

ANGUS COUNCIL

ENVIRONMENTAL AND LEISURE SERVICES COMMITTEE - 27 NOVEMBER 2003

SICKNESS ABSENCE JULY-SEPTEMBER 2003

REPORT BY CONTRACT SERVICES MANAGER

ABSTRACT

The object of this report is to provide Members with information on sickness absence within Contract Services for the period July to September 2003 and to compare this with the same period last year.

1. RECOMMENDATION

It is recommended that Members note the content of this report.

2. BACKGROUND

Members will recall that by approving report 987/99, they requested information on sickness absence on a quarterly basis.

In all contracting organisations sickness absence can have a major effect on the overall performance. Contract Services has a continuous monitoring programme in operation providing information to senior management on a month-to-month basis in order that appropriate action can be taken timeously.

[The information relevant to the second quarter of the current and previous financial year is attached for Members' information, broken down into the individual strands of service delivery.](#)

The level of sickness absence is 5.5% overall. It should be noted that medical certificates cover the vast majority of absence. This accounts for 1,198 days incurred by 43 employees, out of a total absence of 1,609 days.

Long-term sickness continues to be the most significant factor in the absence level. In Leisure Management four employees were off for the duration of the period but two of these have now left the Service. Similarly, there are a number of cases in Cleansing where the employee was off for the vast majority of the time. This will continue to be monitored.

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

4. HUMAN RIGHTS IMPLICATIONS

There are no Human Rights implications arising from this report.

5. CONSULTATION

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

M P Graham
Contract Services Manager
3 November 2003

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.