

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 28 JANUARY 2014

SICKNESS ABSENCE JULY – SEPTEMBER 2013

STRATEGIC DIRECTOR - RESOURCES

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 July – 30 September 2013.

1 RECOMMENDATION

The committee consider the terms of this report.

2 BACKGROUND

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 2013/14, 1 July to 30 September 2013.

The 'departmental' figures for this quarter are given on the basis of the council's structure prior to 1 April 2013. This is the last occasion on which figures will be presented on this basis. Following the 'recasting' of budgets, with effect from 1 October 2013, figures will be given for the new directorates for the third quarter of 2013/14 onwards.

3 SICKNESS ABSENCE 1 JULY – 30 SEPTEMBER 2013

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

Percentage of days lost against available working days

| | | |
|----------------------------|-------|---------|
| Local Government Employees | 4.50% | (5.55%) |
| Teachers | 2.15% | (2.25%) |
| Total | 4.08% | (4.97%) |

A breakdown of these figures by department is shown at appendix 1.

Number of working days lost

| | | |
|----------------------------|--------|-----------|
| Local Government Employees | 8353.5 | (10278.5) |
| Teachers | 861 | (889) |
| Total | 9214.5 | (11167.5) |

Average days lost per employee

| | | |
|----------------------------|------|--------|
| Local Government Employees | 2.15 | (2.53) |
| Teachers | 0.73 | (0.73) |
| Total | 1.82 | (2.13) |

Comment

Overall, there was an 18% reduction in absence levels during this quarter when compared with the same quarter in 2012/13. This is the second successive quarter showing a marked reduction in the absence levels – there was a drop of 16% during the first quarter of the year. These reductions are clearly to be welcomed and it is to be hoped that they represent a

continuing trend. While it is too early to draw firm conclusions, as was reported for the figures for the first quarter of the financial year, this improvement in performance coincides with the appointment of a Personnel Adviser with a specific remit to support managers in addressing sickness absence. It would appear that this intervention may be having the desired impact.

Breakdown of absence figures

Absences of one day accounted for 6% of total days lost, absences of two to five days, 17%, absences of six to 20 days, 28% and absences of more than 20 days, 49%.

A departmental comparison of the respective periods of absence is shown in Appendix 2.

Of the incidences of absence, 37% were one day absences, 38% two to five days, 15% six to 20 days and 10% more than 20 days.

Cost of Sickness Absence

In the second quarter, July-September 2013, the direct cost of employees' sickness absence – ie the cost of sick pay, was £634,628.

This figure comprises payments of statutory sick pay (SSP) at £116,025 and occupational sick pay (OSP) at £518,603.

The cost of direct sick pay was 2.09% of total salary costs.

Reasons for Sickness Absence

In the second quarter July-September 2013, the top five reasons for sickness absence were stress related, stomach issues, lower limb problems, back problems and respiratory/circulatory and heart concerns. Fuller information on reasons for absence is given at Appendix 3.

Ill health retirees

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

4 FINANCIAL IMPLICATIONS

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

5 HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with this report.

6 EQUALITIES IMPLICATIONS

The issues contained in this report fall within an approved category that has been confirmed as exempt from an equalities perspective.

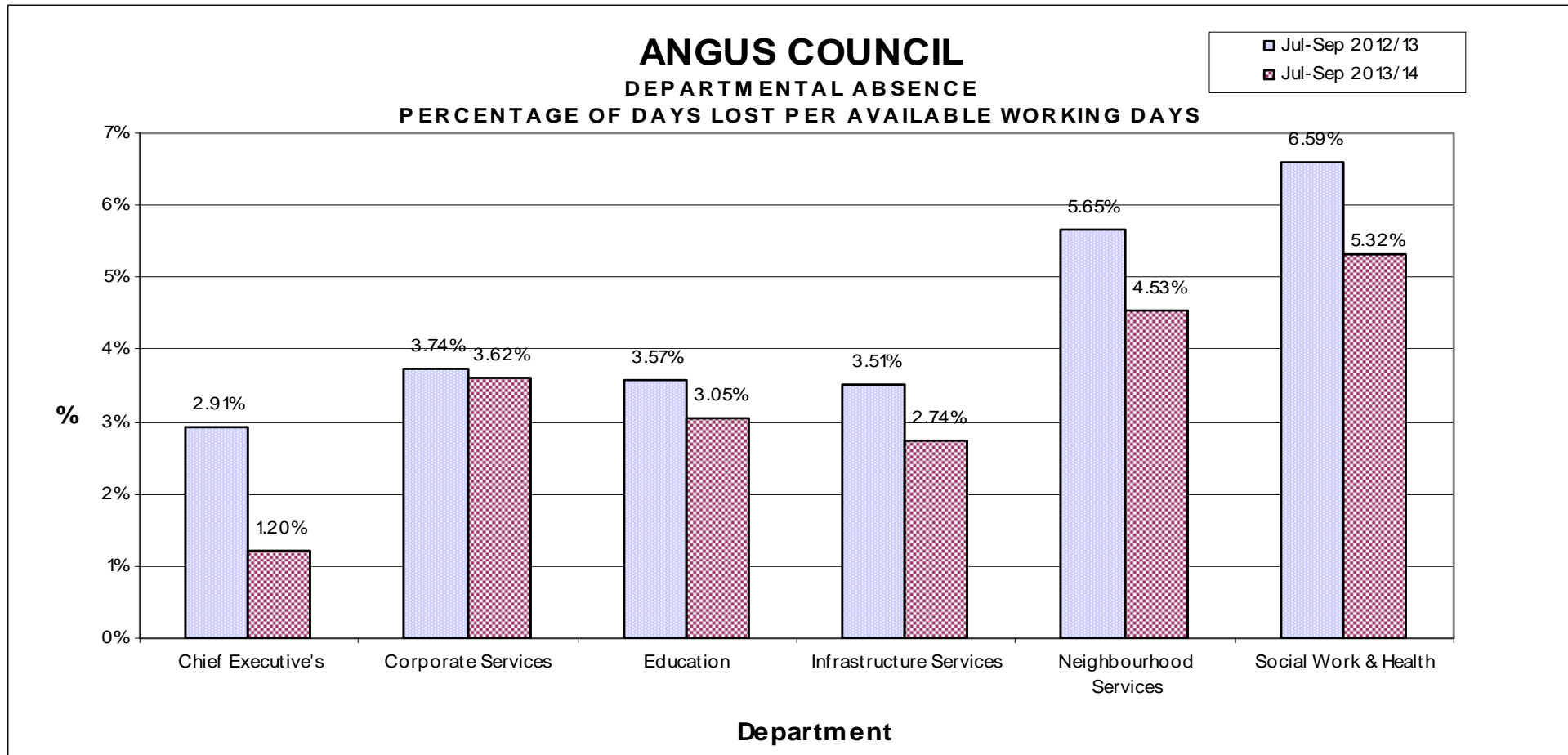
7 CONSULTATION

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

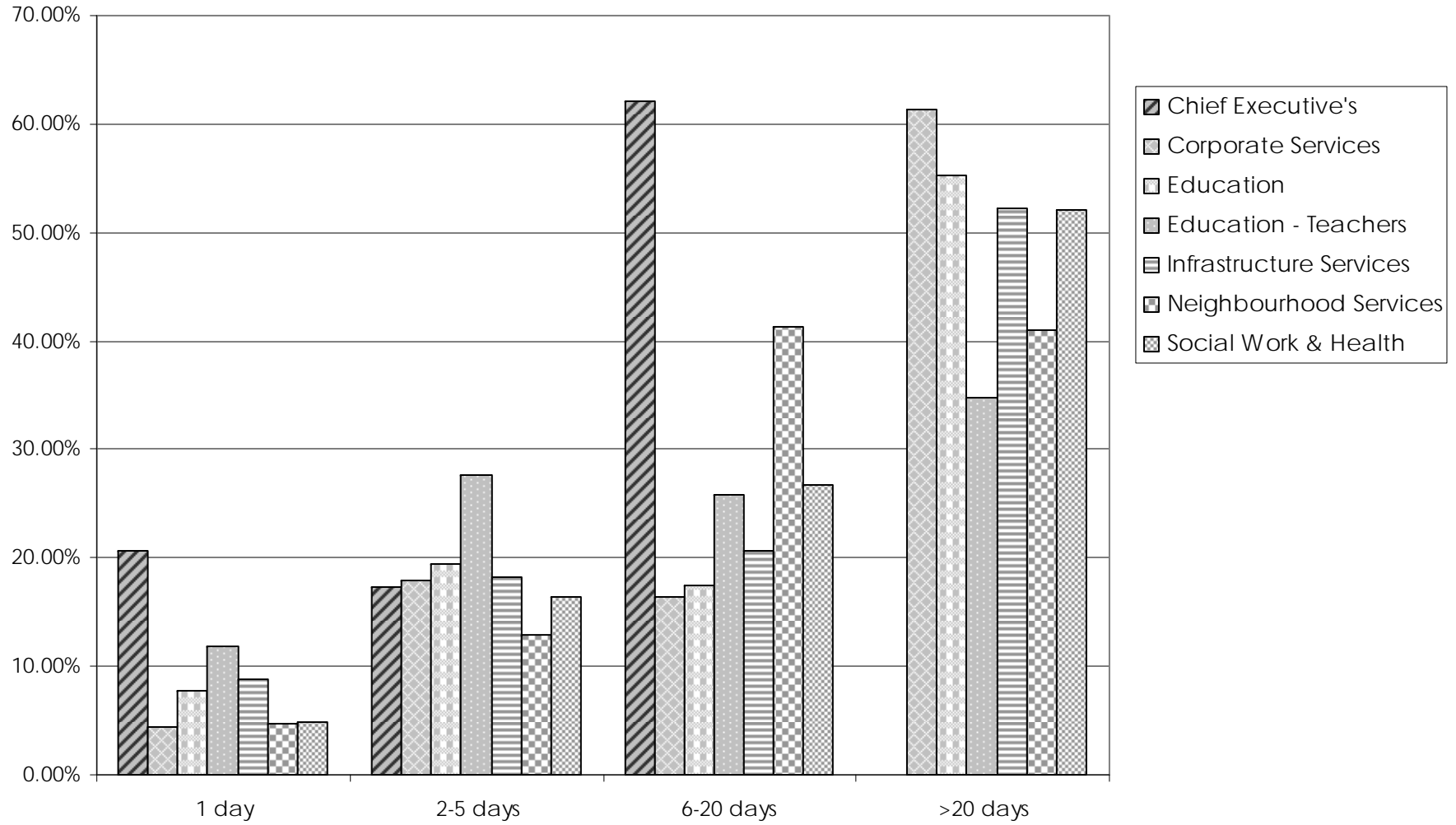
MARK ARMSTRONG
STRATEGIC DIRECTOR - RESOURCES

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



Comparison of Departmental Periods of Absence July - September 2013



REASONS FOR SICKNESS ABSENCE

July - September 2013

| Reason | % |
|-------------------------------|-------|
| Stress Related | 24.53 |
| Stomach | 9.62 |
| Lower Limb | 9.07 |
| Back | 7.25 |
| Respiratory/Circulatory/Heart | 5.59 |
| Cold/ Flu | 3.50 |
| Headache | 3.02 |
| Upper Limb | 2.80 |
| Ear/Nose/Throat | 1.90 |
| Upper Body | 0.95 |
| Eye/Face | 0.60 |
| Other Medical Reasons | 27.42 |