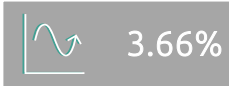




# People Governance



## Sickness Absence



Decreased by **0.79%** in March 2025. Sickness Absence is reducing as expected, following the seasonal increases over the winter period, and the latest figure is comparable to March 2024.

## 12 Month Rolling Absence



Remains **above** the national target and has fluctuated around 4% over the past two years.



Additional assurance is provided in the focus area on pages 7 & 8.

## Appraisal and Development Reviews



Has fallen **below** the NHS Wales target for the last 3 months

This follows a period of 7 months where the organisation was above the target.\*



\* Reported retrospectively taking into account updated data being reported following the monthly refresh. Previous reports may illustrate performance at or just below target at the time of reporting



Additional assurance is provided in the focus area on page 6.

## Statutory and Mandatory Training



Remains **above** target in March 2025.



All Directorates continue to **exceed target** within the financial year.

The module reporting lowest completion is *Foundations in Improvement* (85.9%), which was introduced as a mandatory training e-learning module from April 2024.

## Equality and Diversity

We encourage all staff to record their diversity data in ESR so that we can use the data effectively and ensure we are meeting the needs of our workforce.



This is the current percentage of completed Diversity data recorded for our staff. We have continued to see an **increase** in data completeness over the past 4 years.



# In Focus: Appraisal and Development Reviews

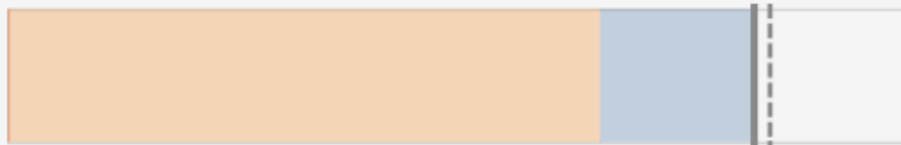


## Compliance Performance

Appraisal compliance has fallen below the Welsh Government target for the last 3 months, which is set at 85% to allow for staff who are unable to participate in appraisals (e.g. staff on maternity leave, secondees). This follows a period of 7 months where we have been above target (note – reported retrospectively taking into account updated data being reported following the monthly refresh).

Compliance is at risk of falling further below target over the next 3 months if appraisals fail to be undertaken. This will have the most impact on Health & Wellbeing and Nursing, Quality & Integrated Governance Directorates, who have the highest percentage of appraisals that are due soon.

**83.2%**  
of reviews completed within 12 months  
vs a target of 85%



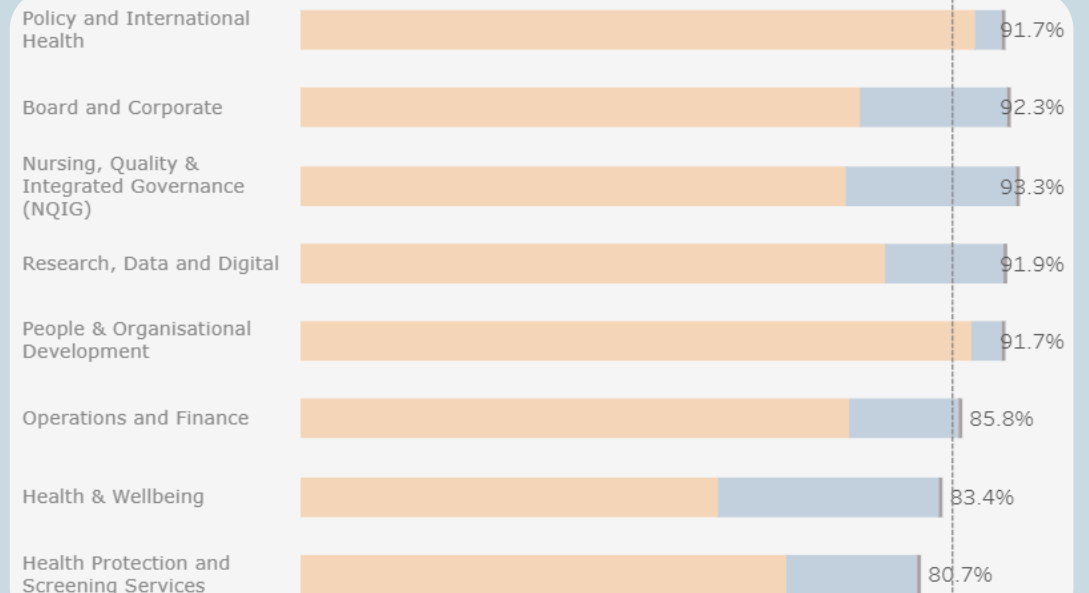
Grey – current compliance — vs target .....  
Blue – appraisals due in next 3 months



## Compliance by Directorate

Latest figures show that six Directorates are achieving compliance with the national target, with two Directorates below target levels. Directorates not delivering the target will need to develop and commit to a recovery trajectory. The People and OD team are working with Directorates to understand barriers to undertaking and recording My Contribution and to offer further support as required.

There is also a significant range in compliance across our Directorates ranging from 93.3% in Nursing, Quality & Integrated Governance to 80.7% in Health Protection and Screening Services.





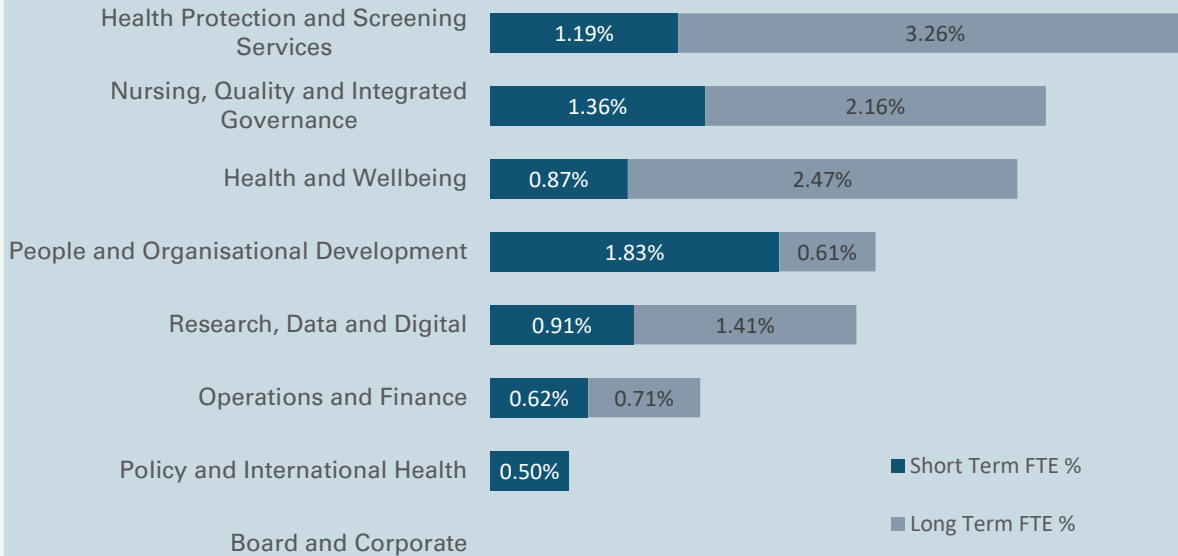
# In Focus: Sickness Absence



## Sickness Absence by Directorate

A decrease in sickness absence has been reported in March, falling from 4.5% in February to 3.7% in March.

The breakdown by Directorate for March 2025 is provided below, and we have split the data to show by Short-Term and Long-Term Absence FTE %.



When looking at organisation-wide data for March 2025, 30% of FTE days lost are due to short-term sickness absence, and 70% of FTE days lost are due to long-term sickness absence.

## Sickness Absence by Absence Reason

When focussing on Absence Reasons over the same period, the top 5 reasons for sickness absence are shown in the chart below.

Anxiety/stress/depression/other psychiatric illnesses has consistently been the number 1 reason for sickness absence across NHS Wales, and we have seen a decrease of FTE days lost related to Cold, Cough, Flu – Influenza.



- S10 Anxiety/stress/depression/other psychiatric illnesses
- S98 Other known causes - not elsewhere classified
- S12 Other musculoskeletal problems
- S13 Cold, Cough, Flu - Influenza
- S17 Benign and malignant tumours, cancers



## In Focus: Sickness Absence



### Data Analysis

The sickness absence rate has decreased as expected in March 2025, this represents a positive trend following the seasonal increases experienced over the winter period.

The primary reason for absence is 'anxiety, stress, depression, and other psychiatric illnesses', which tend to be longer-term absences, and accounts for 1115 FTE days lost during the reporting period.

314 FTE days lost were attributed to 'other known causes - not elsewhere classified'. This is the second highest absence reason.

### Learning & Development

The All-Wales Managing Attendance at Work (MAAW) policy remains under review to ensure it aligns with a person-centred approach, and monthly MAAW learning and development sessions for managers continue.

### Advice and Support

The People and OD team is actively monitoring sickness absence data and is available to offer Directorates further support as required.

On-site visits and HR clinics are in place to engage with managers to identify ways to improve sickness absence management.

The People & OD Advisors are currently working with managers to encourage disclosure of reasons for absence and to understand any barriers to recording this information.