

## ANGUS COUNCIL

## PERSONNEL AND PROPERTY SERVICES COMMITTEE

13 MARCH 2001

## SICKNESS ABSENCE

## REPORT BY ACTING DIRECTOR OF PERSONNEL

**ABSTRACT**

This report advises of the level of sickness absence within Angus Council for the period 1 July - 30 September 2000.

**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 the Personnel Department 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 JULY – 30 SEPTEMBER 2000**

The following figures have now been compiled for the third quarter of the 2000-01 financial year ie 1 July – 30 September 2000. Please note that those figures which appear in brackets relate to the same period last financial year ie 1 July - 30 September 1999.

***Percentage of days lost against available working days***

Non Manual	3.11%	(3.38)
Manual	2.92%	(7.18)
Combined	3.07%	(4.29)

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

For Statutory Performance Indicator purposes sickness absence as a percentage of days lost against available working days is reported on the basis of three staff groupings. The groupings and respective percentage figures for the period 1 July – 30 September 2000 are *Chief Officers/APT&C – 3.11%; Craft/Manual – 2.92%; and Teachers – 2.65%*.

The Statutory Performance Indicator, as reported by the Accounts Commission, for all Scottish Councils for 1999/2000 shows an average absenteeism rate of *5.1% for all employees; 4.9% for Chief Officers/APT&C; 6.7% for Craft/Manual, and 3.9% for Teachers*.

The most recently available *UK DATA* shows an average absenteeism rate of 4.1% amongst all employers, 4.3% within local government, and in organisations with more than 2000 employees a rate of 4.5% (Source: IPD).

***Number of working days lost***

Non Manual	4649.50	(4887.50)
Manual	1391.00	(3253.50)
Combined	6040.50	(8141.00)

### ***Average days lost per employee***

Non Manual	1.32	(1.46)
Manual	1.35	(3.21)
Combined	1.32	(1.86)

### ***Breakdown of absence figures***

The attached Appendix illustrates in percentage terms (a) total days lost through absences of one day, absences of two to five days and absences of more than five days and (b) incidences of absence of one, two to five and more than five days.

### ***Ill health retirals (excluding teachers)***

During the period 8 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 CONSULTATION**

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

**JANICE TORBET**  
**Director of Personnel**

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.