

ANGUS COUNCIL

CONTRACT SERVICES COMMITTEE - 17 NOVEMBER 1998

ITEM No. 4**SICKNESS ABSENCE****REPORT BY THE CONTRACT SERVICES MANAGER****ABSTRACT**

This report informs Members of the sickness absence within Contract Services for the period 1 April 1988 - 30 September 1998 and seeks guidance as to the frequency Members would wish to be updated on this matter.

1 RECOMMENDATION

It is recommended that members note the report and decide on the frequency of future reports.

2 BACKGROUND

As part of absence management, Contract Services have a detailed sickness absence monitoring system that can report on any grouping from a particular individual to a single service-wide report.

The undernoted show the sickness absence figures for the first six months of this financial year.

Sickness absence data for the Council is presented to Committee on a quarterly basis.

3 SICKNESS ABSENCE 1 APRIL - 30 SEPTEMBER 1998

The following figures have now been completed for the first half of the 1998-99 financial year ie 1 April - 30 September 1998. Please note that those figures which appear in brackets relate to the last financial year ie 1 April - 30 September 1997.

NUMBER OF WORKING DAYS LOST

3153.5	(3204.5)
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PERCENTAGE OF DAYS LOST AGAINST AVAILABLE WORKING DAYS

4.42%	(4.22%)
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AVERAGE DAYS LOST PER EMPLOYEE

5.78	(5.52)
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BREAKDOWN OF ABSENCE FIGURES

Self cert days lost	888.5	(842.5)
Medical cert days lost	2265	(2362)

The figures should be considered against the most recently available **National Data** which show an average absenteeism rate within public sector organisations of 4.8% and in private organisations with more than 1000 staff a rate of 3.1% (Source: Apac National HR Database).

4 FINANCIAL IMPLICATIONS

There are no financial consequences arising from this report.

5 CONSULTATION

The Chief Executive, Director of Finance, Director of Law and Administration and the Director of Personnel have been consulted on the content of this report.

M P Graham
Contract Services Manager
10 November 1998

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.