

Appendix 4 SICKNESS BENCHMARKING

Key Points

- The highest sickness rate for All Trusts in NHS England was amongst Support to Clinical Staff, in CCS this was also Additional Clinical Services (Assistant Practitioners, HCAs, HCSW, Nursery Nurse)
- The ranking of staff group sickness rates within CCS varied amongst the service areas
- In CCS, Norfolk C&YP (Norfolk HCP plus School Imms) had the highest rate
- Out of the 12 comparator trusts, CCS ranked 10th highest
- CCS trustwide rate is 0.85% higher than the rate for NHS England, 0.98% higher than the East of England rate and 0.48% higher than the rate for all Community Provider Trusts
- Sickness rates in the Private sector are lower than those in the Public sector, and the rate published for by the ONS for Public sector workers is slightly lower than the current rate published for NHS England
- Trustwide sickness rates including / excluding Covid related:

Month	Incl Covid	Excl Covid
March	5.78%	5.07%
April	4.26%	3.52%
May	3.31%	3.07%

- Staff Group data not currently available at Trust level and other sector comparators
- Staff Groupings at national level slightly different to those routinely used within CCS

Overall	Effective Date	Overall	Additional Professional Scientific and Technical*	Additional Clinical Services**	Administrative and Clerical	Allied Health Professionals	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
CCS Trustwide	Feb-20	5.36%	6.29%	6.70%	4.65%	3.14%	2.37%	3.12%	5.98%	3.39%
CCS Corporate Services	Feb-20	1.82%			1.98%					
CCS Norfolk C&YP	Feb-20	7.10%		11.15%	2.71%				6.80%	15.92%
CCS Ambulatory Care	Feb-20	5.13%	19.06%	4.95%	6.50%	3.17%		4.50%	4.81%	
CCS Beds C&YP	Feb-20	4.06%		5.34%	9.00%	1.44%			2.82%	
CCS Luton C&YP	Feb-20	4.78%		4.88%	5.05%		2.76%	3.70%	5.07%	
CCS Cambs C&YP	Feb-20	5.89%		3.67%	5.51%	4.53%			10.34%	
CCS Luton Adult Services	Feb-20	6.84%	11.21%	10.59%	5.45%				5.29%	
All Trusts (NHS England)	NB Slightly different		Scientific, Therapeutic & Technical Staff	Support to Clinical Staff	NHS Infrastructure support	Professional Qualified Clinical Staff	Other or Unknown	HCHS Doctors	Nurses & Health Visitors	
	Feb-20	4.51%	3.32%	6.07%	4.19%	3.74%	1.38%	1.47%	4.69%	
Provide	Feb-20	3.84%								
Community Dental Services CIC	Feb-20	4.49%								
Hertfordshire Community NHS Trust	Feb-20	3.98%								
East London NHS Foundation Trust	Feb-20	4.08%								
East of England region (NHS England)	Feb-20	4.38%								
Cambridgeshire and Peterborough NHS Foundation Trust	Feb-20	4.50%								
Anglian Community Enterprise CIC	Feb-20	3.90%								
Community Provider Trusts (NHS England)	Feb-20	4.88%								
Hertfordshire Partnership University NHS Foundation Trust	Feb-20	4.61%								
Essex Partnership University NHS Foundation Trust	Feb-20	4.84%								
Norfolk and Suffolk NHS Foundation Trust	Feb-20	5.78%								
Norfolk Community Health and Care NHS Trust	Feb-20	5.39%								
East Coast Community Healthcare CIC	Feb-20	3.56%								
All Sectors (CIPD Health and Wellbeing at Work Survey)	2019	2.60%								
All Sectors (ONS)	2017	2.60%								
All Sectors employing 500+ (ONS)	2017	2.30%								
Private Sector (ONS)	2017	1.70%								
Public Sector health workers (ONS)	2017	3.30%								

* Psychologist, Psychotherapist, Pharmacist

** Asst Practitioner, HCA, Healthcare Support Worker, Nursery Nurse