

REPORT TO: Corporate Services Policy and Performance Board

DATE: 4 January 2011

REPORTING OFFICER: Strategic Director -Resources

SUBJECT: Sickness Absence – 2nd quarter 2010/2011

WARDS: Borough-wide

1.0 PURPOSE OF THE REPORT

- 1.1 To provide a report on the number of working days lost in the 2nd quarter of 2010/11.
- 1.2 To report on comparative data from 2nd quarter of 2009/10

2.0 RECOMMENDED:

- (1) That the content of the report be noted; and
- (2) The Board continue to receive regular monitoring reports on sickness absence.

3.0 SICKNESS DATA

- 3.1 The breakdown for the 2nd quarter of 2010/11 for each directorate is set out below;

Directorates	Total number of staff	FTE	Total no. days lost 2 nd quarter (July - September)
Resources	572	529.65	1397
Environment	673	506.42	1813
Adults & Community	1206	791.04	3408
CYP non schools	439	395.55	1433
Primary Schools	1411	919.86	1660.50
Secondary Schools	1158	802.36	1355.5

- 3.2 The cumulative number of working days lost, due to sickness absence, per employee, at the end of the 2nd quarter 2010/11 is 4.59 as

compared to 4.84 days per employee for the same period in 2009/10, a slight improvement.

3.3 Number of periods of absence by range of days

	1 day	2-7 days	8 -14 days	15+ days	Total no. of periods of absence	Total days lost
Resources Environment & Economy Adults & Community Children & Young People non schools	106	130	16	36	288	1397
Primary schools	70	106	26	54	256	1813
Secondary schools	165	223	95	71	554	3408
	54	69	24	43	190	1433
	114	132	52	26	324	1660.50
	98	118	31	26	273	1355.5

3.4 Long term sickness absence is included in the overall calculation of working days lost for each directorate. Managers across all directorates are continuing to actively monitor employee absence with the support of the Employee Welfare Advisers.

4.0 OBSERVATIONS ON THE DATA

4.1 There has been a substantial decrease in the days lost due to work related stress across the Authority in this quarter. 582 days lost as compared with 1000.50 days lost in the 1st quarter 2010/11. Employees accessed appropriate support from occupational Health which assisted in their return to work. There were also slight decreases in days lost due to depression/personal stress in this quarter as compared to the first quarter of this financial year.

4.2 Time lost due to chest infections has substantially reduced since the last quarter reducing from 481 days to 297 days. Absence due to infections has also reduced. This was to be expected as we move into the summer quarter.

4.3 A slight decrease has taken place in absences due to heart/blood pressure and circulation. A decrease in stomach, liver, kidney and digestion related absences have also been noted. This is due to several long term absence cases being resolved.

4.4 Time lost to back problems and cancer have increased since the first quarter of the 2010/11.

5.0 COMPARISONS OF DATA –2009/10 and 2010/11

- 5.1 Due to the Council restructure in April 2010 it is not possible to make direct comparisons across directorates for the 2nd quarter 2009/10 and 2010/11 as Directorates have changed significantly. However comparisons can still be made across the Authority as a whole.
- 5.2 The number of occasions of absences between 1 and 7 days, and 15 + days have decreased this quarter as compared with the same quarter 2009/10 but absences of 8 to 14 days has increased. Further investigation is required to identify the reason for this.

Periods of absence by range of days

2nd quarter	1 day	2-7 days	8-14 days	15+ days	Total no occasions
2009/10	679	871	209	259	2018
2010/11	607	778	244	256	1885

- 5.3 With regard to analysing the data for 2nd quarter 2009/10 and 2010/11 regarding the reasons for absence, the table below gives a few examples of categories where there have been increases in the days lost and some show significant reduction in the number of days lost. There has been a substantial increase in absence related to depression/anxiety and absences related to cancer. Days lost due to infections and work related stress has substantially decreased compared to the same quarter 2009/10

Absence reason	2nd qtr 09/10 days lost	2 nd qtr 10/11 days lost
Genito Urinary	413	729
Depression/anxiety	617	1180.50
Back and neck	591.5	794
Outside work injury	168	353.50
Cancer	137	494.50
Infections	1800.50	1021.50
Work related stress	701.50	582
Eye	370.50	310

- 5.4 Employee Welfare Advisers will continue to support managers in managing staff attendance as well as delivering refresher training on attendance management.

6.0 POLICY IMPLICATIONS

- 6.1 Sickness continues to be managed in accordance with the Council's Sickness Absence Policy.

7.0 FINANCIAL IMPLICATIONS

- 7.1 The continued management of sickness absence remains important as high levels of sickness increase the overall loss to the Council. The Council also has a responsibility to ensure appropriate support is provided to employees who suffer ill-health.

8.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

- 8.1 The continued management of sickness absence remains important as high levels of sickness increase the overall loss to the Council. The Council also has a responsibility to ensure appropriate support is provided to employees who suffer ill-health.
- 8.2 A healthy workforce makes a positive contribution to achieving the Council's priorities.

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

- 9.1 None under the meaning of the Act.