

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 21 FEBRUARY 2013

SICKNESS ABSENCE OCTOBER – DECEMBER 2012

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 October – 31 December 2012.

1 RECOMMENDATION

The committee consider the terms of this report.

1 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 committee on a quarterly basis.

3 SICKNESS ABSENCE 1 OCTOBER – 31 DECEMBER 2012

The figures in brackets relate to the same period last financial year.

Percentage of days lost against available working days

Local Government Employees	5.76%	(5.95%)
Teachers	3.93%	(3.90%)
Total	5.35%	(5.51%)

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

Number of working days lost

Local Government Employees	11053	(11322)
Teachers	2211	(2054)
Total	13264	(13376)

Average days lost per employee

Local Government Employees	2.72	(2.73)
Teachers	1.74	(1.66)
Total	2.48	(2.48)

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 six to twenty days accounted for 24% and absences of more than 20 days accounted for 51%.

Of the incidences of absence, 33% were one day absences, 43% two to five day absences, 14% six to twenty day absences and 10% absences of more than 20 days.

Ill health retireals

During the period three 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.

**RICHARD STIFF
CHIEF EXECUTIVE**

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NOTE 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.

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DEPARTMENTAL ABSENCE
PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS

Oct-Dec 2011/12
Oct-Dec 2012/13

