AGENDA ITEM NO 9
REPORT NO 119/11

ANGUS COUNCIL
SCRUTINY AND AUDIT SUB COMMITTEE – 15 FEBRUARY 2011

SICKNESS ABSENCE OCTOBER – DECEMBER 2010
REPORT BY CHIEF EXECUTIVE

ABSTRACT
This report advises of the level of sickness absence within the council for the period 1 October – 31 December 2010.

1 RECOMMENDATION
The Sub-Committee consider the terms of this report.

2 BACKGROUND
As part of the council’s performance management arrangements each department maintains sickness absence figures in a standard format which are then collated into figures for the council as a whole and reported to this sub-committee on a quarterly basis.

3 SICKNESS ABSENCE 1 OCTOBER – 31 DECEMBER 2010
The figures in brackets relate to the same period last financial year.

Percentage of days lost against available working days

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government Employees</td>
<td>4.86%</td>
<td>(6.06%)</td>
</tr>
<tr>
<td>Teachers</td>
<td>3.73%</td>
<td>(5.27%)</td>
</tr>
<tr>
<td>Total</td>
<td>4.61%</td>
<td>(5.89%)</td>
</tr>
</tbody>
</table>

A breakdown of the total figures by department is shown in the appendix to this report.

Number of working days lost

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government Employees</td>
<td>9672</td>
<td>(12879)</td>
</tr>
<tr>
<td>Teachers</td>
<td>2105</td>
<td>(3045)</td>
</tr>
<tr>
<td>Total</td>
<td>11777</td>
<td>(15924)</td>
</tr>
</tbody>
</table>

Average days lost per employee

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Government Employees</td>
<td>2.31</td>
<td>(2.99)</td>
</tr>
<tr>
<td>Teachers</td>
<td>1.61</td>
<td>(2.33)</td>
</tr>
<tr>
<td>Total</td>
<td>2.14</td>
<td>(2.77)</td>
</tr>
</tbody>
</table>

Breakdown of absence figures

Absences of one day accounted for 6% of total days lost, absences of two to five days accounted for 19%, absences of five to twenty days accounted for 27% and absences of more than 20 days accounted for 48%.

Of the incidences of absence, 38% were one day absences, 40% two to five day absences, 15% five to twenty day absences and 7% absences of more than 20 days.
Ill health retirements

During the period four 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 EQUALITIES IMPLICATIONS

The issues contained in this report fall within an approved category that has been confirmed as exempt from an equalities perspective.

7 CONSULTATION

The Director of Corporate Services, Head of Finance and Head of Law & Administration have been consulted on the terms of this report.

D S SAWERS
CHIEF EXECUTIVE

FJK

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.
ANGUS COUNCIL
DEPARTMENTAL ABSENCE
PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS

Chief Executive's Corporate Services Education Infrastructure Services Neighbourhood Services Social Work & Health

Percentage

Oct-Dec 2009/10 Oct-Dec 2010/11