

ANGUS COUNCIL

PERSONNEL AND PROPERTY SERVICES COMMITTEE

13 JUNE 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 January - 31 March 2000.

1 RECOMMENDATION

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

2 BACKGROUND

The Personnel and Property Services Committee of 2 September 1997 noted that each Department will maintain sickness absence records in a standard format and that the Personnel Department will collate these figures on a quarterly basis and submit a report to this Committee advising of the figures for the Council as a whole.

The Committee also noted that the figures would include Teachers sickness absence data and would be presented on a non manual/manual basis to enable direct comparisons with national data.

The Personnel and Property Services Committee of 1 September 1998 agreed that the quarterly sickness absence information incorporate:

- figures indicating number of days of absence per employee
- a comparison with the equivalent quarter in the previous year
- departmental figures
- a breakdown of absence figures into absences of one day, between two and five days and of more than five days

3 SICKNESS ABSENCE 1 JANUARY - 31 MARCH 2000

The following figures have now been completed for the fourth quarter of the 1999-00 financial year ie 1 January - 31 March 2000.

The figures should be considered against the most recently available **NATIONAL DATA** which show an average absenteeism rate of 4.1% amongst employers, 4.3% within local government and in organisations with more than 2000 staff a rate of 4.5% (Source: IPD).

NUMBER OF WORKING DAYS LOST

Non Manual	9543.25
Manual	3724.50
Combined	13267.75

PERCENTAGE OF DAYS LOST AGAINST AVAILABLE WORKING DAYS

Non Manual	4.85%
Manual	6.74%
Combined	5.26%

AVERAGE DAYS LOST PER EMPLOYEE

Non Manual	2.81
Manual	3.77
Combined	3.02

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.

4 FINANCIAL IMPLICATION

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

5 CONSULTATION

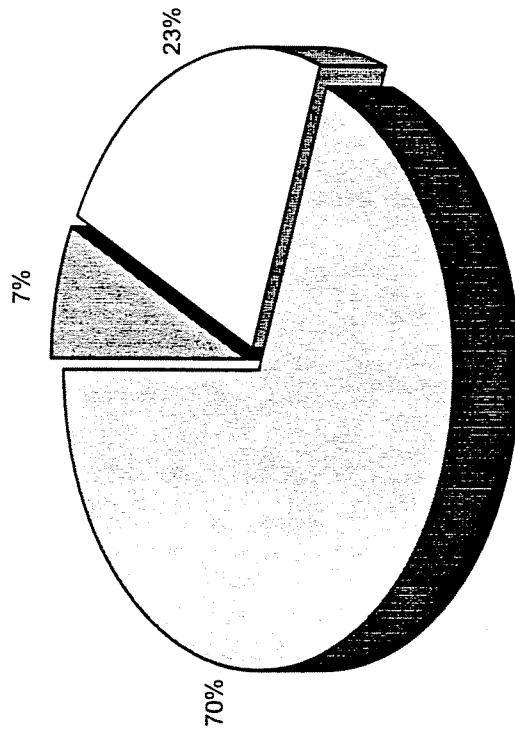
The Chief Executive, Director of Finance and Director of Law and Administration have been consulted on the terms of this report.

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.

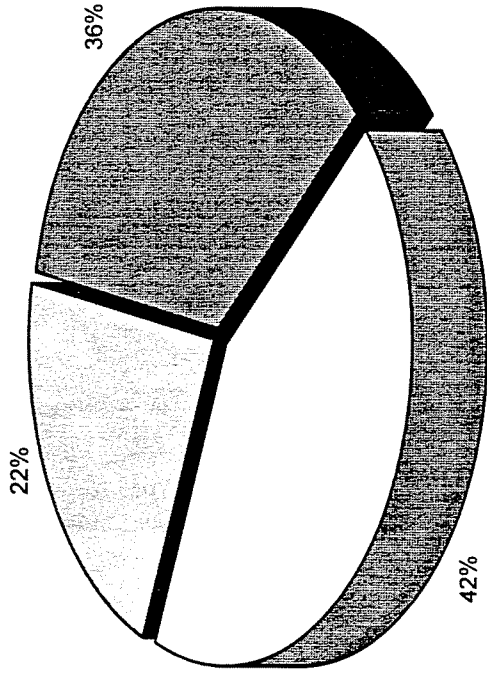
**CORPORATE BREAKDOWN OF PERIODS OF ABSENCE
1 JANUARY 2000 - 31 MARCH 2000**

**Percentage of Total Days
Lost through**



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

**Percentage of Incidences of
Absence of**



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

