

Communities and Place Committee – 13 August 2026
Item 16: Supplementary Information

The Q1 absence figures were not available when the report was produced. These are now available and are provided to below to support discussion on that item.

Q1 2026/27 (Apr – Jun)	
Service	Average Days Lost
Housing & Communities	4.19
Property & Assets	2.55
Operations & Maintenance	5.45
Facilities & Fleet Management	4.53
Enterprise & Investment	0.38
Place	4.31
All THC	3.82

Q1 2026/27 Insights and Actions

Absence levels in Q1 2026/27 have shown a slight decrease compared to Q4 2025/26, reflecting the typical seasonal trend following the winter months and a reduction in virus-related illnesses. However, absence rates remain elevated when compared to the same period in previous years.

The increase in sickness absence, over the last few years, reflects a combination of higher levels of seasonal illness and the ongoing impact of more complex long-term cases, particularly those associated with mental health.

In response, targeted action is being taken to strengthen both the prevention and management of absence. This includes the recruitment of three additional Attendance Support Officers (5 in total) to provide support to managers and enable earlier intervention. Enhancements to the Employee Assistance Programme have also been introduced, including AI-enabled signposting, chatbot and access to video consultations with qualified counsellors.

Preventative measures have been further strengthened through staff communications and the introduction of a planned free flu vaccination programme.