

## ANGUS COUNCIL

## RESOURCES AND CENTRAL SERVICES COMMITTEE

2 DECEMBER 2004

## SICKNESS ABSENCE APRIL-JUNE 2004

## REPORT BY CHIEF EXECUTIVE

**ABSTRACT**

This report advises of the level of sickness absence within Angus Council for the period 1 April – 30 June 2004.

**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 APRIL – 30 JUNE 2004**

The following figures have now been compiled for the first quarter of the 2004-05 financial year ie 1 April – 30 June 2004.

It should be noted that the employee categories used differs from previous years. This is because the Accounts Commission, for whom these figures are also collated for Statutory Performance Indicator purposes, has amended the definitions as a consequence of the single status agenda which no longer differentiates between APT&C and Manual employees. These categories are now merged with employees on Chief Officials conditions of service under the category Local Government Employees (LGE).

As a result of the reclassification it is only possible to provide comparable figures (in brackets) with the same period last financial year ie 1 April – 30 June 2003 for teachers and the overall figures.

***Percentage of days lost against available working days***

LGE (CO, APT&C, Manual)	4.33%	
Craft	0.82%	
Teachers	2.96%	(3.05%)
Overall	3.98%	(4.03%)

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

***Number of working days lost***

LGE (CO, APT&C, Manual)	8475	
Craft	4	
Teachers	1980	(2005)
Overall	10459	(10380)

### ***Average days lost per employee***

LGE (CO, APT&C, Manual)	2.19	
Craft	0.50	
Teachers	1.57	(1.65)
Overall	2.04	(2.09)

### ***Breakdown of absence figures***

Absences of one day accounted for 6% of total days lost, absences of two to five days accounted for 18% and absences of more than five days accounted for 76% of total days lost.

Of the incidences of absence 36% were one day absences, 40% two to five day absences and 24% were for more than five days.

### ***Ill health retireals***

During the period 6 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 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/PersServMan

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.