

**ANGUS COUNCIL**

**SCRUTINY AND AUDIT COMMITTEE – 26 AUGUST 2014**

**SICKNESS ABSENCE JANUARY–MARCH 2014**

**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 2014.

**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 2013/14, 1 January – 31 March 2014.

**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 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 two 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	5.37%	(5.58%)
Teachers	3.30%	(3.89%)
Total	4.86%	(5.17%)

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

***Number of working days lost***

Local Government Employees	10997	(11634)
Teachers	2231	(2601)
Total	13228	(14235)

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

Local Government Employees	2.73	(2.86)
Teachers	1.78	(2.04)
Total	2.50	(2.66)

### **Comment**

Overall, there was a 6% reduction in absence levels during this quarter as compared with the corresponding quarter in 2012/13. This is the fourth successive quarter of improved performance.

### **Breakdown of absence figures**

Absences of one day accounted for 5% of total days lost, absences of two to five days, 20%, absences of six to 20 days, 23% and absences of more than 20 days, 52%.

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

Of the incidences of absence, 32% were one day absences, 45% two to five days, 14% six to 20 days and 9% more than 20 days.

### **Cost of Sickness Absence**

In the fourth quarter, January-March 2014, the direct cost of employees' sickness absence – ie the cost of sick pay, was £1,015,214.

This figure comprises payments of statutory sick pay (SSP) at £176,927 and occupational sick pay (OSP) at £838,287.

The cost of direct sick pay was 3.31% of total salary costs.

### **Reasons for Sickness Absence**

In the fourth quarter January-March 2014, 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](#).

### **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**

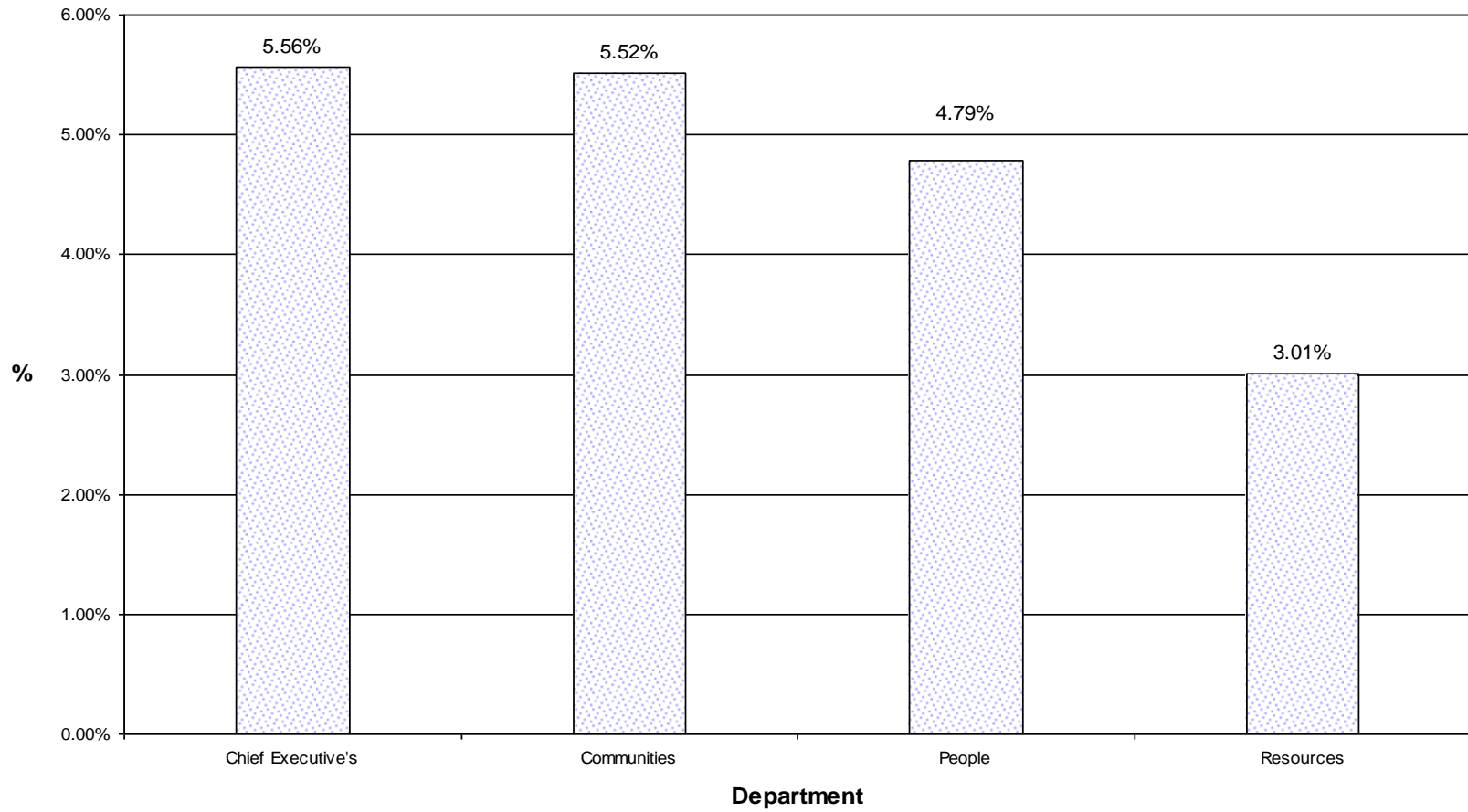
The Chief Executive, Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

**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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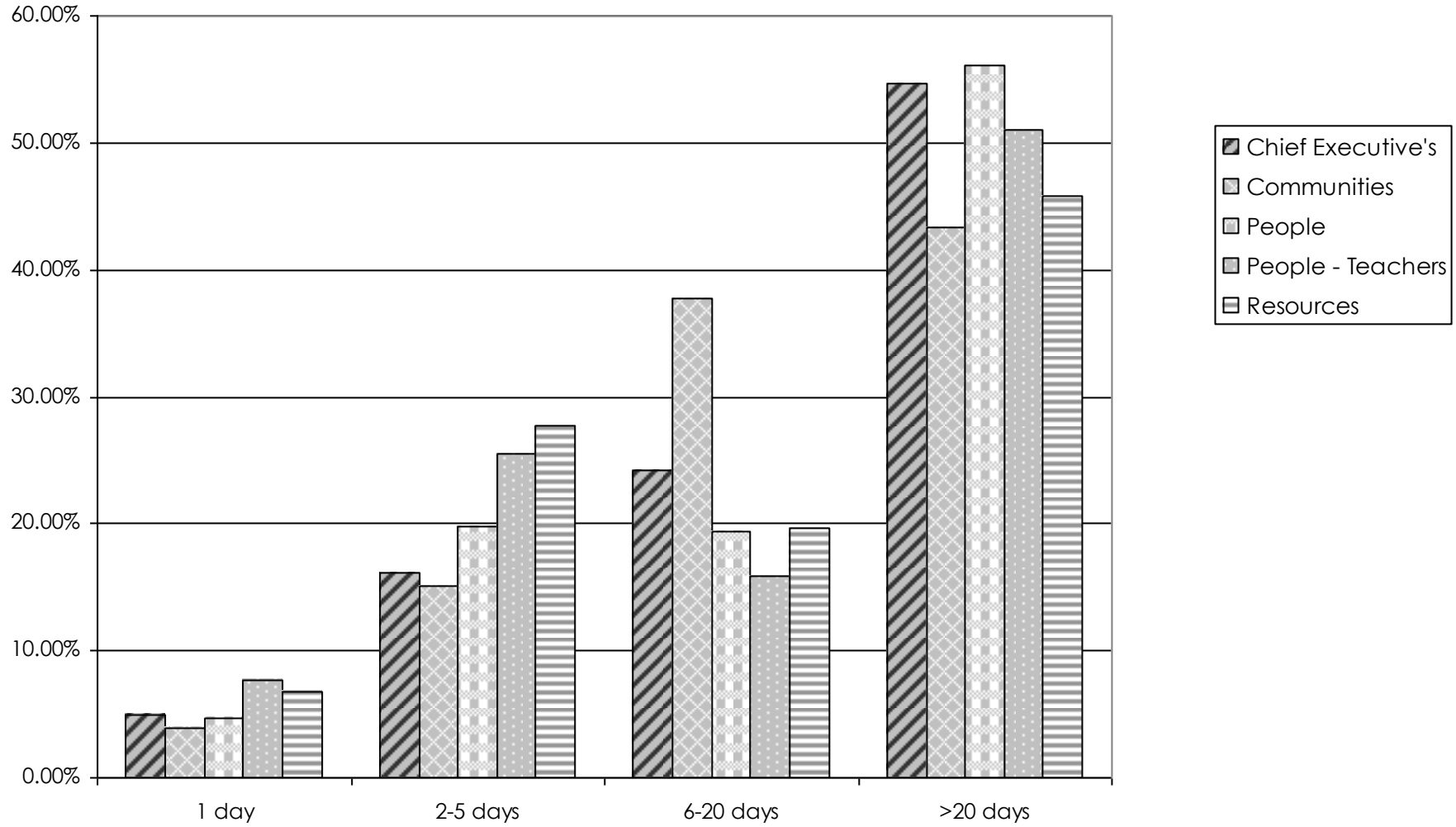
**ANGUS COUNCIL**  
**DEPARTMENTAL ABSENCE**  
**PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS**

□ Jan-Mar 2013/14



Appendix 1

## Directorate Comparison - Periods of Absence January - March 2014



**REASONS FOR SICKNESS ABSENCE**

**January – March 2014**

<b>Reason</b>	<b>%</b>
Stress Related	23.37
Stomach	9.68
Back	7.05
Lower Limb	5.94
Colds/Flu	7.90
Respiratory/Circulatory/Heart	7.20
Upper Limb	2.86
Ear/Nose/Throat	3.40
Headache	2.99
Upper Body	1.25
Eye/Face	0.68
Other Medical Reasons	27.68