

**Appendix 3
Sickness Benchmarking**

Key Points:

- The highest sickness rate for all trusts in NHS England was amongst Support to Clinical Staff, in CCS, this was Nursing and Midwifery (additional Clinical Services the highest in September 2019 [i.e. Assistant Practitioners, HCAs, HCSW, Nursery Nurse]);
- The ranking of staff group sickness rates within CCs varied amongst the service areas;
- In CCS, Luton Adult Services had the highest rate (Cambs and Norfolk C&YP is the highest for September 2019);
- Out of the 12 comparator trusts, CCS ranked the 9th highest;
- CCS trust wide rate is 0.75% higher than the rate for NHS England, 0.94% higher than the East of England rate and 0.38% 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 by the ONS for public sector workers is slightly lower than the current rate published for NHS England.

Comments:

- May 2019 is the latest dataset published by HSCIC;
- Community and Mental Health trusts in the East of England region included as comparators, plus ELFT;
- Staff group data is not currently available at trust level and other sector comparators;
- Staff groupings at national level are slightly different to those routinely used within CCS.

Overall	Effective Date	Overall	Additional Professional Scientific & Technical *	Additional Clinical Services **	Admin & Clerical	Allied Health Professionals	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered	Students
CCS Trust Wide	May 2019	4.76%	5.51%	5.44%	4.42%	1.95%	1.79%	2.74%	5.85%	0.00%
CCS Corporate Services	May 2019	2.05%	0.00%		2.20%				0.38%	
CCS Norfolk C&YP	May 2019	4.47%	0.00%	4.76%	2.91%				4.86%	0.00%
CCS Ambulatory Care	May 2019	4.72%	10.09%	4.07%	5.70%	1.67%		3.13%	8.10%	
CCS Beds C&YP	May 2019	4.92%	0.00%	6.48%	5.95%	1.69%		0.00%	5.61%	0.00%
CCS Luton C&YP	May 2019	5.32%		2.73%	10.29%	0.00%	2.10%	0.00%	5.79%	0.00%
CCS Cambs C&YP	May 2019	5.52%	0.00%	9.22%	6.37%	2.51%		3.82%	6.44%	0.00%
CCS Luton Adults	May 2019	5.87%	6.45%	6.41%	1.14%				7.29%	
All Trusts (NHS England)	NB: Slightly different		Scientific, Therapeutic & Technical Staff	Support to Clinical Staff	NHS Infrastructure	Professional Qualified Clinical Staff	Other or Unknown	HCHS Doctors	Nurses & Health Visitors	
		4.01%	2.80%	5.41%	3.56%	3.37%	1.54%	1.29%	4.32%	
Provide	May 2019	2.43%								
Community Dental Services CIC	May 2019	2.62%								
Hertfordshire Community NHS Trust	May 2019	3.38%								
East London NHS Foundation Trust	May 2019	3.74%								
East of England Region (NHS England)	May 2019	3.82%								
Cambridgeshire & Peterborough NHS Foundation Trust	May 2019	3.84%								
Anglian Community Enterprise CIC	May 2019	4.33%								
Community Provider Trusts (NHS England)	May 2019	4.38%								
Hertfordshire Partnership University NHS Foundation Trust	May 2019	4.50%								
Essex Partnership University NHS Foundation Trust	May 2019	4.55%								
Norfolk & Suffolk NHS Foundation Trust	May 2019	4.79%								
Norfolk Community Health and Care NHS Trust	May 2019	4.80%								
East Coast Community Healthcare CIC	May 2019	5.59%								
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

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