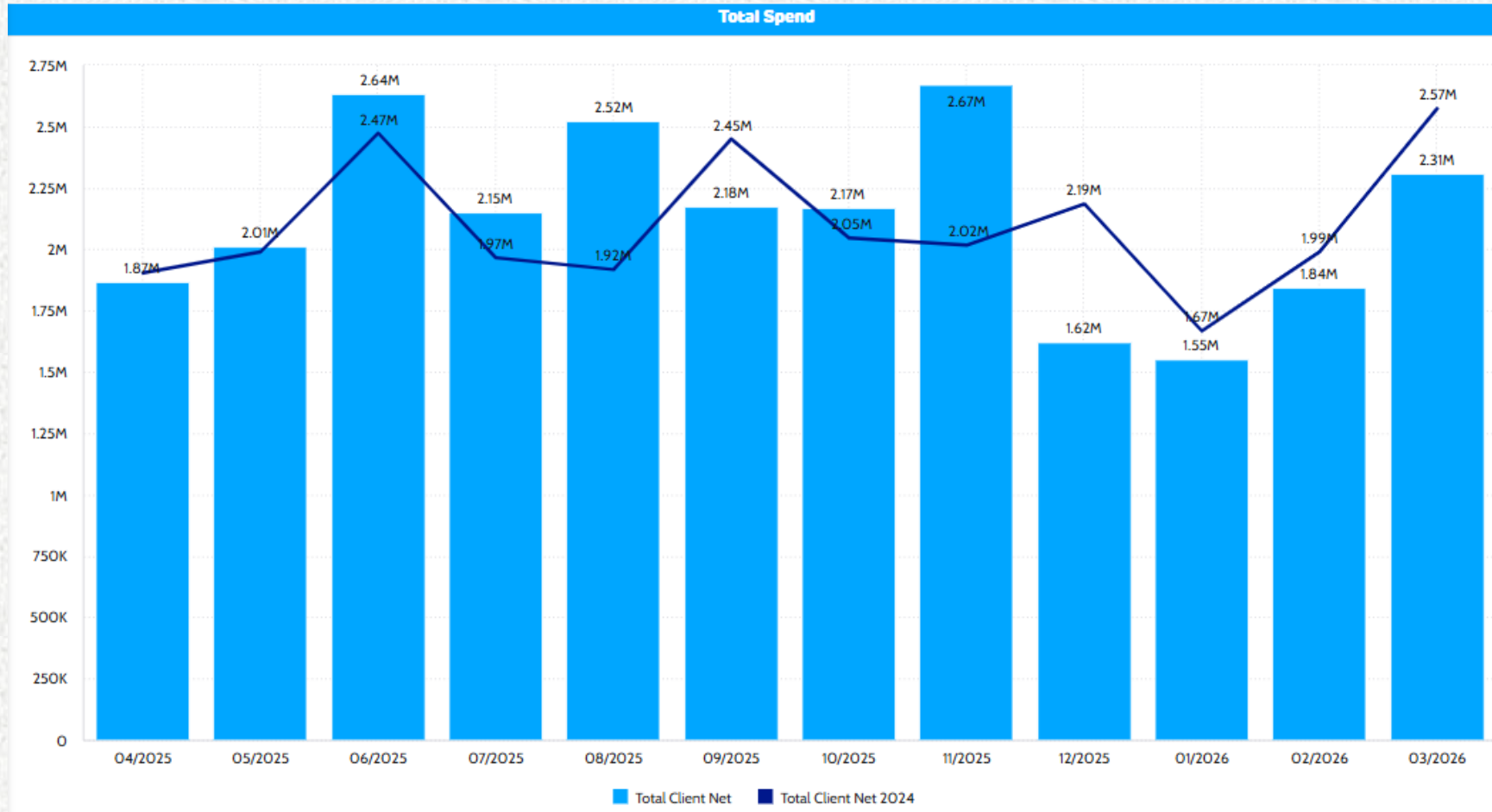




FORWARD TOGETHER

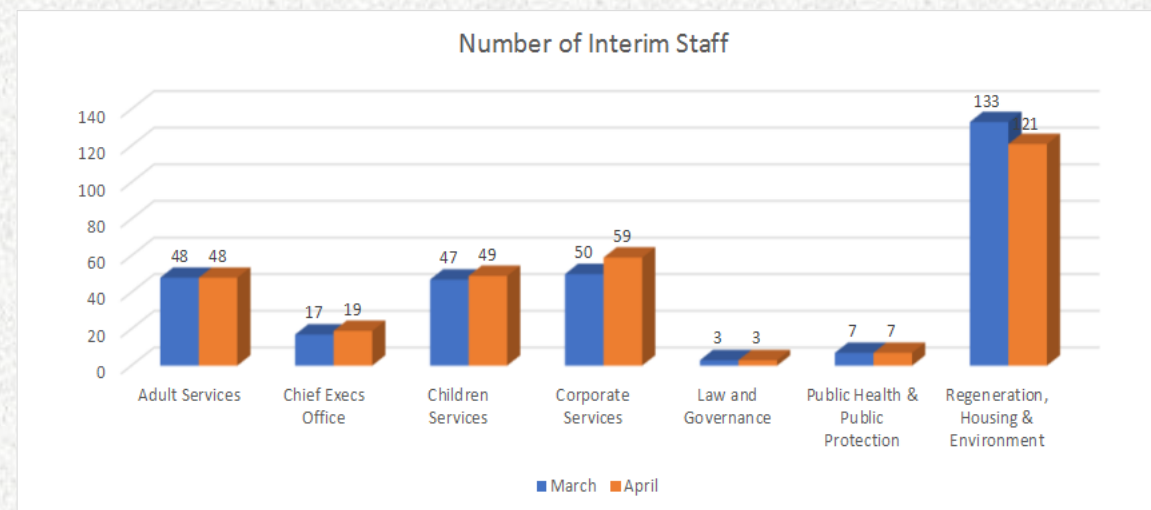
Monthly HR MI Snapshot Slough Borough Council April 2026

Interim Spend - Snapshot of Financial Year 25/26



Number of interim staff by Directorate – Mar/Apr 2026

Directorate	March	April
Adult Services	48	48
Chief Execs Office	17	19
Children Services	47	49
Corporate Services	50	59
Law and Governance	3	3
Public Health & Public Protection	7	7
Regeneration, Housing & Environment	133	121
Grand Total	305	306

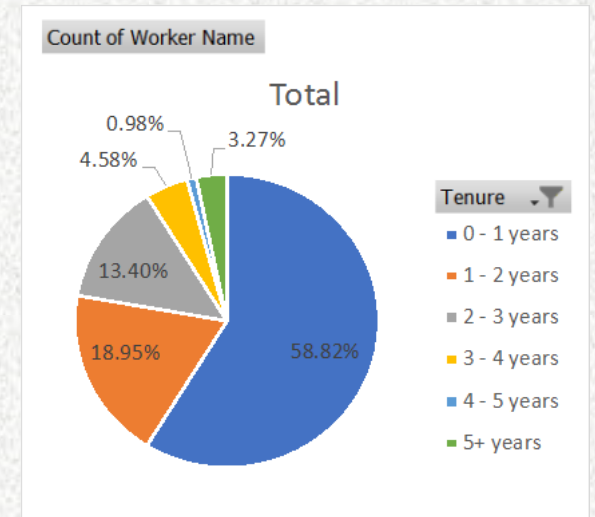


- Interims increased by 1
- The number of interim staff may vary due to late starters and leavers on Matrix, depending on the date of the report. There was a 26% decrease in Interim spend
- The spend has gone down in Apr due to shorter week month in Apr (4-week month)

Interims Tenure – Apr 2026

Directorate	0 - 1 years	1 - 2 years	2 - 3 years	3 - 4 years	4 - 5 years	5+ years	Grand Total
Adults Services	23	9	7	5	2	2	48
Chief Execs Office	14	1	3	1			19
Children's Services	18	14	13	2	1	1	49
Corporate Resources	42	9	3	2		3	59
Law and Governance	2	1					3
Public Health & Public Protection	2	3	1	1			7
Regeneration, Housing & Environment	79	21	14	3		4	121
Grand Total	180	58	41	14	3	10	306

- Around 80% of interims are with SBC less than 2 years & 20% of them are here for more than 2 years
- Most of the long-standing interims are from Adults, Children & Corporate Resources & RHE

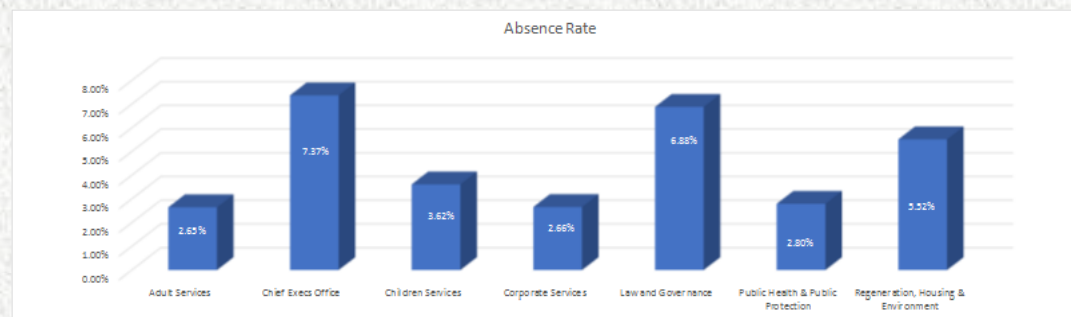
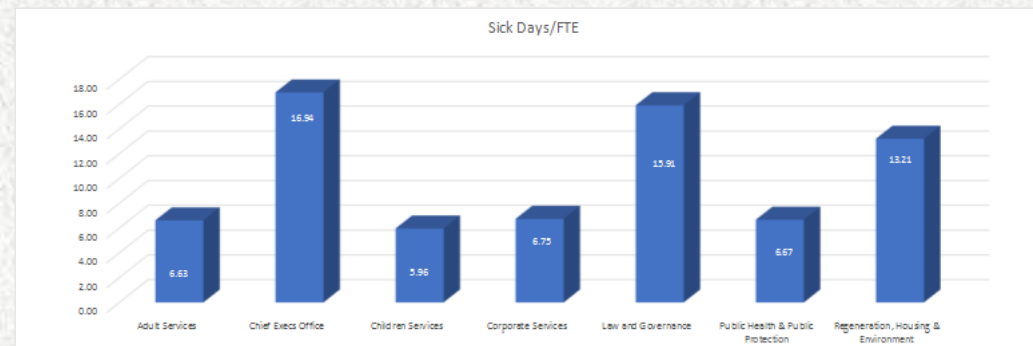


ABSENCE MANAGEMENT AND WELL-BEING

Sickness: May 2025 – Apr 2026

Directorate	Sick Days/FTE	Money lost/FTE
Adult Services	6.63	£668.39
Chief Execs Office	16.94	£1,665.01
Children Services	5.96	£530.30
Corporate Services	6.75	£721.79
Law and Governance	15.91	£1,563.52
Public Health & Public Protection	6.67	£827.85
Regeneration, Housing & Environment	13.21	£1,161.78
Average	9.44	£899.04

- The average day lost is high across the council (9.44 days /FTE) and is higher than the reported average per FTE for civil services published in the gov site (8.2 days/ FTE as of 31 March 2025)
- Line managers should take proactive action to decrease the incidence of sickness by encouraging participation in employee wellbeing initiatives and completing RTW forms promptly



Sickness: May 2025 – Apr 2026



Top 10 Sickness Reasons

- Across the council, almost 18% of absences are due to mental health (23% if including stress/ stress at work)
- Mental health-related absences (including stress, anxiety, depression, and psychological illness) are the most common reason across the majority of directorate
- This trend highlights a significant organisational challenge around employee wellbeing and suggests the need for targeted mental health support and preventative interventions, we have therefore significantly strengthened our wellbeing offer by appointing a new Occupational Health provider, Health Partners, and our Employee Assistance Programme (EAP) Health Heroes.

