

ANGUS COUNCIL
PERSONNEL AND PROPERTY SERVICES COMMITTEE

28 NOVEMBER 2000

SICKNESS ABSENCE

REPORT BY DIRECTOR OF PERSONNEL

ABSTRACT

This report advises of the level of sickness absence within Angus Council for the period 1 April - 30 June 2000.

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 the Personnel Department 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 APRIL - 30 JUNE 2000

The following figures have now been compiled for the first quarter of the 2000-01 financial year ie 1 April - 30 June 2000. Please note that those figures which appear in brackets relate to the same period last financial year ie 1 April - 30 June 1999.

Percentage of days lost against available working days

Non Manual	3.09%	(3.33)
Manual	5.08%	(7.16)
Combined	3.51%	(4.15)

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

While the above is presented on a non manual/manual basis to enable direct comparison with national data, 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 April - 30 June 2000 are *Chief Officers/APT&C - 3.09%; Craft/Manual - 5.08%; and Teachers - 3.08%*.

The most recently available *NATIONAL DATA* shows an average absenteeism rate of 4.1% amongst all employers, 4.3% within local government, and in organisations with more than 2000 employees a rate of 4.5% (Source: IPD).

Number of working days lost

Non Manual	6319.50	(5963.25)
Manual	2815.50	(3476.50)
Combined	9135.00	(9439.75)

Average days lost per employee

Non Manual	1.83	(1.81)
Manual	2.74	(3.20)
Combinised	2.04	(2.16)

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 retirals (excluding teachers)

During the period 11 employees were retired on the grounds of ill health.

4 FINANCIAL IMPLICATION

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

5 CONSULTATION

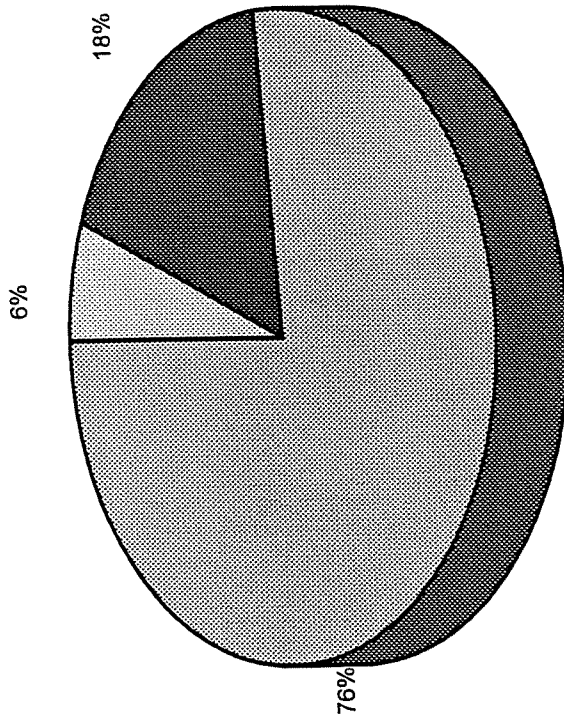
The Chief Executive, Director of Finance and Director of Law and Administration have been consulted on the terms of this report.

JANICE TORBET
Director of Personnel

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.

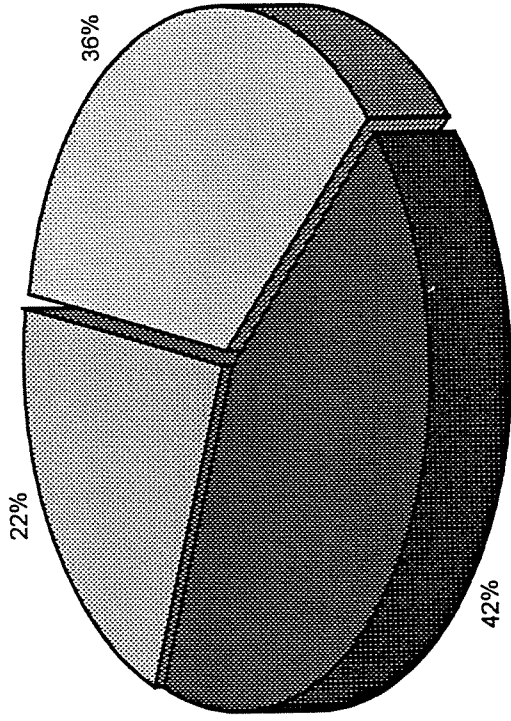
Corporate Breakdown of Periods of Absence 1 April - 30 June 2000

Percentage of Total Days Lost through



- Absences of one day
- Absences of 2 - 5 days
- Absences > 5 days

Percentage of Incidences of Absence of



- One day
- 2-5 days
- > 5 days

