

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 30 SEPTEMBER 2014

SICKNESS ABSENCE APRIL–JUNE 2014

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 2014.

**1. RECOMMENDATION(S)**

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 2014/15, 1 April–30 June 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 third 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 quarterly report, 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**

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

***Percentage of days lost against available working days***

	<b>2014/15</b>	<b>2013/14</b>
Local Government Employees	4.49%	(4.47%)
Teachers	2.94%	(3.12%)
Total	4.14%	(4.16%)

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

### **Number of working days lost**

	<b>2014/15</b>	<b>2013/14</b>
Local Government Employees	8773	(9038)
Teachers	1632	(1840)
Total	10405	(10878)

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

	<b>2014/15</b>	<b>2013/14</b>
Local Government Employees	2.20	(2.21)
Teachers	1.39	(1.52)
Total	2.01	(2.05)

#### **4.2 Comment**

Overall, there was a marginal improvement in the percentage of days lost against available working days and average days lost per employee during this quarter as compared with the corresponding quarter in 2013/14. This is a continuation of the positive trend evidenced throughout the previous year.

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

Absences of one day accounted for 6% of total days lost, absences of two to five days, 16%, absences of six to 20 days, 24% and absences of more than 20 days, 54%.

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

Of the incidences of absence, 39% were one day absences, 37% two to five days, 15% six to 20 days and 9% more than 20 days.

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

In the first quarter, April-June 2014, the direct cost of employees' sickness absence – ie the cost of sick pay, was £877,823.

This figure comprises payments of statutory sick pay (SSP) at £147,161 and occupational sick pay (OSP) at £730,662.

The cost of direct sick pay was 2.88% of total salary costs.

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

In the first quarter April-June 2014, 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 retirements**

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

### **5. FINANCIAL IMPLICATIONS**

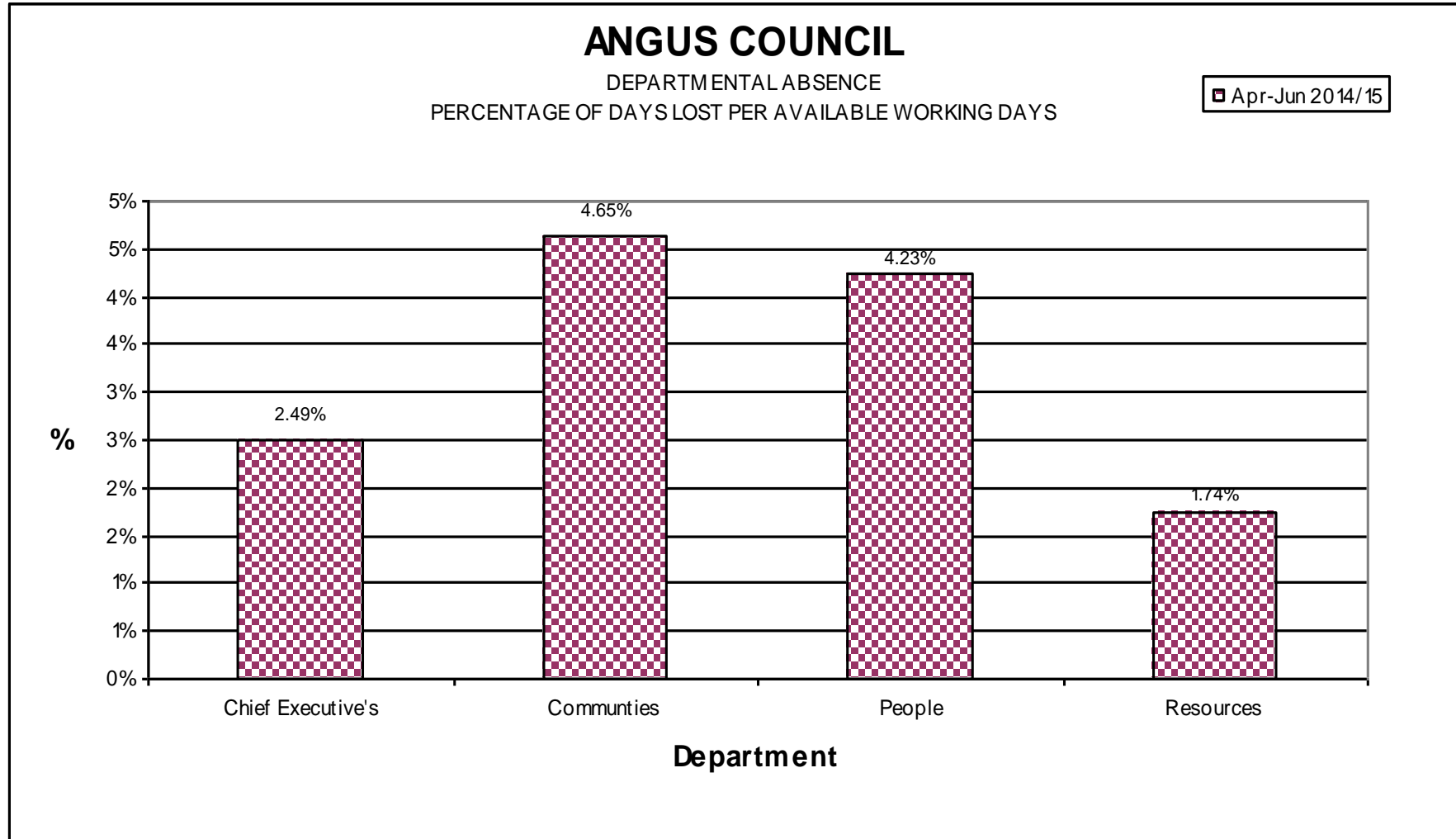
5.1 There are no direct financial implications associated with the terms of this report.

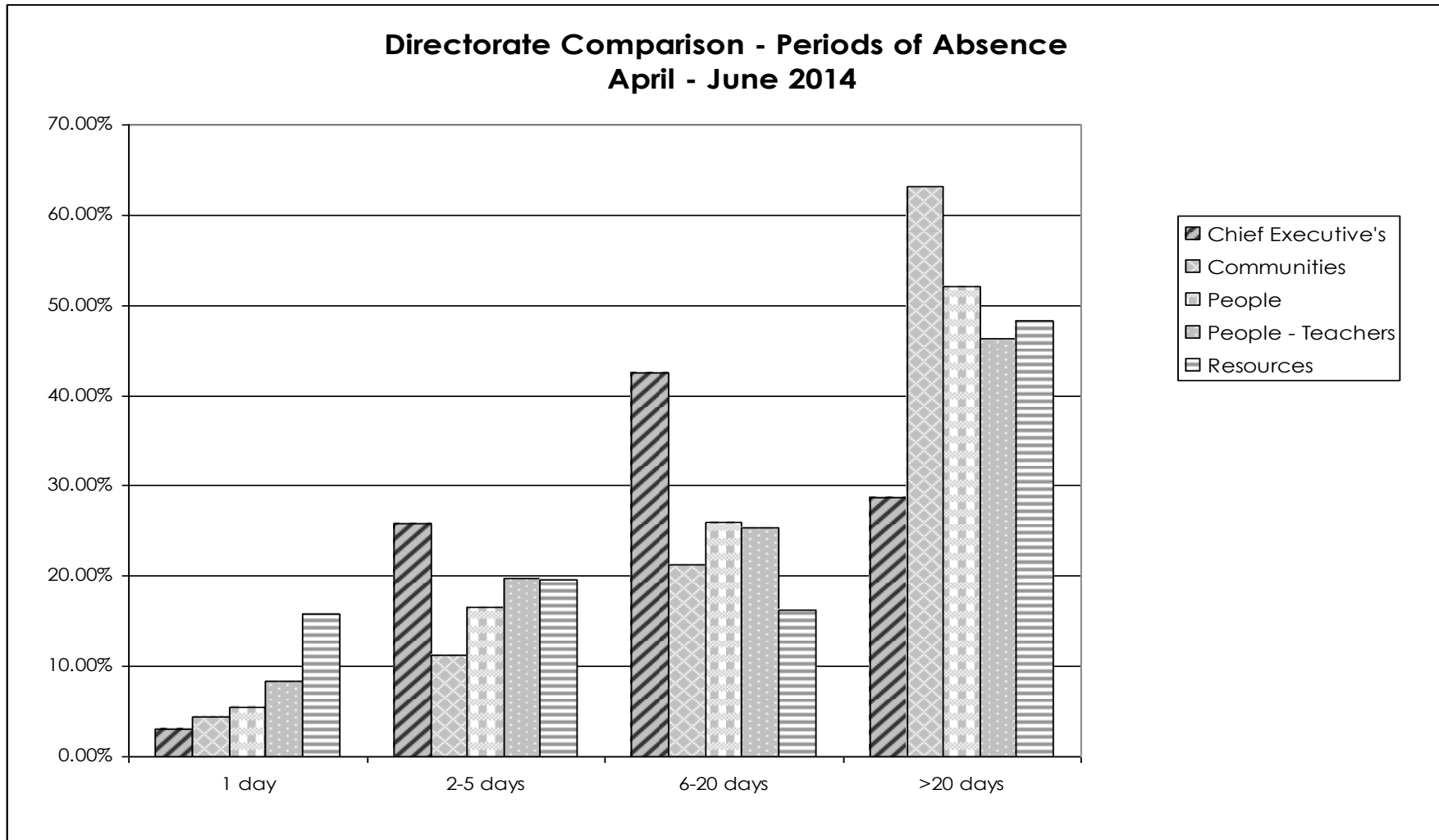
### **6. CONSULTATION**

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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**REASONS FOR SICKNESS ABSENCE**

April-June 2014

<b>Reason</b>	<b>%</b>
Stress Related	26.31
Stomach	10.72
Back	7.99
Respiratory/Circulatory/Heart	6.95
Lower Limb	4.94
Ear/Nose/Throat	3.61
Headache	3.59
Upper Body	3.20
Colds/Flu	3.19
Upper Limb	1.91
Eye/Face	1.01
Other Medical Reasons	26.58