	S21 Ear, nose, throat (ENT)	13.00
	S23 Eye problems	2.00
	S25 Gastrointestinal problems	8.00
	S30 Pregnancy related disorders	6.00
S98 Other known causes - not elsewhere classified	27.00	
S99 Unknown causes / Not specified	31.92	



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Sickness rates – red rated Services Sep-21

11: Elderly Care

Department	Heads	Absence FTE %	Long Term
396 Acute Medicine	60	3.40%	1
396 Blyth Ward	39	4.04%	1
396 Care of the Elderly	17	2.06%	
396 Derwent Ward	41	3.59%	1
396 Discharge Co-ordinators	10	5.60%	
396 Frailty Services	9	8.24%	
396 General Practice	4	0.00%	
396 Hardy Ward	30	5.65%	
396 Kennet Ward	40	6.99%	1
396 Liaison Psychiatry	4	0.83%	
396 Service Management Team	13	0.00%	
396 Stroke Unit (Keats)	44	5.40%	1
Grand Total	311	4.42%	5

Staff Group	Absence Reason	FTE Lost in Month
Add Prof Scientific and Technic	S30 Pregnancy related disorders	2.00
Additional Clinical Services	S30 Pregnancy related disorders	65.00
	S11 Back Problems	30.00
	S98 Other known causes - not elsewhere classified	26.50
	S21 Ear, nose, throat (ENT)	17.48
	S17 Benign and malignant tumours, cancers	12.00
	S99 Unknown causes / Not specified	7.00
	S13 Cold, Cough, Flu - Influenza	6.00
	S12 Other musculoskeletal problems	5.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	3.00
	S15 Chest & respiratory problems	2.00
	S25 Gastrointestinal problems	2.00
	S16 Headache / migraine	1.00
Administrative and Clerical	S17 Benign and malignant tumours, cancers	11.00
	S98 Other known causes - not elsewhere classified	4.80
	S13 Cold, Cough, Flu - Influenza	0.40
Allied Health Professionals	S15 Chest & respiratory problems	0.40
	S13 Cold, Cough, Flu - Influenza	2.00
Estates and Ancillary	S25 Gastrointestinal problems	5.00
	S25 Gastrointestinal problems	0.40
Medical and Dental	S10 Anxiety/stress/depression/other psychiatric illnesses	53.00
	S19 Heart, cardiac & circulatory problems	10.00
	S98 Other known causes - not elsewhere classified	8.64
	S13 Cold, Cough, Flu - Influenza	4.00
	S25 Gastrointestinal problems	3.00
Nursing and Midwifery Registered	S99 Unknown causes / Not specified	42.00
	S15 Chest & respiratory problems	11.00
	S25 Gastrointestinal problems	11.00
	S98 Other known causes - not elsewhere classified	10.36
	S11 Back Problems	9.00
	S12 Other musculoskeletal problems	8.00
	S19 Heart, cardiac & circulatory problems	5.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	4.00
	S13 Cold, Cough, Flu - Influenza	2.00
	S27 Infectious diseases	2.00
	S22 Dental and oral problems	1.00
	S28 Injury, fracture	1.00
	S21 Ear, nose, throat (ENT)	0.77



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Sickness rates – red rated Services Sep-21

12: Cardiology

Department	Heads	Absence FTE %	Long Term
396 Bronte Ward	40	7.21%	1
396 Cardiology Dept	44	1.48%	
Grand Total	84	4.34%	1

Staff Group	Absence Reason	FTE Lost in Month
Additional Clinical Services	S11 Back Problems	30.00
	S13 Cold, Cough, Flu - Influenza	9.00
	S25 Gastrointestinal problems	3.00
Administrative and Clerical	S10 Anxiety/stress/depression/other psychiatric illnesses	16.96
	S12 Other musculoskeletal problems	1.00
Healthcare Scientists	S13 Cold, Cough, Flu - Influenza	8.00
	S31 Skin disorders	1.00
Nursing and Midwifery Registered	S20 Burns, poisoning, frostbite, hypothermia	15.00
	S30 Pregnancy related disorders	15.00
	S99 Unknown causes / Not specified	11.04
	S26 Genitourinary & gynaecological disorders	6.00
	S13 Cold, Cough, Flu - Influenza	5.00
	S23 Eye problems	2.00
	S25 Gastrointestinal problems	2.00
S16 Headache / migraine	1.00	



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Sickness rates – red rated Services Sep-21

13: Intensive Care

Department	Heads	Absence FTE %	Long Term
396 ICU Outreach	10	3.97%	
396 Intensive Care Unit	92	4.30%	1
Grand Total	102	4.26%	1

Staff Group	Absence Reason	FTE Lost in Month
Administrative and Clerical	S25 Gastrointestinal problems	4.00
	S16 Headache / migraine	1.07
Nursing and Midwifery Registered	S26 Genitourinary & gynaecological disorders	30.00
	S11 Back Problems	24.00
	S12 Other musculoskeletal problems	22.00
	S13 Cold, Cough, Flu - Influenza	10.77
	S30 Pregnancy related disorders	9.00
	S98 Other known causes - not elsewhere classified	8.00
	S21 Ear, nose, throat (ENT)	5.00
	S25 Gastrointestinal problems	5.00
	S22 Dental and oral problems	3.00
	S15 Chest & respiratory problems	1.00
S16 Headache / migraine	1.00	



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Sickness rates – red rated Services Sep-21

14: Anaesthetics, Theatres & DSU

Department	Heads	Absence FTE %	Long Term
396 Anaesthetics	64	0.00%	
396 Main Theatres	159	6.00%	3
396 Pain Clinic	18	0.25%	
396 Post Operative Pain	2	0.00%	
Grand Total	242	4.03%	3

Staff Group	Absence Reason	FTE Lost in Month
Add Prof Scientific and Technic	S26 Genitourinary & gynaecological disorders	16.00
	S27 Infectious diseases	5.00
	S99 Unknown causes / Not specified	2.88
Additional Clinical Services	S99 Unknown causes / Not specified	32.00
	S98 Other known causes - not elsewhere classified	30.00
	S13 Cold, Cough, Flu - Influenza	12.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	4.00
	S27 Infectious diseases	4.00
	S30 Pregnancy related disorders	3.00
	S16 Headache / migraine	0.91
Administrative and Clerical	S13 Cold, Cough, Flu - Influenza	1.00
Estates and Ancillary	S15 Chest & respiratory problems	2.00
Nursing and Midwifery Registered	S27 Infectious diseases	30.00
	S28 Injury, fracture	26.00
	S13 Cold, Cough, Flu - Influenza	22.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	19.00
	S30 Pregnancy related disorders	15.20
	S12 Other musculoskeletal problems	13.00
	S99 Unknown causes / Not specified	12.00
	S15 Chest & respiratory problems	6.00
	S26 Genitourinary & gynaecological disorders	6.00
	S25 Gastrointestinal problems	5.00
	S98 Other known causes - not elsewhere classified	5.00
	S21 Ear, nose, throat (ENT)	3.00
	S11 Back Problems	2.00
	S16 Headache / migraine	2.00



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Sickness rates – red rated Services Sep-21

15: Ophthalmology

Department	Heads	Absence FTE %	Long Term
396 Ophthalmology	54	1.49%	
396 Ophthalmology Outpatients	46	7.85%	2.00
396 Orthoptics	12	0.00%	
Grand Total	112	3.94%	2

Staff Group	Absence Reason	FTE Lost in Month
Additional Clinical Services	S26 Genitourinary & gynaecological disorders	5.51
	S12 Other musculoskeletal problems	2.00
	S13 Cold, Cough, Flu - Influenza	1.01
	S16 Headache / migraine	1.00
Administrative and Clerical	S28 Injury, fracture	18.00
	S13 Cold, Cough, Flu - Influenza	9.00
	S10 Anxiety/stress/depression/other psychiatric illnesses	5.60
	S16 Headache / migraine	1.00
	S99 Unknown causes / Not specified	0.80
Nursing and Midwifery Registered	S12 Other musculoskeletal problems	44.00
	S30 Pregnancy related disorders	30.00
	S27 Infectious diseases	7.47
	S25 Gastrointestinal problems	4.00
	S15 Chest & respiratory problems	2.00
	S14 Asthma	1.00



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