

ANGUS COUNCIL

PERSONNEL AND PROPERTY SERVICES COMMITTEE

7 MAY 2002

SICKNESS ABSENCE

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises of the level of sickness absence within Angus Council for the period 1 October – 31 December 2001.

1 RECOMMENDATION

The Committee note the terms of this report for its interest.

2 BACKGROUND

As the Committee is aware each Department maintains sickness absence figures in a standard format and Personnel Services collates these figures on a quarterly basis and submits a report to this Committee analysing the figures for the Council as a whole.

3 SICKNESS ABSENCE 1 OCTOBER – 31 DECEMBER 2001

The following figures have now been compiled for the third quarter of the 2001-02 financial year ie 1 October – 31 December 2001. Please note that those figures which appear in brackets relate to the same period last financial year ie 1 October – 31 December 2000.

Percentage of days lost against available working days

Non Manual	3.93%	(4.65%)
Manual	4.87%	(5.22%)
Combined	4.13%	(4.79%)

A breakdown of these figures by department is available within the "Members' Lounge":

For Statutory Performance Indicator purposes sickness absence as a percentage of days lost against available working days is reported on the basis of three staff groupings. The groupings and respective percentage figures for the period 1 October – 31 December 2001 are *Chief Officers/APT&C – 4.08%; Craft/Manual – 4.87%; and Teachers – 3.62%*.

The Statutory Performance Indicator, as reported by the Accounts Commission, for all Scottish Councils for 2000/2001 shows an average absenteeism rate of *5.4% for all employees; 5.2% for Chief Officers/APT&C; 6.4% for Craft/Manual, and 3.9% for Teachers*.

The most recently available *UK DATA* shows an average absenteeism rate of 3.8% amongst all employers, 4.8% within local government, and in organisations with more than 2000 employees a rate of 4.5% (Source: IPD, June 2001).

Number of working days lost

Non Manual	7388.00	(8308.50)
Manual	2578.00	(2931.00)
Combined	9966.00	(11239.50)

Average days lost per employee

Non Manual	2.01	(2.36)
Manual	2.70	(2.92)
Combined	2.16	(2.49)

Breakdown of absence figures

The attached Appendix illustrates in percentage terms (a) total days lost through absences of one day, absences of two to five days and absences of more than five days and (b) incidences of absence of one, two to five and more than five days.

Ill health retirees

During the period 1 employee was retired on the grounds of ill health.

4 FINANCIAL IMPLICATION

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 CONSULTATION

The Director of Finance and Director of Law & Administration have been consulted on the terms of this report.

A B Watson
Chief Executive

HR/PersMan

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.