

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 24 SEPTEMBER 2013

SICKNESS ABSENCE APRIL – JUNE 2013

STRATEGIC DIRECTOR - RESOURCES

ABSTRACT

This report advises of the level of sickness absence within the council for the period 1 April – 30 June 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. Following a request from the committee, this report, for the first time, includes information, for the quarter, on the direct cost of absence, the duration of absences and the reasons for absence.

The figures for this quarter are given on the basis of the council's structure prior to 1 April 2013. This is because administrative processes have not yet been aligned with the new council structure. This is work in progress. Presentation of the figures on the basis of the former structure however allows year on year 'departmental' comparisons.

3 SICKNESS ABSENCE 1 April – 30 June 2013

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

Percentage of days lost against available working days

Local Government Employees	4.47%	(5.43%)
Teachers	3.12%	(3.56%)
Total	4.16%	(4.99%)

A breakdown of these figures by department is shown at appendix 1.

Number of working days lost

Local Government Employees	9038.5	(11011)
Teachers	1840	(2200)
Total	10878.5	(13211)

Average days lost per employee

Local Government Employees	2.21	(2.68)
Teachers	1.52	(1.70)
Total	2.05	(2.45)

Comment

There was a 16% reduction in absence levels during this quarter when compared with the same quarter in 2012/13. This is clearly welcome but we cannot know at this point whether this is an isolated occurrence or a trend, possibly attributable, in part, to the employment of a Human Resource Adviser whose specific remit is to assist managers to address their absence

management responsibilities. This adviser took up her post in November 2012. Hopefully the second quarter of the financial year 2013/14 will see a similarly improved position.

Breakdown of absence figures

Absences of one day accounted for 5% of total days lost, absences of two to five days, 15%, absences of six to 20 days, 26% and absences of more than 20 days, 54%.

A departmental comparison of the respective periods of absence is shown in Appendix 2.

Of the incidences of absence, 35% were one day absences, 38% two to five days, 17% six to 20 days and 10% more than 20 days.

Cost of Sickness Absence

In the first quarter, April-June 2013, the direct cost of employees' sickness absence – ie the cost of sick pay, was £919,908.

This figure comprises payments of statutory sick pay (SSP) at £150,887 and occupational sick pay (OSP) at £769,021.

The cost of direct sick pay is 3.01% of total salary costs.

Reasons for Sickness Absence

In the first quarter April-June 2013, the top five reasons for sickness absence were stress related, stomach issues, lower limb problems, respiratory/circulatory and heart concerns and back problems. Fuller information on reasons for absence is given at Appendix 3.

Ill health retireals

During the period no employees were 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.

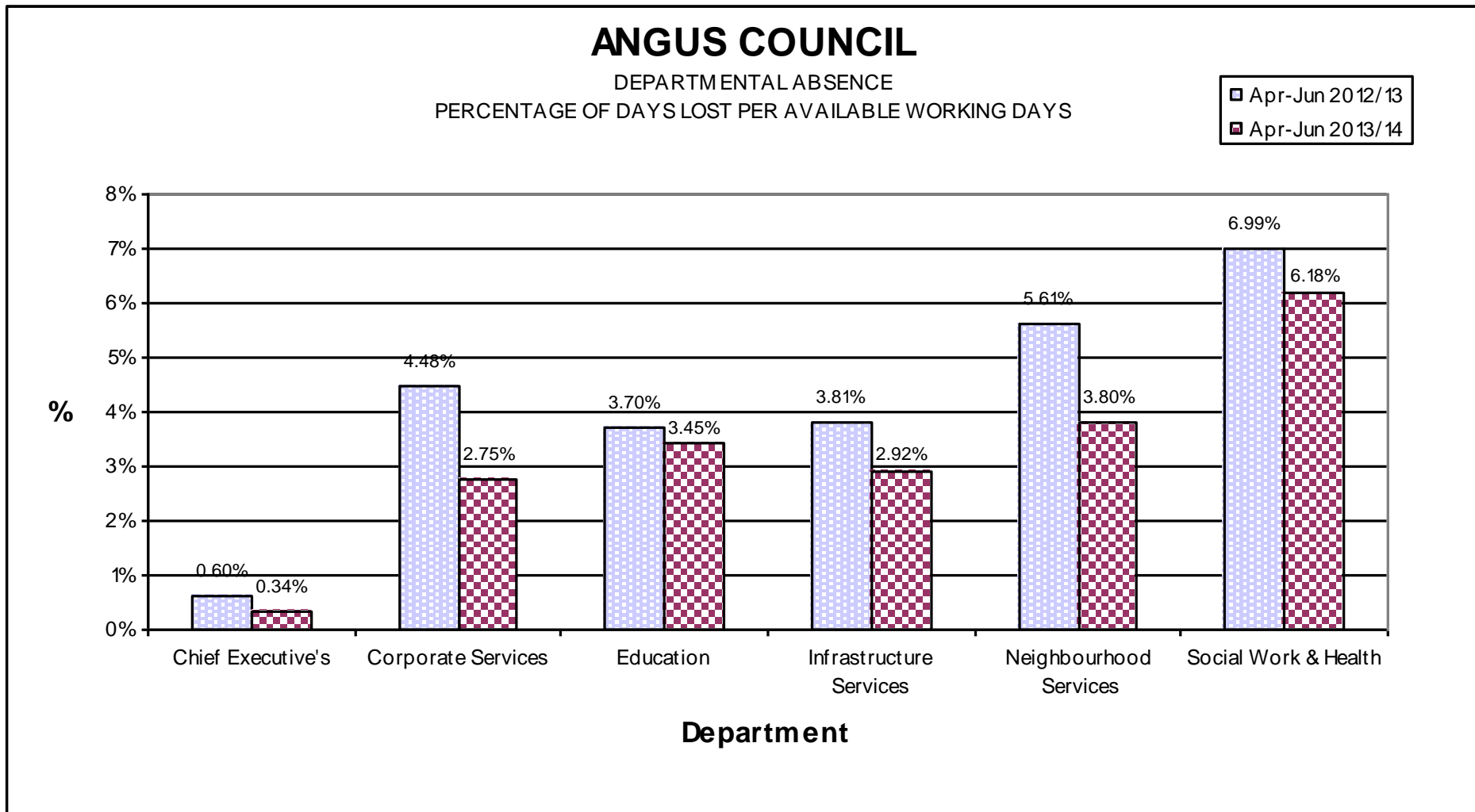
7 CONSULTATION

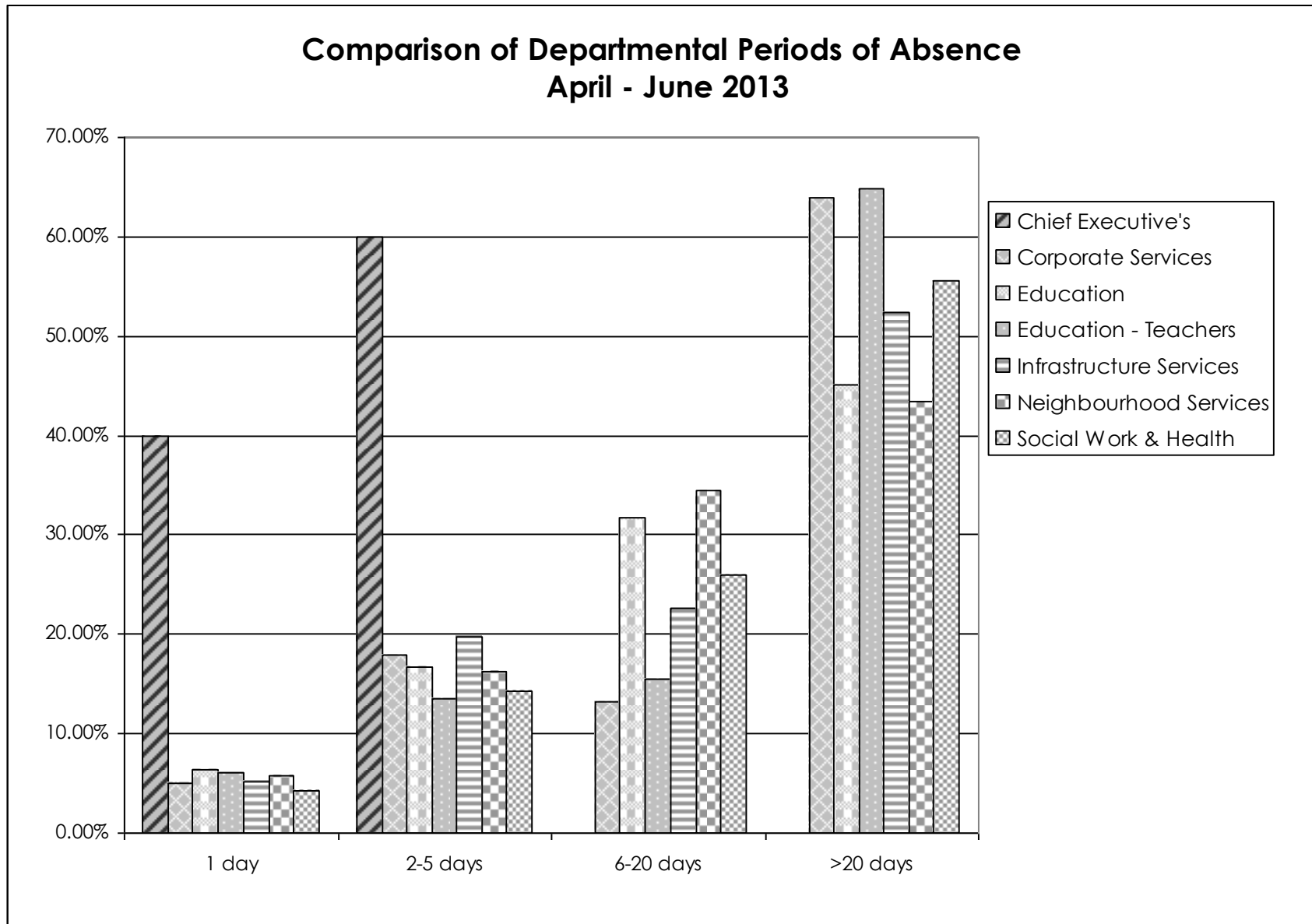
The Chief Executive, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

**MARK ARMSTRONG
STRATEGIC DIRECTOR - RESOURCES**

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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.





REASONS FOR SICKNESS ABSENCE

April – June 2013

Reason	%
Stress Related	22.17
Stomach	13.38
Lower Limb	7.56
Respiratory/Circulatory/Heart	6.11
Back	5.97
Cold/ Flu	3.51
Ear/Nose/Throat	3.19
Upper Limb	3.11
Headache	2.54
Upper Body	1.80
Eye/Face	0.70
Other Medical Reasons	26.17

