

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 16 MAY 2013

SICKNESS ABSENCE JANUARY – MARCH 2013

REPORT BY STRATEGIC DIRECTOR: RESOURCES

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 January – 31 March 2013.

1 RECOMMENDATION

The 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 committee on a quarterly basis.

3 SICKNESS ABSENCE 1 JANUARY – 31 MARCH 2013

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

Percentage of days lost against available working days

Local Government Employees	5.58	(5.63)
Teachers	3.89	(4.25)
Total	5.17	(5.30)

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

Number of working days lost

Local Government Employees	11634	(12205)
Teachers	2601	(2841)
Total	14235	(15046)

Average days lost per employee

Local Government Employees	2.86	(2.98)
Teachers	2.04	(2.31)
Total	2.66	(2.83)

Breakdown of absence figures

Absences of one day accounted for 4.93% of total days lost, absences of two to five days accounted for 23.22%, absences of six to 20 days 23.62% and absences of more than 20 days accounted for 48.23%.

Of the incidences of absence 29.81% were one day absences, 47.63% two to five day absences, 14.56% six to 20 days and 8.00% more than 20 days

Ill health retireals

During the period one employee was retired on the grounds of ill health.

4 FINANCIAL IMPLICATIONS

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 Chief Executive, Head of Finance and Head of Law & Administration have been consulted on the terms of this report.

**MARK ARMSTRONG
STRATEGIC DIRECTOR: RESOURCES**

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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List of Appendices:

Departmental Absence: Percentage of days lost against available working days chart

ANGUS COUNCIL

DEPARTMENTAL ABSENCE
PERCENTAGE OF DAYS LOST PER AVAILABLE WORKING DAYS

Jan-Mar 2011/12
Jan-Mar 2012/13

