

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 8 MARCH 2016

SICKNESS ABSENCE OCTOBER– DECEMBER 2015

REPORT BY SHARON FAULKNER, HEAD OF HR, IT & ORGANISATIONAL DEVELOPMENT

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 October–31 December 2015.

1. RECOMMENDATION

The committee considers the terms of this report.

2. ALIGNMENT TO THE COUNCIL PLAN

This report contributes to the achievement of the following priority contained within the Council Plan:

Transformational Change

- review our workforce to ensure it is led and managed effectively, is the right size and shape, is motivated and has the skills, knowledge and tools needed.

3. BACKGROUND

3.1 As part of the council's performance management arrangements information on sickness absence levels for directorates and for the council as a whole are reported to this committee on a quarterly basis. This report gives details for the third quarter of 2015/16, 1 October–31 December 2015.

3.2 The figures given below are on a 'whole' council basis. However [Appendix 1](#) gives a breakdown of figures by directorate.

4. CURRENT POSITION

4.1 The figures in brackets relate to the same period last financial year.

Percentage of days lost against available working days

	2015/16	2014/15
Local Government Employees	5.63	(5.71)
Teachers	3.49	(3.42)
Total	5.13	(5.19)

A breakdown of these figures to each directorate is shown at [Appendix 1](#).

Number of working days lost

	2015/16	2014/15
Local Government Employees	9754	(10186)
Teachers	1814	(1775)
Total	11568	(11961)

Average days lost per employee

	2015/16	2014/15
Local Government Employees	2.59	(2.65)
Teachers	1.53	(1.48)
Total	2.34	(2.37)

4.2 Comment

During this period of reporting, employees transferred to Angus Alive on 1 December 2015. For the purposes of comparing information on a quarter by quarter basis, the information relating to those employees who transferred are included for calculating the percentage of working days lost and the cost of sickness absence.

There was a 1.16% reduction in the percentage of working days lost, when compared with the corresponding quarter in 2014/15. Although local government employees' absence fell by 1.4%, the teachers' absence rose by 2%, compared to the corresponding quarter in 2014/15.

Comparing the percentage of working days lost against the previous quarter (July–September 2015), there has been an 8.9% increase in absence across all council employees.

Action continues to be taken to actively manage the levels of sickness absence in directorates with a view to reducing the percentage of working days lost and associated costs.

4.3 Breakdown of absence figures

Absences of one day accounted for 4% of total days lost, absences of two to five days, 14%, absences of six to 20 days, 20% and absences of more than 20 days, 62%.

A directorate comparison of the respective periods of absence is shown in [Appendix 2](#).

Of the incidences of absence, 34% were one day absences, 38% two to five days, 14% six to 20 days and 14% more than 20 days.

4.4 Cost of Sickness Absence

In the third quarter, October-December 2015, the direct cost of employees' sickness absence – ie the cost of sick pay, was £1,050,369.

This figure comprises payments of statutory sick pay (SSP) at £183,003 and occupational sick pay (OSP) at £867,365.

The cost of direct sick pay was 3.42% of total salary costs for the quarter.

4.5 Reasons for Sickness Absence

In the third quarter October-December 2015, the top five reasons for sickness absence were stress related, stomach issues, back problems, lower limb problems, and respiratory/circulatory/heart issues. Fuller information on reasons for absence is given at [Appendix 3](#). Reasons for absence are currently under review as detailed in the annual report for sickness absence in 2014/15.

4.6 Ill Health Retirals

During the period 1 employee was retired on the grounds of ill health.

5. FINANCIAL IMPLICATIONS

5.1 There are no direct financial implications associated with the terms of this report.

6. CONSULTATION

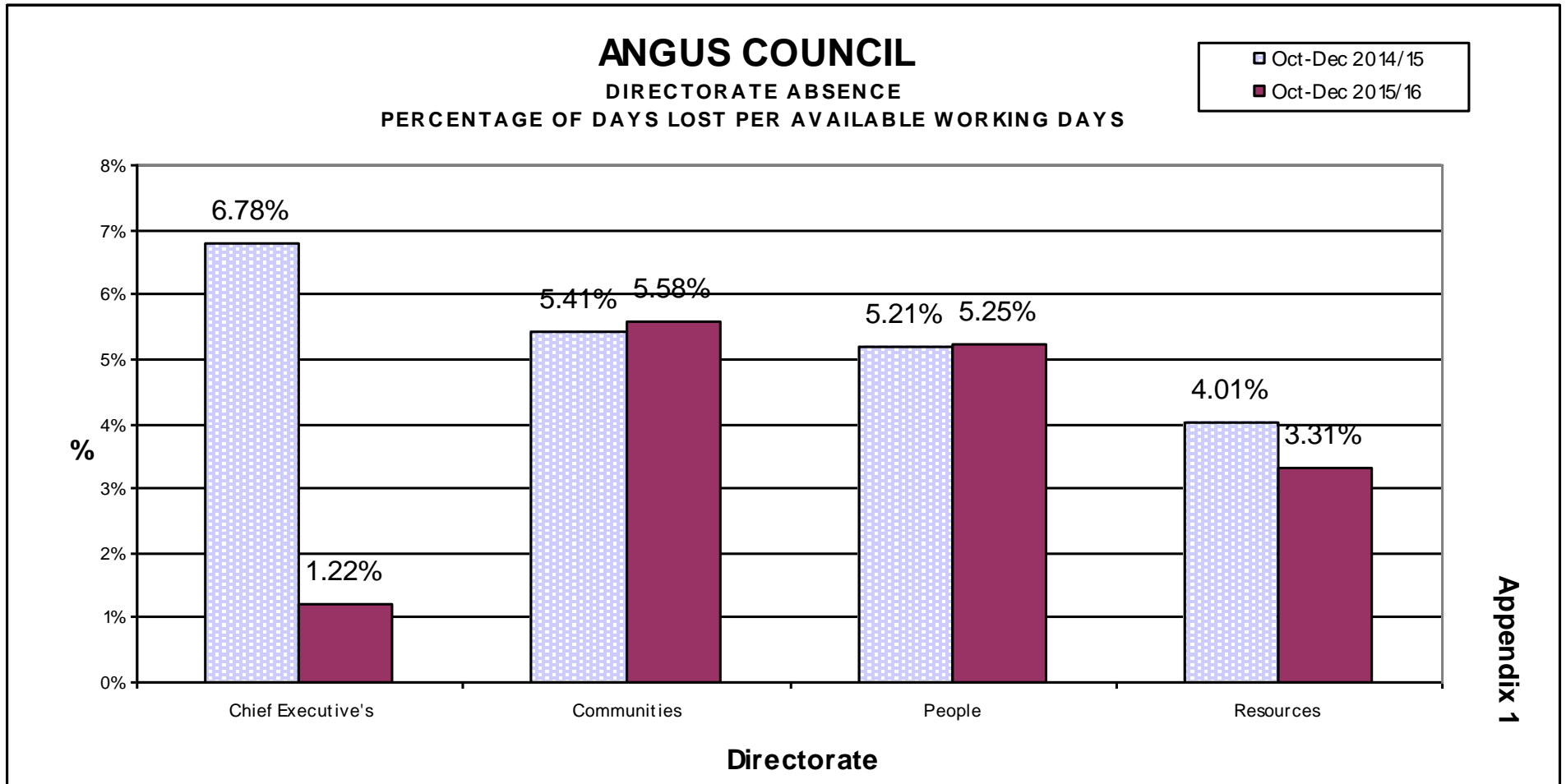
- 6.1** The Chief Executive, Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

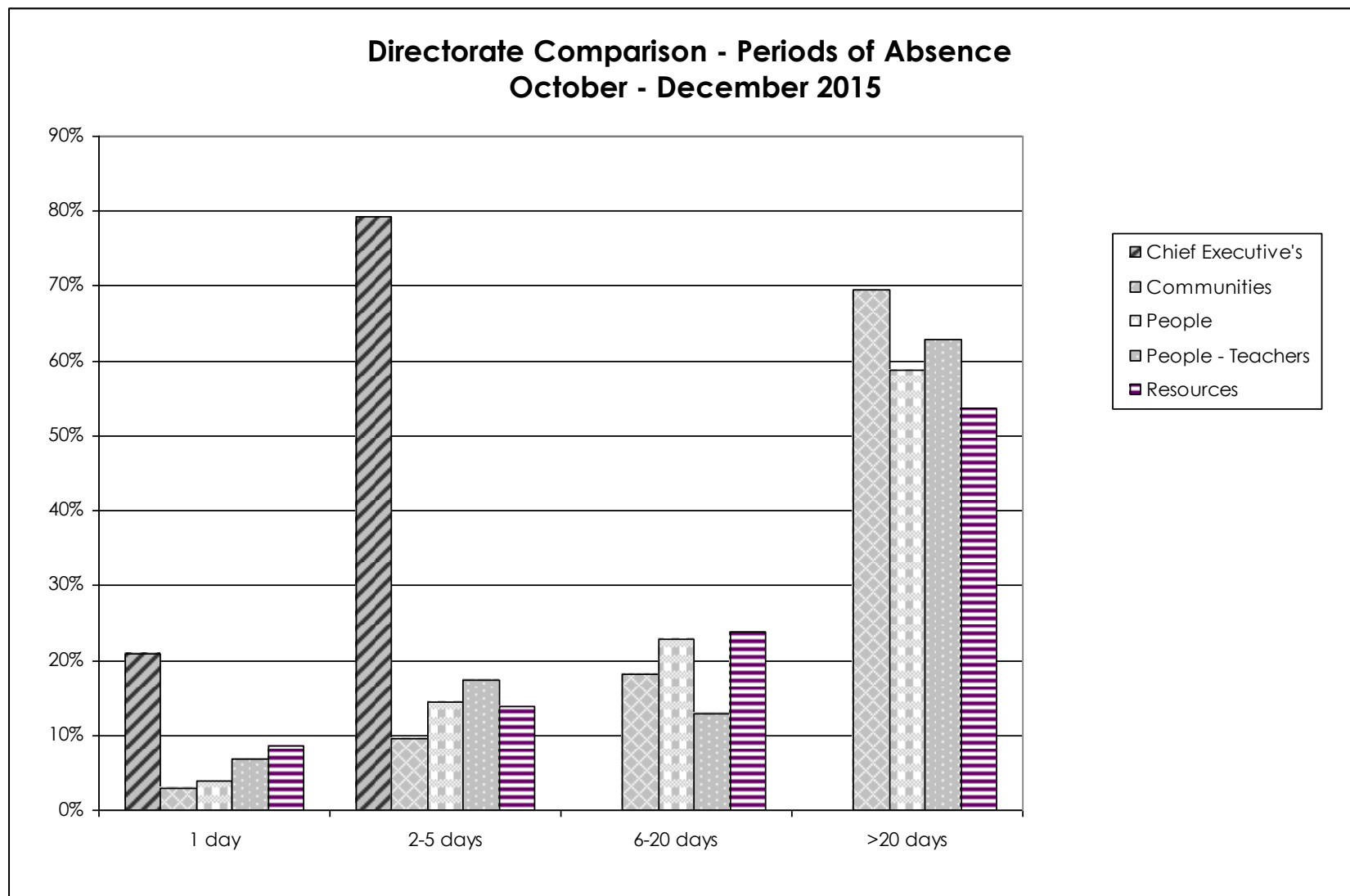
NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:

- Appendix 1: Directorate Absence: Percentage of Days Lost per Available Working Days
- Appendix 2: Directorate Comparison: Periods of Absence – October-December 2014
- Appendix 3: Reasons for Sickness Absence





REASONS FOR SICKNESS ABSENCE

October-December 2015

Reason	%
Stress Related	25.76
Stomach	8.73
Lower Limb	7.23
Respiratory/Circulatory/Heart	6.71
Back	5.99
Colds/Flu	4.84
Upper Body	4.23
Upper Limb	3.37
Ear/Nose/Throat	3.33
Headache	2.00
Eye/Face	1.03
Other Medical Reasons	26.69