

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 26 JANUARY 2016

SICKNESS ABSENCE JULY– SEPTEMBER 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 July–30 September 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 second quarter of 2015/16, 1 July–30 September 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.

**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***

	<b>2015/16</b>	<b>2014/15</b>
Local Government Employees	5.15%	(5.09%)
Teachers	2.63%	(2.61%)
Total	4.71%	(4.63%)

A breakdown of these figures to each directorate is shown at Appendix 1.

***Number of working days lost***

	<b>2015/16</b>	<b>2014/15</b>
Local Government Employees	8739.5	(8755.5)
Teachers	956	(1015)
Total	9695.5	(9770.5)

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

	<b>2015/16</b>	<b>2014/15</b>
Local Government Employees	2.31	(2.27)
Teachers	0.81	(0.88)
Total	1.95	(1.95)

#### **4.2 Comment**

For all council employees, the percentage of working days lost has reduced this quarter compared to the previous April-June 2015 by 9.3%.

There was a 1.7% increase in the percentage of working days lost, when compared with the corresponding quarter in 2014/15. This increase is a result of both the teachers' and local government employees' absence increasing by 0.8% and 1.2% respectively, compared to the corresponding quarter in 2014/15.

Action continues to be taken to actively manage the situation to return to favourable levels in 2013/14 and first quarter of 2014/15.

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

Absences of one day accounted for 4% of total days lost, absences of two to five days, 15%, absences of six to 20 days, 23% and absences of more than 20 days, 58%.

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

Of the incidences of absence, 30% were one day absences, 41% two to five days, 16% six to 20 days and 13% more than 20 days.

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

In the second quarter, July-September 2015, the direct cost of employees' sickness absence – ie the cost of sick pay, was £613,632.

This figure comprises payments of statutory sick pay (SSP) at £113,122 and occupational sick pay (OSP) at £500,510.

The cost of direct sick pay was 1.04% of total salary costs.

Figures reported in the April – June 2015 report were incorrect. These should have read that the cost of sick pay was £927,982 (not £1,290,323), SSP was £148,242 (not £215,864) and OSP was £779,739 (not £1,074,459). The cost of direct sick pay was 3.14% of total salary costs (not 4.41%).

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

In the second quarter July-September 2015, the top five reasons for sickness absence were stress related, stomach issues, lower limb problems, back 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 five employees were 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.

**Report Author: SHARON FAULKNER, HEAD OF HR, IT & ORGANISATIONAL DEVELOPMENT**

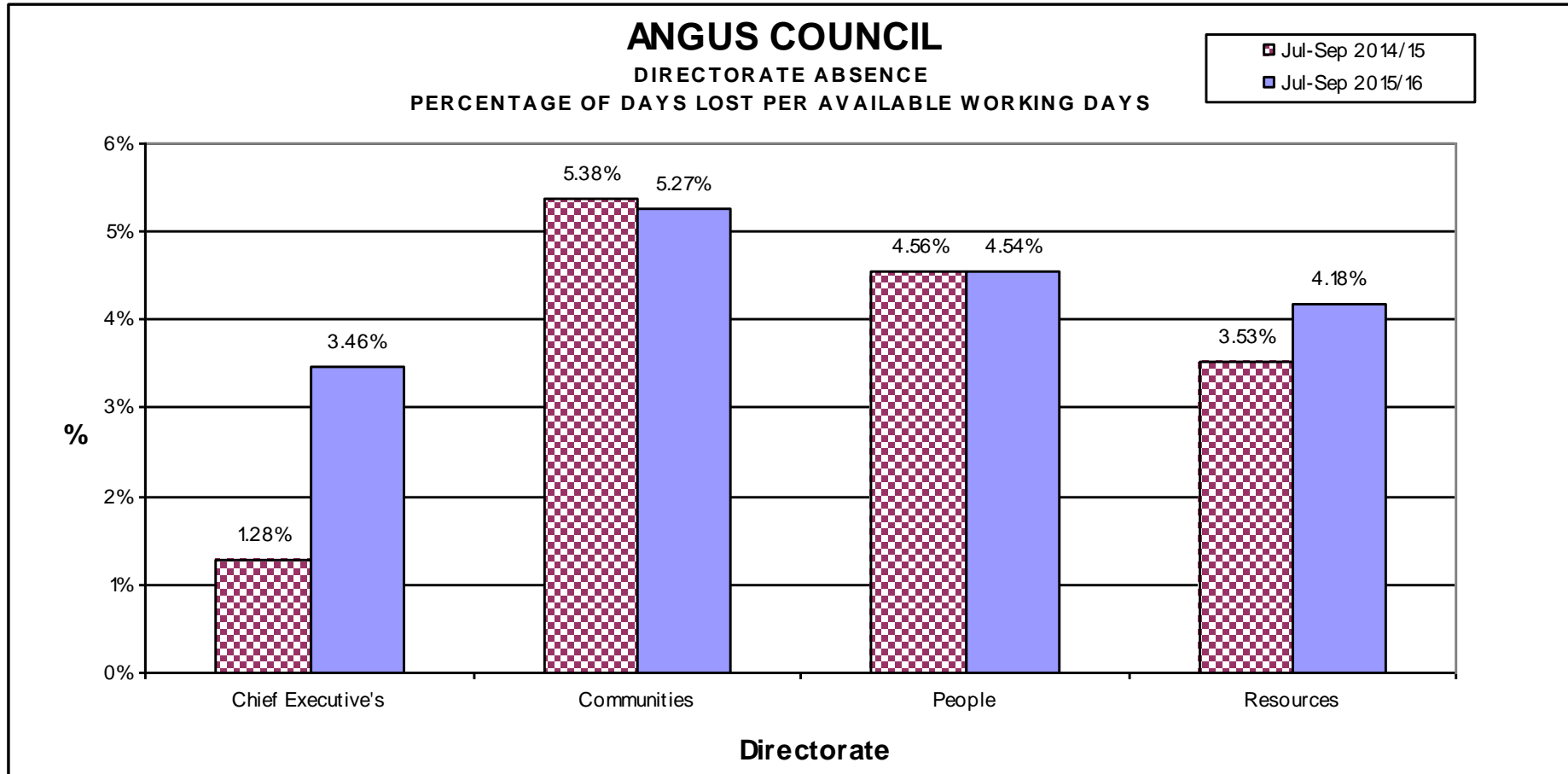
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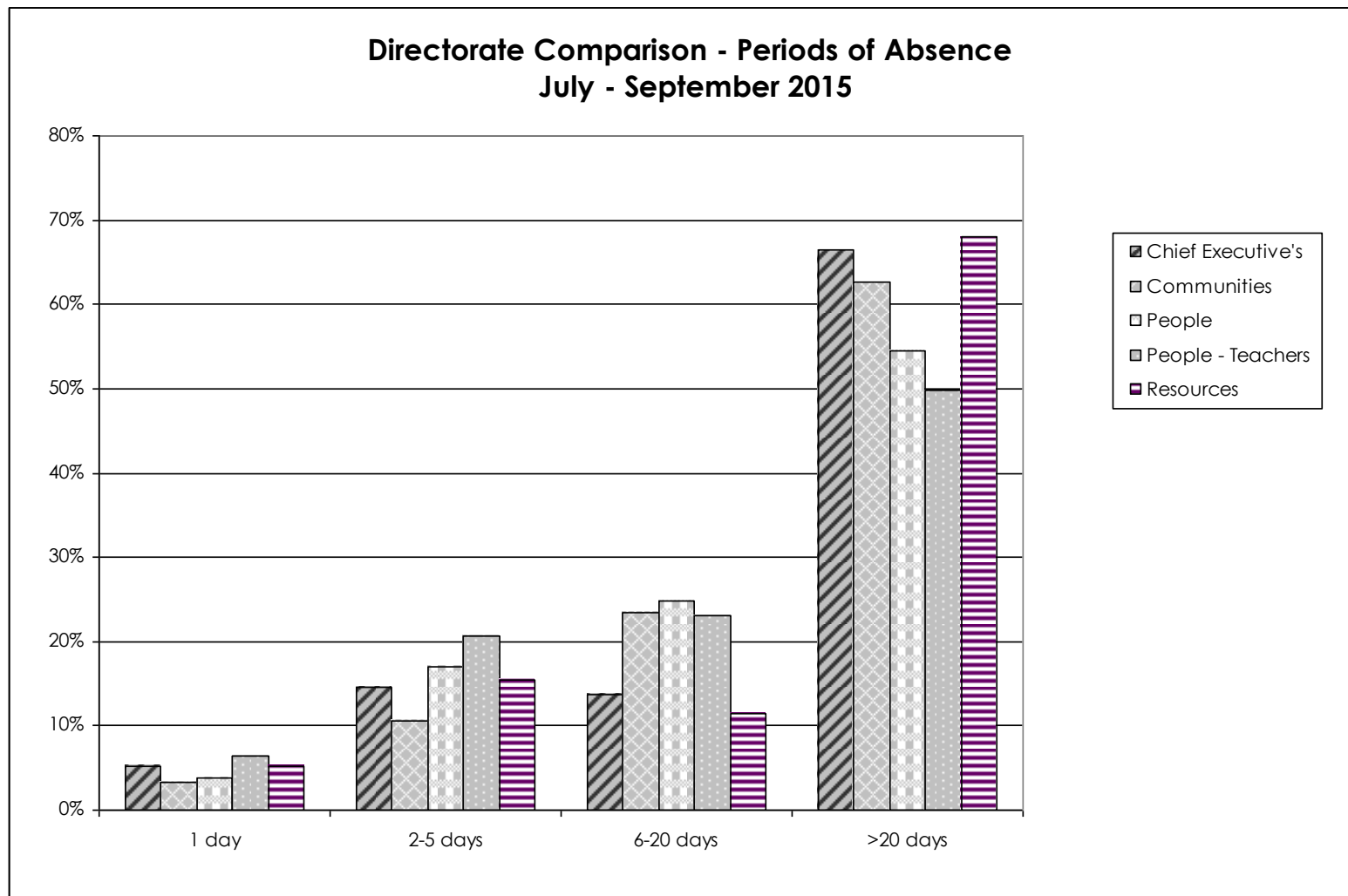
List of Appendices:

Appendix 1: Departmental Absence: Percentage of Days Lost per Available Working Days

Appendix 2: Directorate Comparison: Periods of Absence – July-September 2014

Appendix 3: Reasons for Sickness Absence





**REASONS FOR SICKNESS ABSENCE**

<b>Reason</b>	<b>%</b>
Stress Related	26.81
Lower Limb	8.09
Back	7.56
Stomach	7.18
Respiratory/Circulatory/Heart	6.58
Upper Body	5.96
Cold/Flu	3.95
Ear/Nose/Throat	2.49
Upper Limb	1.93
Headache	1.88
Eye/Face	0.65
Other Medical Reason	26.92