

Lewes District Council Absence 2012 -13

Quarter 3 : Rolling year to 31.12.12

Department	FTE in post 31/12/11	FTE in post 31/12/12	2010/2011	2011/2012			Rolling Year 1st Jan - 31st Dec 2012		
			Q4 Absences	Q1 Absences	Q2 Absences	Q3 Absences	Total sick days in rolling year 01.01.12 - 31.12.12	Ave FTE over year	1st Jan 2012 to 31st Dec 2012 Days per FTE
C Exec	2	3	0	0	0	1	0	2.5	0
Finance	70.86	59.5	95.95	159.38	125.50	129.76	510.59	65.165	7.84
Housing	78.35	78.6	160.95	149.05	360.00	318.03	988.03	78.475	12.59
Internal Serv	31.38	37.5	37.81	59.99	95.41	171.50	364.71	34.44	10.59
Legal & Demo	24.24	16.3	23.39	8.53	5.19	13.54	50.65	20.27	2.50
Dist Servs	106.46	99.1	675.70	548.37	503.00	904.00	2631.07	102.78	25.60
Prop Regen & Ent	19.83	29.2	25.55	9.81	18.32	40.38	94.06	24.515	3.84
Plan & Env	72.30	70.8	215.78	136.55	96.00	153.04	601.37	71.55	8.40
Total	405.42	391.00	978.23	1071.68	1203.42	1731.25	4984.58	398.21	12.52

Commentary

Current ave days per employee over year to 31.12.12 is **12.52**

Rolling year 2011/12 outturn at 31/03/12 was **12.24**

At 12.53 days per employee this sickness level is high. We can compare with other Councils but need to be mindful that many councils do not have District Services.

If we deduct District Service absence days our figure for comparison drops to 6.82 average days lost

The top six causes for absence recorded during Quarter 3 (1st October 2012 - 31st Dec 2012)

Cause	Days lost	% of total days lost
Stress	391.5	22.6
Musculoskeletal prob	248.9	14.4
Other disorder	239.6	13.8
Common cold	147.6	8.5
Back or spinal proble	128.4	7.4
Depression	91	5.3

Commentary

Taken together the causes Stress and Depression = 482.5 days lost
This accounts for 27.9 % of the total absence this quarter.
Further work to explore this may be of benefit.....