

ANGUS COUNCIL

PERSONNEL AND PROPERTY SERVICES COMMITTEE

1 MAY 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 October - 31 December 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 OCTOBER – 31 DECEMBER 2000

The following figures have now been compiled for the third quarter of the 2000-01 financial year ie 1 October – 31 December 2000. Please note that those figures which appear in brackets relate to the same period last financial year ie 1 October - 31 December 1999.

Percentage of days lost against available working days

Non Manual	4.60%	(4.54)
Manual	5.22%	(6.36)
Combined	4.79%	(4.98)

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 October – 31 December 2000 are *Chief Officers/APT&C – 4.65%; Craft/Manual – 5.22%; and Teachers – 4.38%*.

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	8308.50	(7831.00)
Manual	2931.00	(3480.50)
Combined	11239.50	(11311.50)

Average days lost per employee

Non Manual	2.36	(2.26)
Manual	2.92	(3.34)
Combined	2.49	(2.51)

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 retireals (excluding teachers)

During the period 3 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 RESOURCE ACT IMPLICATIONS

There are no Human Rights implications associated with this report.

6 CONSULTATION

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

HUGH ROBERTSON
Acting 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.