

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 22 APRIL 2014

SICKNESS ABSENCE OCTOBER – DECEMBER 2013

REPORT BY KEN RITCHIE, SERVICE MANAGER (HUMAN RESOURCES)

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 October – 31 December 2013.

1. RECOMMENDATION(S)

The committee consider 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 2013/14, 1 October – 31 December 2013.

3.2 The figures given in the section below are on a 'whole' council basis. However, [Appendix 1](#), gives a breakdown of figures by directorate. This is the first time that it has been possible to give this breakdown on the basis of the council structure which was adopted on 1 April 2013. As a consequence it is not possible in this report, nor it will be in the next three quarterly reports, to give a 'year on year', 'like for like' comparison. However comparisons on the basis of the total number of teaching and non teaching employees are given.

4. CURRENT POSITION

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

Percentage of days lost against available working days

Local Government Employees	5.89%	(5.76%)
Teachers	3.25%	(3.93%)
Total	5.31%	(5.35%)

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

Number of working days lost

Local Government Employees	11062.5	(11053)
Teachers	1730	(2211)
Total	12792.5	(13264)

Average days lost per employee

Local Government Employees	2.63	(2.72)
Teachers	1.41	(1.74)
Total	2.36	(2.48)

Comment

Overall, there was a slight reduction in absence levels during this quarter as compared with the corresponding quarter in 2012/13. This is the third successive quarter of improved performance, albeit that the degree of improvement is much less pronounced during this period. The next time absence is reported to this committee, information will be given on the final quarter of the financial year and on the whole year performance.

Breakdown of absence figures

Absences of one day accounted for 5% of total days lost, absences of two to five days, 18%, absences of six to 20 days, 24% and absences of more than 20 days, 53%.

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

Of the incidences of absence, 33% were one day absences, 42% two to five days, 15% six to 20 days and 10% more than 20 days.

Cost of Sickness Absence

In the third quarter, October-December 2013, the direct cost of employees' sickness absence – ie the cost of sick pay, was £998,082.

This figure comprises payments of statutory sick pay (SSP) at £171,151 and occupational sick pay (OSP) at £826,931.

The cost of direct sick pay was 3.25% of total salary costs.

Reasons for Sickness Absence

In the third quarter October-December 2013, the top five reasons for sickness absence were stress related, stomach issues, back problems, lower limb problems, and colds and flu. Fuller information on reasons for absence is given at [Appendix 3](#).

Ill health retireals

During the period four employees were retired on the grounds of ill health.

5. FINANCIAL IMPLICATIONS

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

6. CONSULTATION

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: Percentage of days lost per available working days

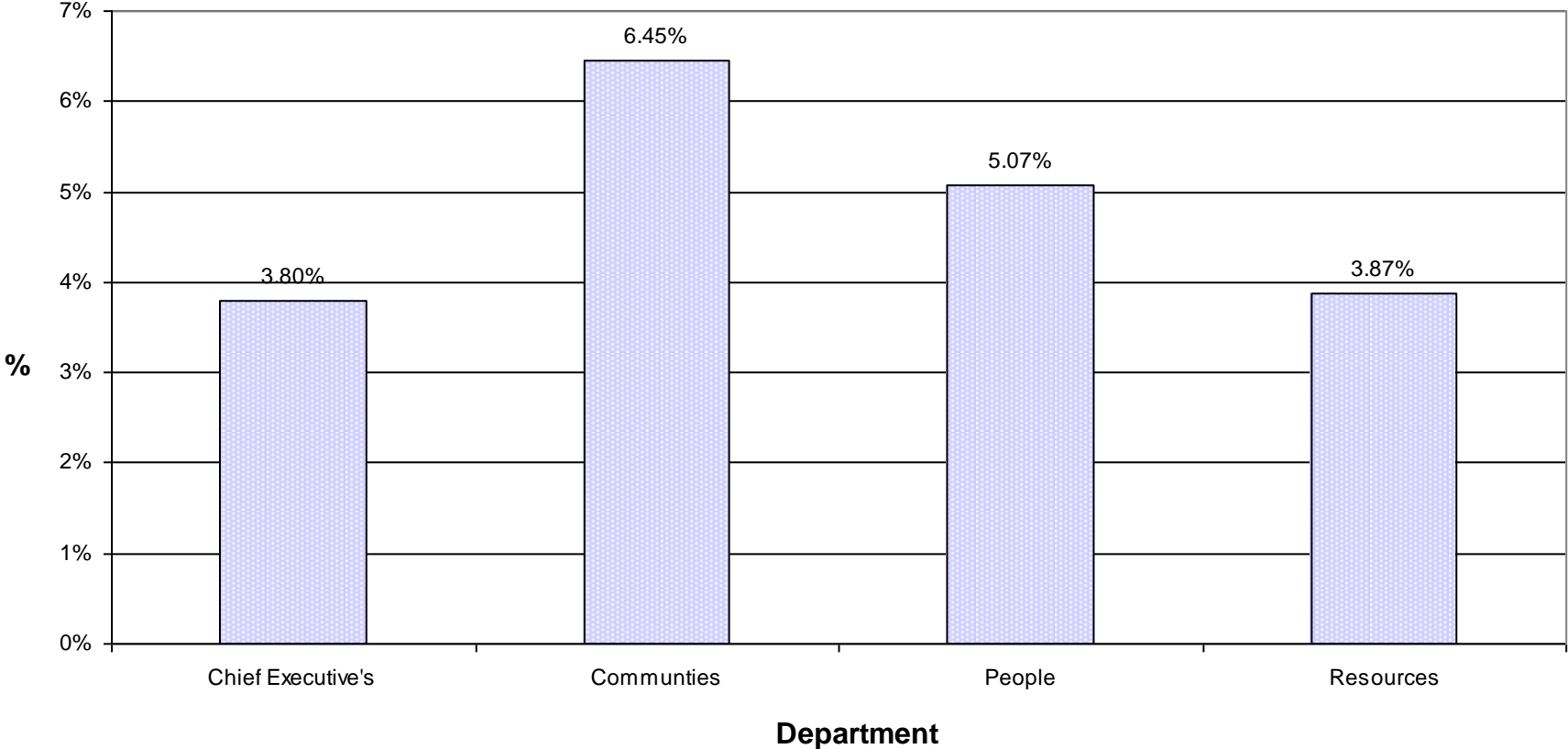
Appendix 2: Comparison of periods of absence

Appendix 3: Reasons for sickness absence

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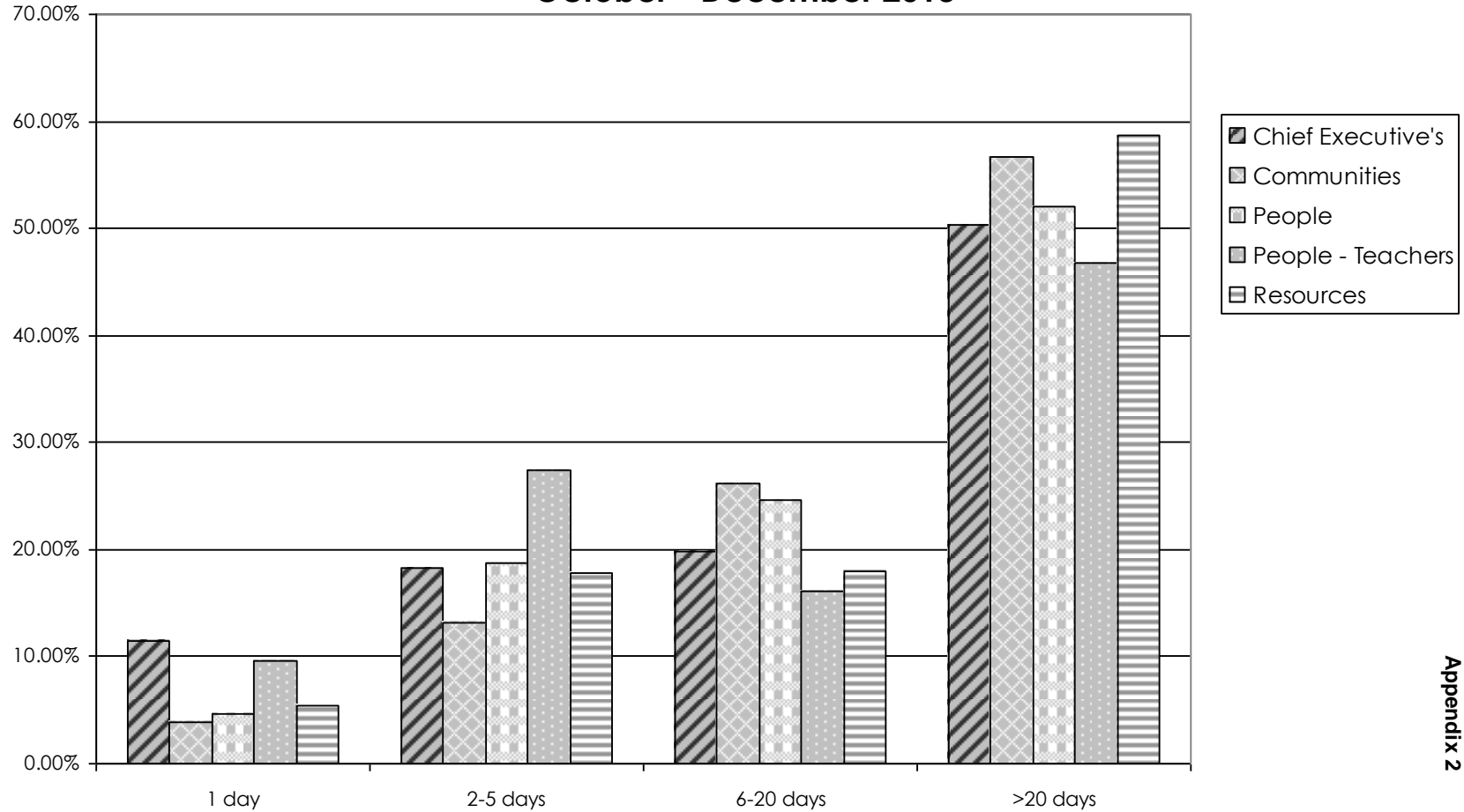
Oct-Dec 2013/14

DEPARTMENTAL ABSENCE PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS



Appendix 1

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Directorate Comparison - Periods of Absence
October - December 2013



Appendix 2

REASONS FOR SICKNESS ABSENCE

October - December 2013

Reason	%
Stress Related	25.21
Stomach	12.86
Back	6.80
Lower Limb	5.68
Colds/Flu	5.58
Respiratory/Circulatory/Heart	5.49
Upper Limb	3.21
Ear/Nose/Throat	2.70
Headache	2.17
Upper Body	1.58
Eye/Face	0.83
Other Medical Reasons	27.89