

ANGUS COUNCIL

RESOURCES AND CENTRAL SERVICES COMMITTEE

17 MARCH 2004

SICKNESS ABSENCE OCTOBER-DECEMBER 2004

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises of the level of sickness absence within Angus Council for the period 1 October – 31 December 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 OCTOBER – 31 DECEMBER 2004

The following figures have now been compiled for the third quarter of the 2004-05 financial year ie 1 October – 31 December 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 October – 31 December 2003 for teachers and the overall figures.

Percentage of days lost against available working days

LGE (CO, APT&C, Manual)	4.86%	
Craft	8.04%	
Teachers	4.19%	(4.10%)
Overall	4.71%	(3.82%)

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

Number of working days lost

LGE (CO, APT&C, Manual)	9735	
Craft	37	
Teachers	2582	(2453)
Overall	12354	(9988)

Average days lost per employee

LGE (CO, APT&C, Manual)	2.44	
Craft	4.63	
Teachers	2.07	(1.90)
Overall	2.35	(1.91)

Breakdown of absence figures

Absences of one day accounted for 8% of total days lost, absences of two to five days accounted for 23% and absences of more than five days accounted for 69% of total days lost.

Of the incidences of absence 37% were one day absences, 42% two to five day absences and 21% were for more than five days.

Ill health retirements

During the period 4 employees were retired on the grounds of ill health.

[\(Graph attached\)](#)

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.