

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 29 SEPTEMBER 2015

SICKNESS ABSENCE APRIL–JUNE 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 April–30 June 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 first quarter of 2015/16, 1 April–30 June 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.

3.3 A new format is currently under development and will show enhanced trend information.

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	4.61	(4.49%)
Teachers	3.26	(2.94%)
Total	4.31	(4.14%)

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

Number of working days lost

	2015/16	2014/15
Local Government Employees	8784.5	(8773)
Teachers	1788	(1632)
Total	10572.5	(10405)

Average days lost per employee

	2015/16	2014/15
Local Government Employees	2.21	(2.20)
Teachers	1.47	(1.39)
Total	2.04	(2.01)

4.2 Comment

For all council the percentage of working days lost has reduced this quarter compared to the previous quarter (Jan-March 2015) by 17.9%.

There was a 4.1% increase in the percentage of working days lost, when compared with the corresponding quarter in 2014/15.

This increase is a result of both teachers' and local government employees' absence increasing by 10.9% and 2.7% respectively, compared with the corresponding quarter in 2014/15.

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

4.3 Breakdown of absence figures

Absences of one day accounted for 5% of total days lost, absences of two to five days, 17%, absences of six to 20 days, 23% and absences of more than 20 days, 55%.

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

Of the incidences of absence, 33% were one day absences, 40% two to five days, 14% six to 20 days and 13% more than 20 days.

4.4 Cost of Sickness Absence

In the first quarter, April-June 2015, the direct cost of employees' sickness absence – ie the cost of sick pay, was £1,290,323.

This figure comprises payments of statutory sick pay (SSP) at £215,864 and occupational sick pay (OSP) at £1,074,459.

The cost of direct sick pay was 4.41% of total salary costs.

4.5 Reasons for Sickness Absence

In the first quarter April-June 2015, the top five reasons for sickness absence were stress related, stomach issues, back problems, respiratory/circulatory/heart, and lower limb problems. 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 2013/14.

4.6 Ill health retireals

During the period 5 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

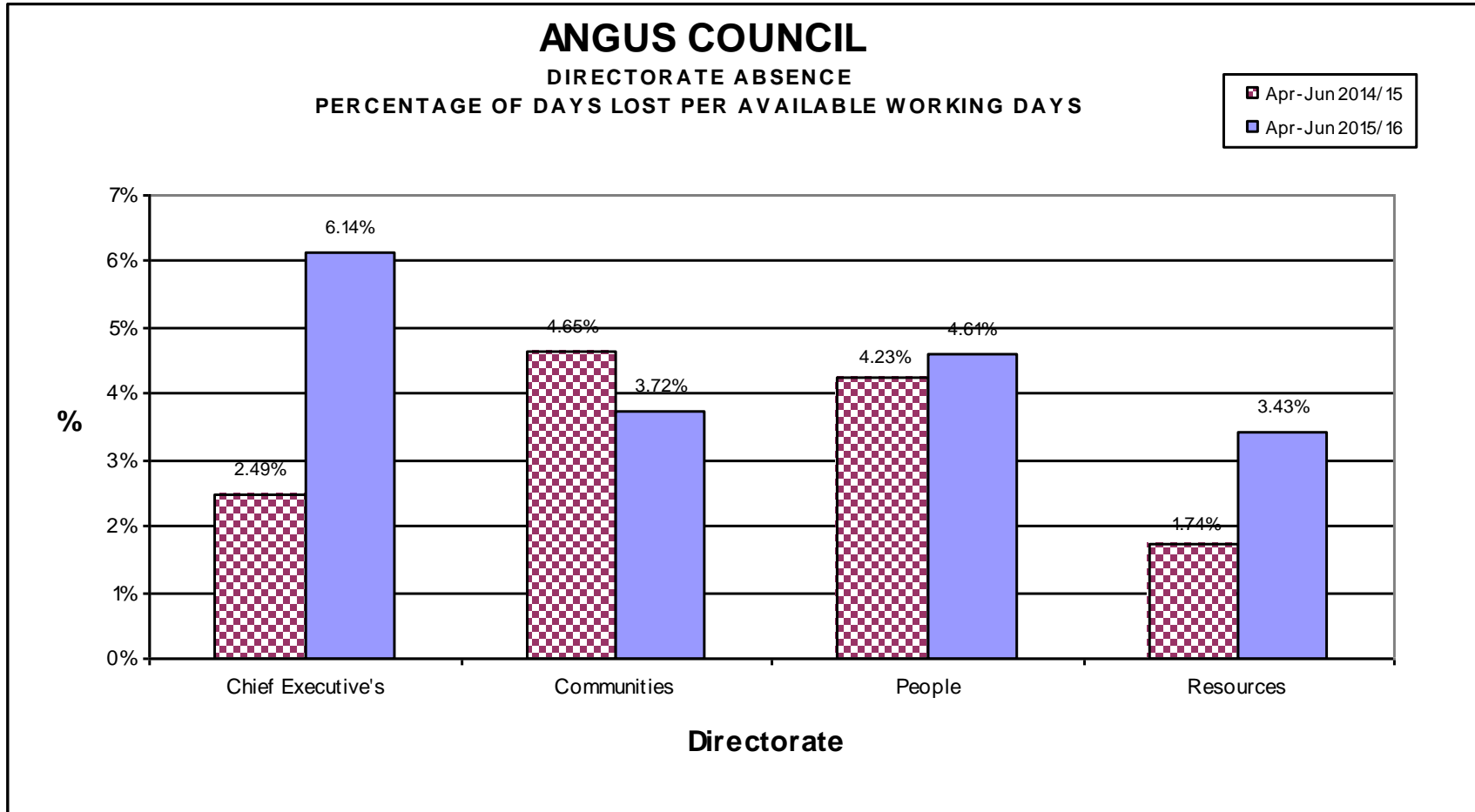
6.1 The Chief Executive, Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

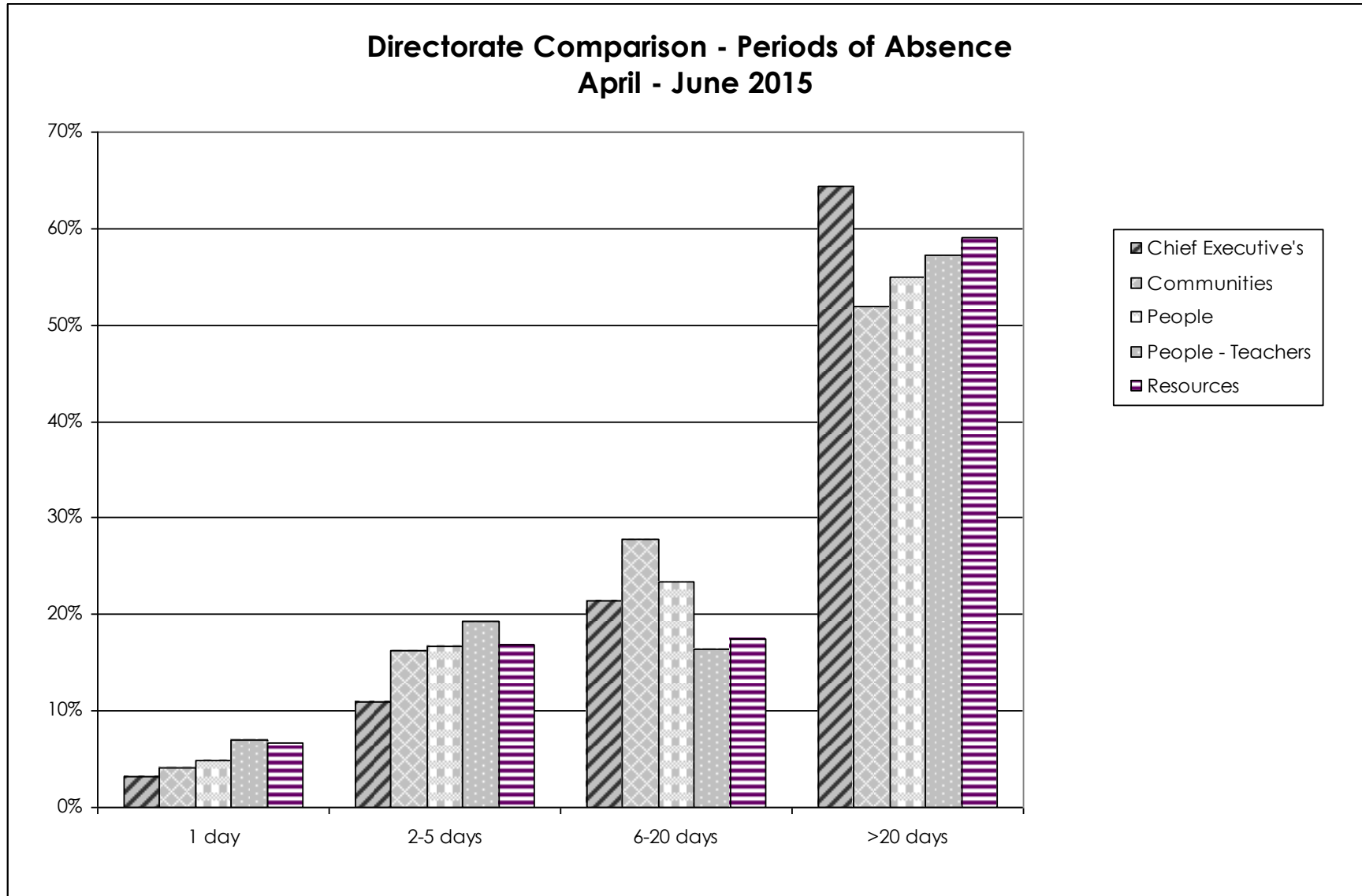
NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:

Appendix 1 – Directorate Absence
Appendix 2 – Directorate Comparisons
Appendix 3 – Reasons for Sickness Absence





REASONS FOR SICKNESS ABSENCE

April-June 2015

Reason	%
Stress Related	27.26
Stomach	9.46
Back	7.97
Lower Limb	6.12
Respiratory/Circulatory/Heart	5.77
Colds/Flu	4.41
Upper Body	4.07
Headache	3.17
Ear/Nose/Throat	2.95
Upper Limb	1.83
Eye/Face	0.88
Other Medical Reasons	26.11