

ANGUS COUNCIL

RESOURCES AND CENTRAL SERVICES COMMITTEE

11 MARCH 2004

SICKNESS ABSENCE OCTOBER - DECEMBER 2003

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises of the level of sickness absence within Angus Council for the period 1 October – 31 December 2003.

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 OCTOBER – 31 DECEMBER 2003

The following figures have now been compiled for the third quarter of the 2003-04 financial year ie 1 October – 31 December 2003. Please note that those figures which appear in brackets relate to the same period last financial year ie 1 October – 31 December 2002.

Percentage of days lost against available working days

Non Manual	3.37%	(5.09%)
Manual	5.75%	(6.24%)
Combined	3.82%	(5.30%)

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

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 October – 31 December 2003 are *Chief Officers/APT&C – 3.68%, Craft/Manual – 5.75%; and Teachers – 2.65%*.

The Statutory Performance Indicator, as reported by the Accounts Commission, for all Scottish Councils for 2002/2003 shows an average absenteeism rate of *5.4% for all employees; 5.3% for Chief Officers/APT&C; 6.4% for Craft/Manual, and 3.9% for Teachers*.

Number of working days lost

Non Manual	7136	(10078)
Manual	2852	(2761)
Combined	9988	(12839)

Average days lost per employee

Non Manual	1.69	(2.53)
Manual	2.86	(3.07)
Combined	1.91	(2.63)

Breakdown of absence figures

Absences of one day accounted for 7% of total days lost, absences of two to five days accounted for 20% and absences of more than five days accounted for 73% of total days lost.

Of the incidences of absence 22% were one day absences, 37% two to five day absences and 41% were for more than five days.

Ill health retirees

During the period 8 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.