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| **Borough name** | | **Number of working days per FTE lost due to sickness absence (excluding school staff) (BVPI 12)** | **Link to authorities website for further information - If provided** |
| Barnet | 7.0 |  |
| Camden | 10.1 |  |
| Croydon | 10.4 |  |
| Ealing | 9.9 |  |
| Enfield | 9.0 |  |
| Hackney | 10.3 |  |
| Haringey | 9.2 |  |
| Hounslow | 8.0 |  |
| Lambeth | 9.4 |  |
| Merton | 9.3 |  |
| Sutton | 6.2 |  |
| Tower Hamlets | 10.4 |  |

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| **Meta data:** | |
| **Date period provided**: | 1 April 2019 to 31 March 2020 |
| **What does this indicator measure?** | This indicator measures how many sickness days, on average, a full time employee of the Council has taken within the financial year. Teaching staff are excluded from this figure. |
| **Purpose/aim** | To monitor the level of sickness absence in local authorities |
| **Definition** | The numerator is defined as the total number of working days lost due to sickness absence, including industrial injury, irrespective of whether this is self-certified, certified by a GP or long-term. For part-time staff, the authority should calculate the FTE for both the numerator and denominator on a consistent basis.  Calculated as average days per employee not as a percentage.  Include all permanent local authority employees, excluding teachers. Exclude agency staff and staff on maternity or paternity leave. However, temporary staff and staff on fixed term contracts who have been employed by the authority for over a year should be considered permanent.  The denominator is the average number of FTE’s employed during the financial year [i.e. (FTE 1st April) + (FTE 31st March) / 2]  Working days/shifts, means days/shifts scheduled for work after holidays/leave days have been excluded.  In the instance of an employee reporting sick part way through a working day/shift, authorities should record the information to the nearest half day/shift.  Include days lost through sickness due to disability or long-term sickness even if the staff are not paid. |
| **How calculated** | The number of sickness days taken by Council staff is divided by the number of full time employees. Part-time employees stand for a ‘portion’ of a full time employee – for example, someone working half of the full time hours would be considered as 0.5 of a full time employee in this calculation. |
| **Data source** | This data is voluntarily submitted by the boroughs themselves. |
| **Data quality** | London Councils and the Self Improvement Board do not accept responsibility for the accuracy of the data. As a local collection it is requested that the calculations and definitions conform to the details above. However authorities may use local definitions that are not as stated above, but are provided as a similar figure for benchmarking purposes.  No external quality assurance has been conducted on the data.  Where data is missing no assumptions can be made about the reason, the authority may no longer collect the data, or local definitions may be too different to include for comparison.  Performance should not be league tabled for the reasons above and are collected as indicative indicators or good practice. |