

APPENDIX A

Sickness Absence 2009/10

The extract below from the Quarter 3 Performance indicator monitoring returns shows that for this year instead of a hoped for reduction of around 10% we are probably going to see an increase of 35 – 40%.

2008/09 (actual)	2009/10 (target)	2009/10 Quarter 1	2009/10 Quarter 2	2009/10 Quarter 3	2009/10 Quarter 4
10.45	9.50	3.15	3.36	4.27	
Forecasted final 2009/10 outturn (from Quarter 2 onwards)					14.37

For information, attached are some year on year comparisons to show what is happening and where.

There are many reasons why the increase might be so and it's not simple to identify causes, but I think there are two important reasons:

- An increase in the number of absences
- An increase in the number and length of long term sickness cases

Long term sickness is the main reason.

We have been particularly hit this year by cases of cancer, heart problems, depression, long term musculo-skeletal problems (a major issue if the staff work in Waste and Recycling) and planned operations with the associated recovery periods. I also think (though the detailed analysis has not been done yet) that there will be a correlation between the increase in these long term absences and our aging workforce.

So if there are more cases, why can't we deal with them more quickly?

All those cases are monitored and we take action where we can, but the issues are:

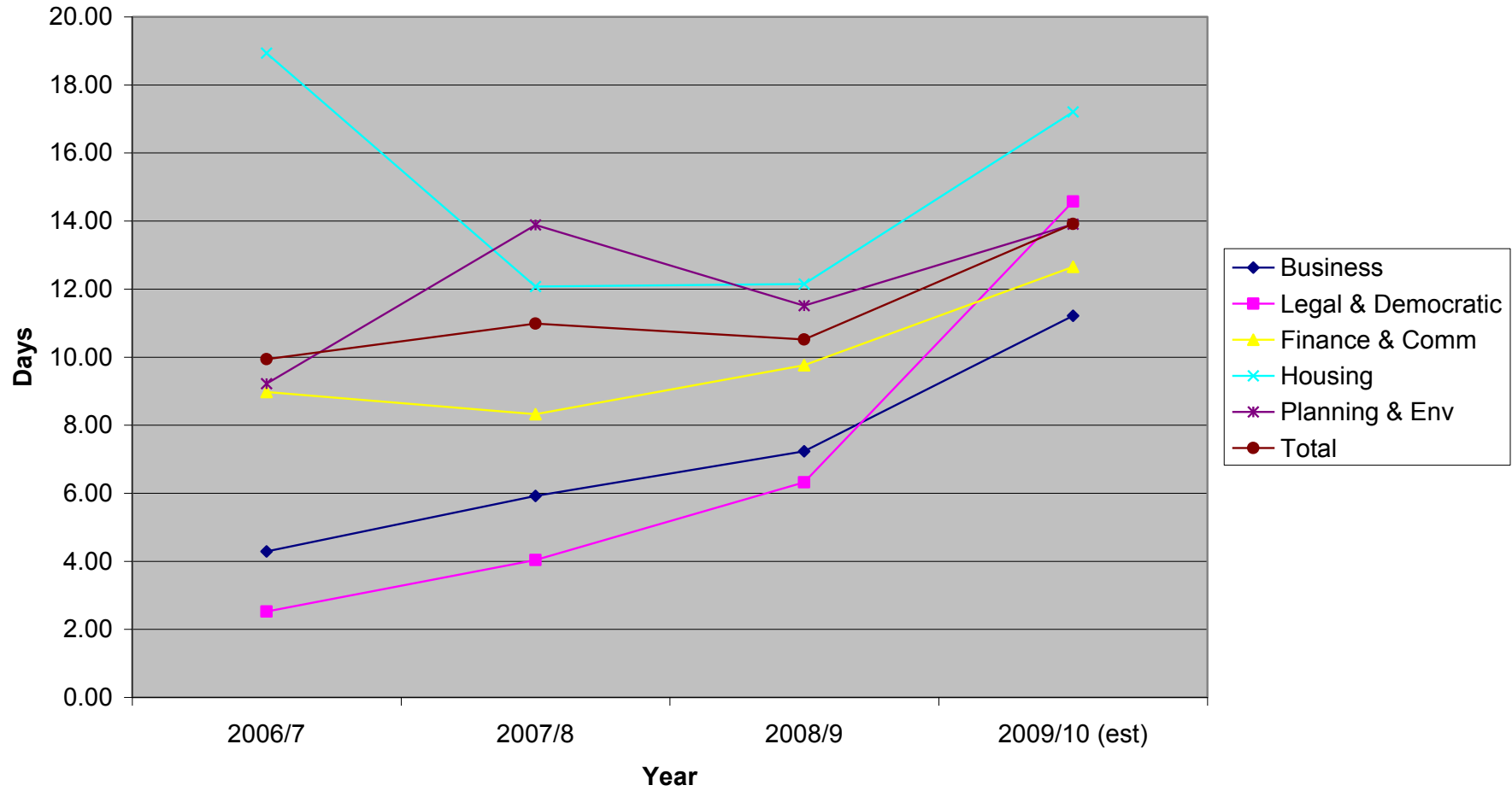
- More cases are being regarded as disabilities and it takes longer to deal with the steps we have to take to ensure we meet our Disability Discrimination Act responsibilities
- There has been a clampdown on ill-health retirement and it now much harder to meet the criteria. So where in the past we might have parted company for that reason, we now have to try and manage a return to the workplace. Our ill-health retirement performance improves but our sickness performance gets worse.
- Having our own Waste and Recycling operation with large numbers of manual staff undoubtedly causes us more problems than will be seen in councils who have outsourced the service.

- In some cases it is better to let staff with long service and/or life threatening conditions have the advantage of the benefits of the sickness scheme than it would be to try and take other action.
- Some cases simply can't be hurried – if someone breaks a bone or has a planned operation there is a set time it will take for the recovery and nothing we can do will change that.

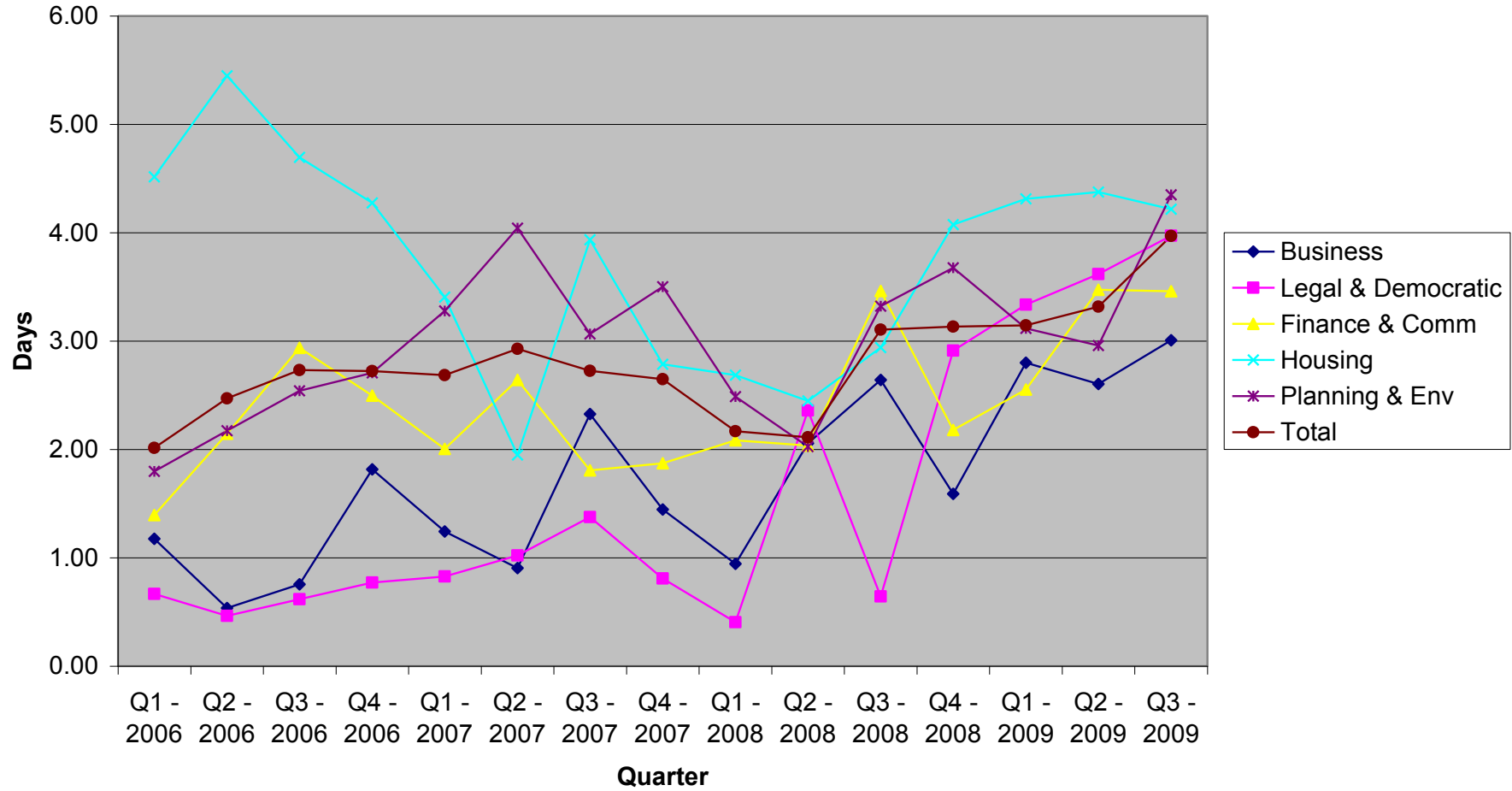
John Clark

22 January 2010

Days Sick per FTE - Years



Days Sick per FTE - Quarters



Total Working (not FTE) Days Lost by Reason			
Reason	2006/7	2009/10 (estimated)	% Change
Animal or insect bite or sting	1	0.00	-100%
Asthma	12	5.33	-56%
Back or spinal problem	465	374.00	-20%
Chest infection	109	342.67	214%
Chest pains	11	0.00	-100%
Common cold	261	248.00	-5%
Cough	8	8.67	8%
Dental problem	31	9.33	-70%
Depression	398	476.00	20%
Dizziness	9	20.00	122%
Ear disorder	51	53.33	5%
Exhaustion tiredness or chronic fatigue	23	32.00	39%
Eye disorder	67.5	14.67	-78%
Gynaecological problem	23	26.67	16%
Headache or migraine	78.5	87.33	11%
Heart problem	109	494.67	354%
Hospital appointment	10	98.67	887%
Influenza	138	360.00	161%
Kidney bladder or urinary disorder	245	33.33	-86%
Musculoskeletal problem (not back)	839	1075.33	28%
Nose mouth or throat disorder	12	52.00	333%
Operation and recovery	420	317.33	-24%
Other disorder	439	638.00	45%
Pregnancy related	29	0.00	-100%
Respiratory problem	9	5.33	-41%
Skin condition	7	10.67	52%
Stomach or bowel disorder	307.5	774.67	152%
Stress	174.5	306.67	76%
Throat infection or tonsillitis	63	137.33	118%
Viral infection	144	80.67	-44%
	38	62.67	65%
Sum:	4532	6145.33	36%

Comparison Apr - Dec, 2006/7 v 2009/10
Working (not FTE) days

Working Days Lost	2006/7 Absences	2009/10 Absences
0-2 days	365	378
2.5 - 5 days	118	158
5.5 - 10 days	36	47
10.5 - 20 days	30	27
20.5 - 50 days	13	29
Over 50 days	13	16
Grand Total	575	655

Total Working Days Lost	
2006/7	3249
2009/10	4609

Total Working Days Lost - Absences over 20 days	
2006/7	1603
2009/10	2734

% absences over 20 days	
2006/7	4.52%
2009/10	6.87%

% total working days lost - Absences over 20 days	
2006/7	49.33%
2009/10	59.32%