

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 23 JUNE 2015

SICKNESS ABSENCE JANUARY–MARCH 2015

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

ABSTRACT

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

1. RECOMMENDATION

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 fourth quarter of 2014/15, 1 January – 31 March 2015.

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 second time that it has been possible to give a 'by directorate' breakdown on the basis of the council structure which was adopted on 1 April 2013.

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***

Local Government Employees	5.71	(5.37%)
Teachers	3.85	(3.30%)
Total	5.25	(4.86%)

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

***Number of working days lost***

Local Government Employees	11130.5	(10997)
Teachers	2449	(2231)
Total	13579.5	(13228)

### **Average days lost per employee**

Local Government Employees	2.90	(2.73)
Teachers	2.00	(1.78)
Total	2.68	(2.50)

#### **4.2 Comment**

For all council employees there was an 8.02% increase in the percentage of working days lost, when compared with the corresponding quarter in 2013/14.

Disappointingly, the percentage of working days lost has also increased this quarter compared to the previous quarter by a small percentage (1.16%), a continuation of the increase from the last quarter which ended a 15 month period of reducing sickness absence levels.

This increase is a result of both teachers' and local government employees' absence increasing by 16.67% and 6.33% respectively, compared with the corresponding quarter in 2013/14.

This is despite steps being taken to actively manage this situation to return to favourable levels recorded throughout the whole of 2013/14 and the first quarter of 2014/15.

The current format for reporting sickness absence will continue until the end of 31 March 2015. A new format is currently under development and is likely to start reporting from 1 April 2015. The new format will show enhanced trend information.

#### **4.3 Breakdown of absence figures**

Absences of one day accounted for 5% of total days lost, absences of two to five days, 24%, absences of six to 20 days, 25% and absences of more than 20 days, 46%.

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

Of the incidences of absence, 29% were one day absences, 47% two to five days, 13% six to 20 days and 11% more than 20 days.

#### **4.4 Cost of Sickness Absence**

In the fourth quarter, January-March 2015, the direct cost of employees' sickness absence – ie the cost of sick pay, was £1,190,219.

This figure comprises payments of statutory sick pay (SSP) at £177,560 and occupational sick pay (OSP) at £1,012,659.

The cost of direct sick pay was 4.5% of total salary costs.

#### **4.5 Reasons for Sickness Absence**

In the fourth quarter January-March 2015, the top five reasons for sickness absence were stress related, stomach issues, back, lower limb and colds/flu. Fuller information on reasons for absence is given at [Appendix 3](#).

#### **4.6 Ill health retirements**

During the period two 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 & Finance, Head of Legal & Democratic Services, Strategic Director – People and the Strategic Director – Communities 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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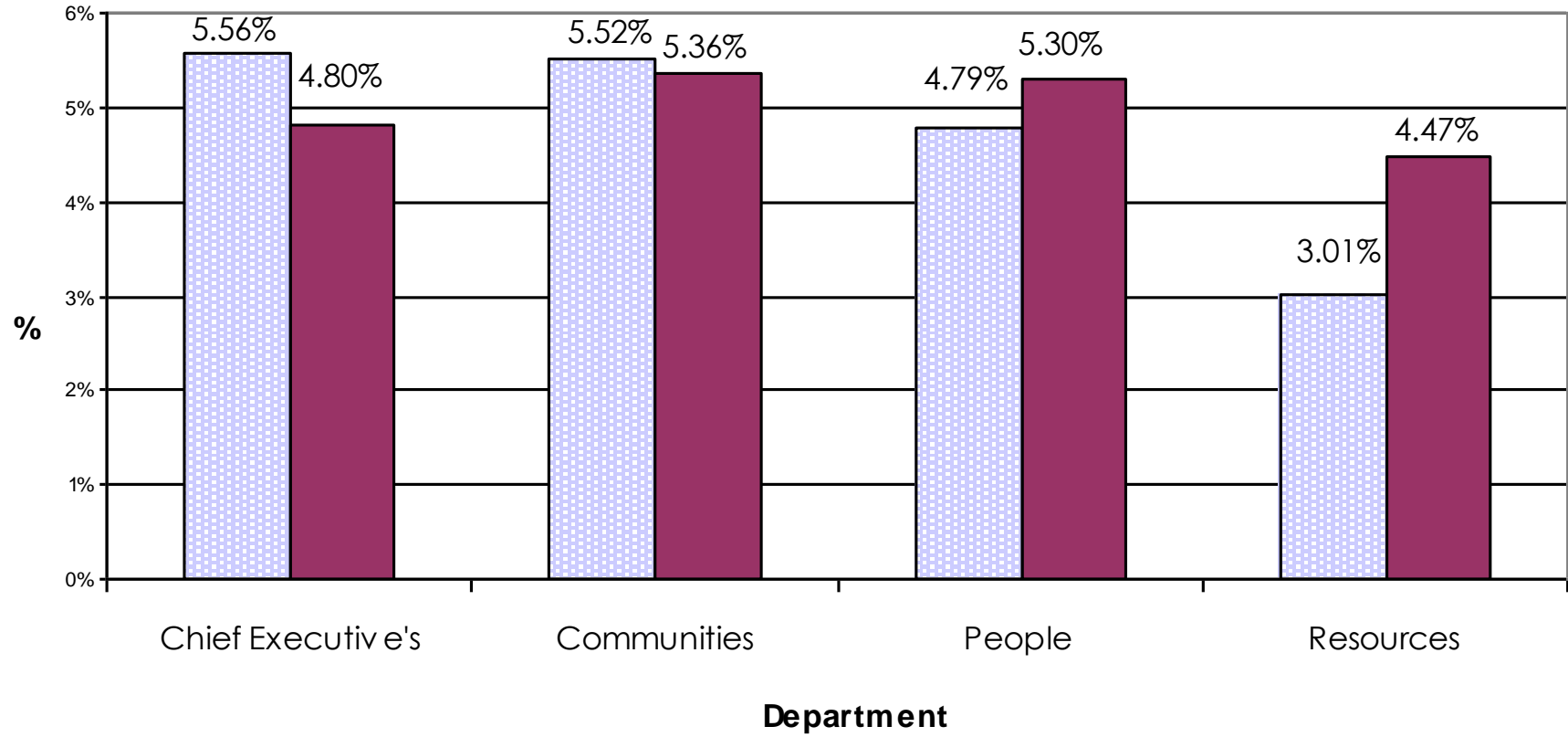
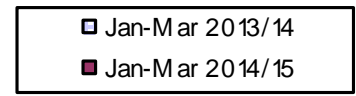
List of Appendices:

Appendix 1: Directorate Absence: Percentage of Days Lost per Available Working Days  
Appendix 2: Directorate Comparison: Periods of Absence – January–March 2015  
Appendix 3: Reasons for Sickness Absence

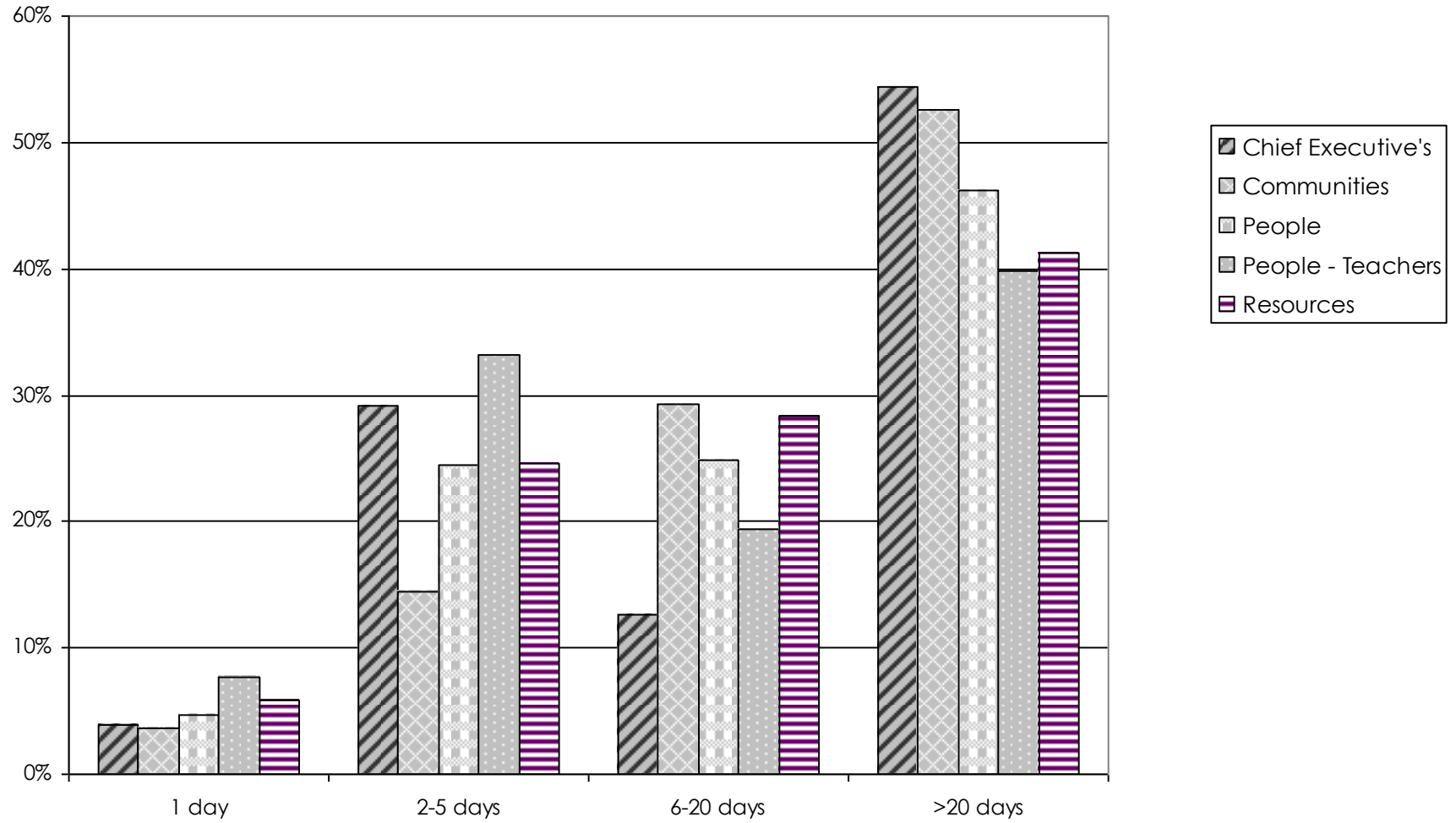
# ANGUS COUNCIL

## DIRECTORATE ABSENCE

### PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS



## Directorate Comparison - Periods of Absence January - March 2015



**REASONS FOR SICKNESS ABSENCE**

**January – March 2015**

<b>Reason</b>	<b>%</b>
Stress Related	22.42
Colds/Flu	10.71
Stomach	10.11
Respiratory/Circulatory/Heart	7.92
Lower Limb	6.95
Back	6.44
Ear/Nose/Throat	5.09
Headache	2.29
Upper Limb	2.20
Upper Body	1.98
Eye/Face	1.57
Other Medical Reasons	22.23