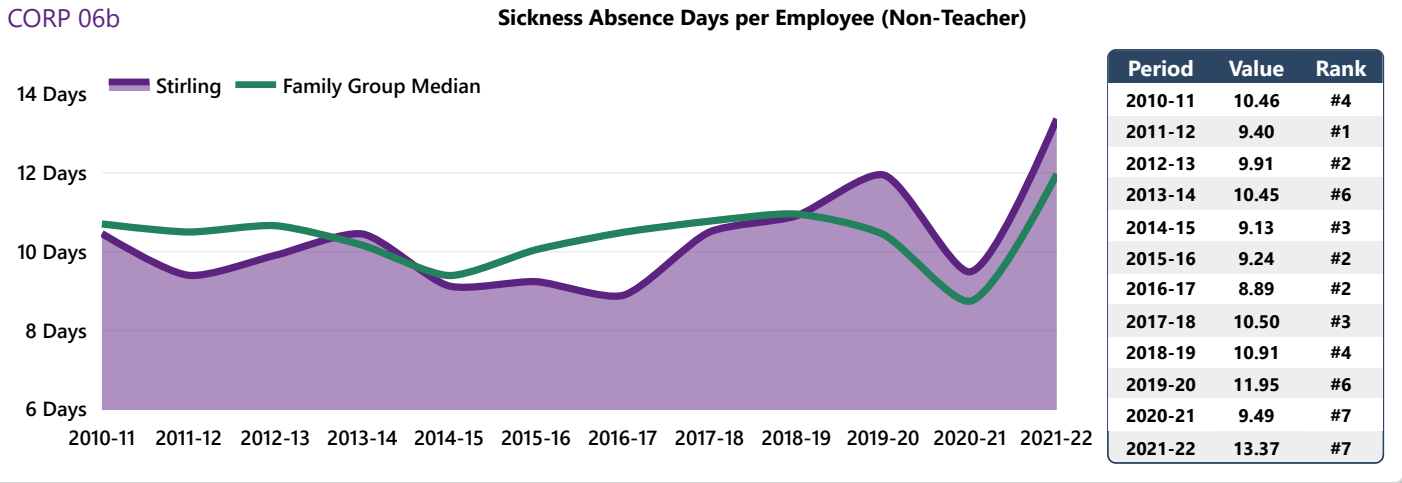
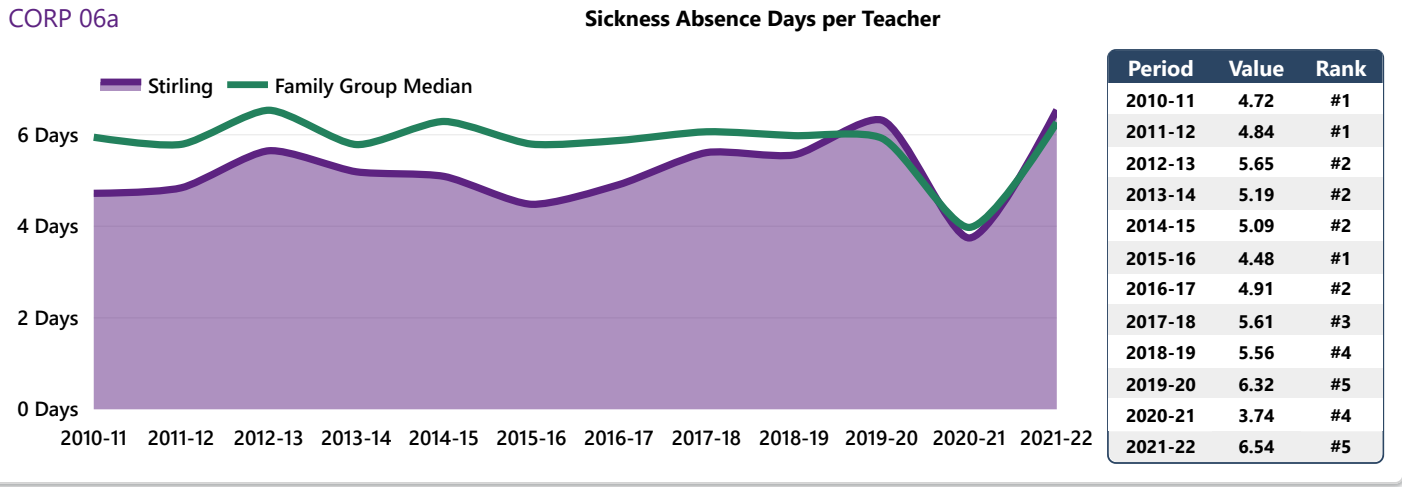


Absence

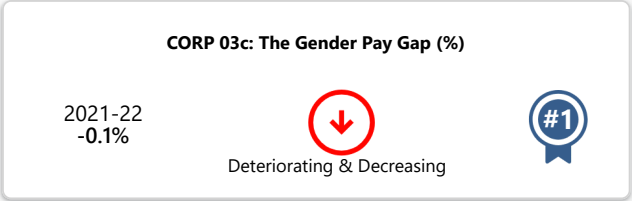


The circumstances around the pandemic affecting the workplace including lockdown and social distancing rules led to a significant reduction in absence across all local authorities, as is reflected in absence data for 2020/21. However, there was for a number of years prior, a trend of increasing absence. Subsequent to 2020/21, the main reasons for absence remain psychological and musculoskeletal. However gastrointestinal reasons continue to be a significant proportion of working days lost. During 2021/22 the reduction in absence due to infectious diseases has been replaced by those due to coughs, colds and flu.

The Employee Wellbeing Programme continues to provide proactive practical, online, and face-to-face support for employees experiencing a variety of health issues and enables access to comprehensive well-being information and signposting to additional support. This is tailored and targeted in line with service needs and reasons for absence. In addition, we provide a comprehensive Occupational Health Service to our employees including health surveillance, physiotherapy and employee counselling services.



Gender Pay Gap



Our organisation continues to make significant strides towards gender equality in the workplace. The gender pay gap remains impressively low, standing at just 0.1% in favour of women. This achievement not only places us at the top within our family group but also first for all of Scotland.

Furthermore, our commitment to promoting women's representation at the highest levels is evident. Despite a slight decrease of 0.01%, we maintain a strong presence of 61.6% of women among the highest-paid 5% of employees.

