



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Performance and Insight Report

May 2025



People Governance



Sickness Absence



Decreased by **0.98%** in May 2025. Sickness Absence is reducing as expected, following the seasonal increases over the winter period, and the latest figure is comparable to May 2024.

12 Month Rolling Absence



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



Additional assurance is provided in the focus area on pages 6 & 7.



Appraisal and Development Reviews



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



This follows a period of 9 months where the organisation has been 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 pages 8.



Statutory and Mandatory Training



Remains **above** target in May 2025.



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

The module reporting lowest completion is *Foundations in Improvement* (86.9%), which was introduced as a mandatory training e-learning module from May 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: Sickness Absence



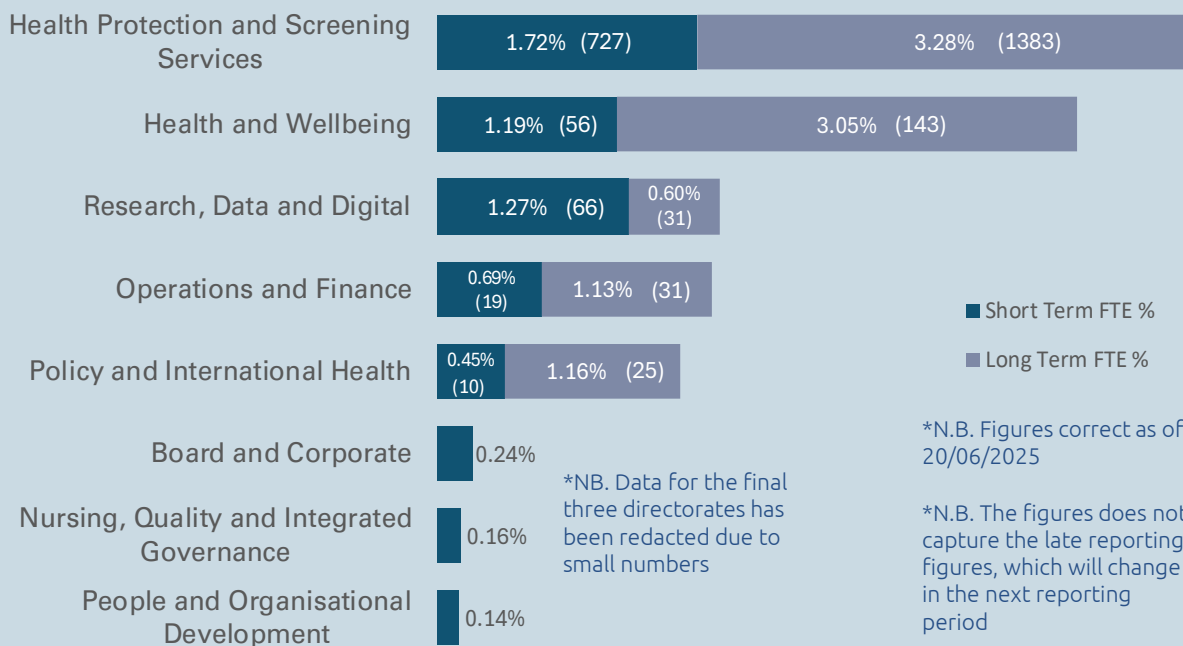
Sickness Absence by Directorate



A decrease in sickness absence has been reported in May, falling from 4.6% in April to 3.7% in May.

The breakdown by Directorate for May 2025 is provided below, split by Short-Term (less than 28 days) and Long-Term (28 days or more) Absence FTE %.

When looking at organisation-wide data for May 2025, **17%** of FTE days lost are due to short-term sickness absence, and **83%** 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 an increase of FTE days lost related with 'Unknown causes/Not Specified'.



- S10 Anxiety/stress/depression/other psychiatric illnesses
- S98 Other known causes - not elsewhere classified
- S12 Other musculoskeletal problems
- S17 Benign and malignant tumours, cancers
- S99 Unknown causes / Not specified



In Focus: Sickness Absence



Data Analysis

- ❖ A decrease in sickness absence has been reported in May 2025, falling from 4.6% in April to 3.7% in May.
- ❖ Reduction in line with expectations, following seasonal increases observed over the winter period, and the latest May 2025 figure is comparable to May 2024.
- ❖ Unknown reasons for absence account for 405 days in May 2025. ('Other known causes - not elsewhere classified' (263 days) and 'Unknown causes / Not specified' (142 days)).

Learning and Development

- ❖ The All-Wales Managing Attendance at Work (MAAW) learning and development sessions for managers have been updated to reinforce the importance of understanding reasons for absence.
- ❖ People and OD team are working with Internal Audit to scope an audit to look at support for absences related to 'Anxiety/stress/depression/other psychiatric illnesses'

Advice and Support

- ❖ Work is ongoing to encourage increased disclosure of reasons for absence to enable targeted support.
- ❖ People and OD colleagues are working with relevant managers to request disclosure where it has been missed from ESR and to understand any barriers to recording this information.
- ❖ People and OD team continue to engage directly with managers to support the management of long-term sickness absence, via People Support, on-site visits and HR clinics.



In Focus: Appraisal and Development Reviews

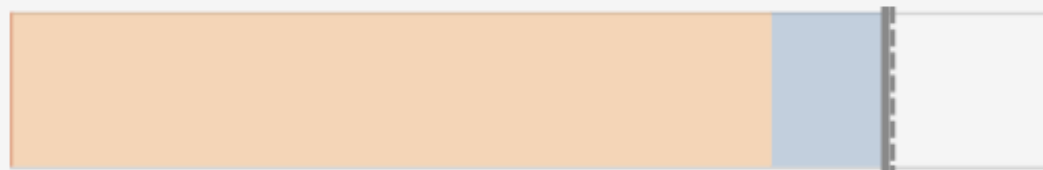


Compliance Performance

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 9 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 and recorded in ESR. This will have the most impact on People & Organisational Development and Health Protection and Screening Services, who have the highest percentage of appraisals that are due soon.

84.1%
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 98.7% in Policy and International Health to 78.7% in Health & Wellbeing.

REVIEW STATUS % BY DIRECTORATE

Status: **In date** | **Due in next 3 months** | **No recorded appraisal** | **Out of date**

*N.B. Percentages relate to 'In date' and 'Due in next 3 months' figures

Policy and International Health	98.7%	74	
People & Organisational Development	94.0%	39	7
Nursing, Quality & Integrated Governance (NQIG)	89.8%	43	1
Operations and Finance	89.0%	75	6
Board and Corporate	88.0%	20	2
Research, Data and Digital	85.1%	135	13
Health Protection and Screening Services	82.9%	981	175
Health & Wellbeing	78.7%	114	14