

Agenda Item No: 9 **Report No:** 109/15
Report Title: Sickness Report
Report To: Employment Committee **Date:** 14 September 2014
Cabinet Member:
Ward(s) Affected: All
Report By: Helen Knight & Becky Cooke
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Purpose of Report:

To update the Employment Committee regarding the Council's sickness figures.

Officers Recommendation(s):

- 1 To note the report.
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Reasons for Recommendations

- 1 The Committee have asked for a regular item to be presented regarding the absence statistics within the Council.

Information

- 2 The figures for Quarter 1 of 2015/16 (1 April to 30 June 2015) are presented as background papers to this report.
 - 2.1 Unison has previously requested that the departments named in this report be updated to reflect the restructure of the organisation. This will take effect on the computerised HR and Payroll System on 1 October 2015 and thereafter these figures will be reported in the service areas of the current structure of the organisation.

2.2 The average days lost per employee due to absence over the last few years has been as follows:

2011/12 - 12.24 (target was 11.5)
2012/13 – 12.52 (target was 10.5)
2013/14 – 11.5 (target was 10)
2014/15 – 11.31 (target was 9)

2.3 A recent survey with HR colleagues in the Sussex Strategic HR Group (SSHRG) regarding their 2014/15 absence figures are as follows:

Authority	Figure (days)
Arun	9.15
Eastbourne	5.10
Hastings	6.41
Horsham	8.13
Mid Sussex	9.24
Rother	8.08
Wealden	8.9

2.4 The Chartered Institute of Personnel and Development (CIPD) undertake an annual absence management survey each year, and results from their October 2014 survey show that the national average absence figure was 6.6 days per employee per year. In the public services sector the figure increases to 7.9 days with private sector at 5.5 days.

2.5 During 2014/15 there were 47 separate instance of long term absence (over 3 weeks) and the reasons were varied:

- 12 – musculoskeletal (not back)
- 9 – stress (6 were personal, 1 work related stress and 2 cited both)
- 5 – depression
- 4 – operation
- 4 – industrial injury
- 3 – back/spinal
- Remaining – cancer, chest pain, cold, other etc.

The most common causes of short term absence included Back or Spinal Problem, Musculoskeletal (not back), operation recovery, stomach or bowel disorder and cold/flu

2.6 Following a reduction in sickness absence in quarters 1 and 2 of 2014/15, we then saw an increase in the last 2 quarters (October 2014 to March 2015) which meant that we missed our target of 9 days for the year and only saw a very minimal decrease from the previous year. The Quarter 1 statistics for this year (as attached) do show a decrease from the last quarter (quarter 4 of 2014/15).

- 2.7 Corporate Management Team have advised all managers that they need to have a sense of responsibility as well as an increased and sustained focus on managing absence within their service, supported with advice from HR.

3 Financial Appraisal

- 3.1 The financial implications of this report are the number of working days lost to sickness.

4 Legal Implications

- 4.1 The Legal Services Department have not been asked for comments.

5 Sustainability Implications

- 5.1 I have not completed the Sustainability Implications Questionnaire as this Report is exempt from the requirement because it is a progress report/budget monitoring report/development control report

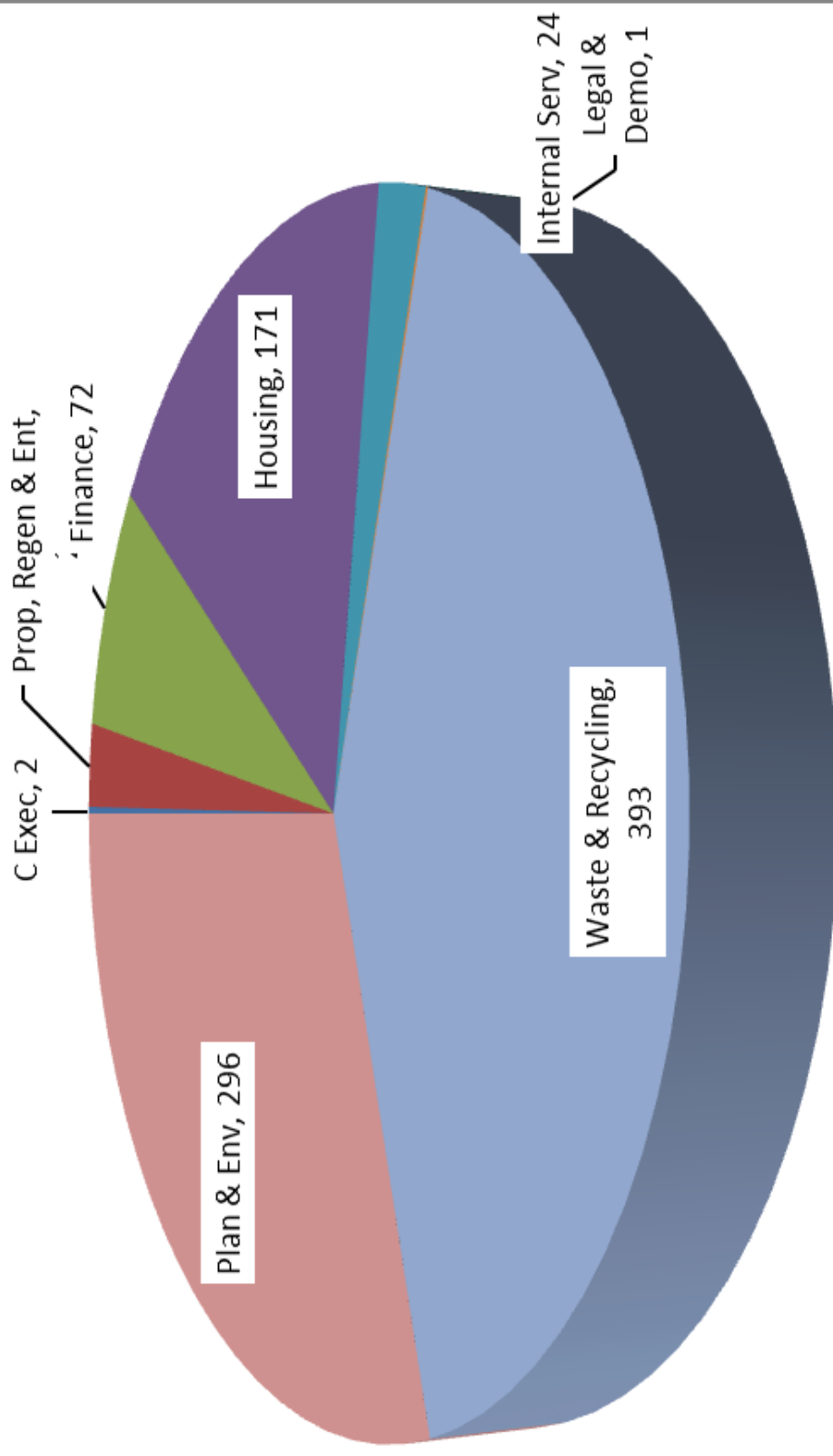
6 Equality Screening

- 6.1 Equality analysis is not required as this is an information only report with no key decisions attached.

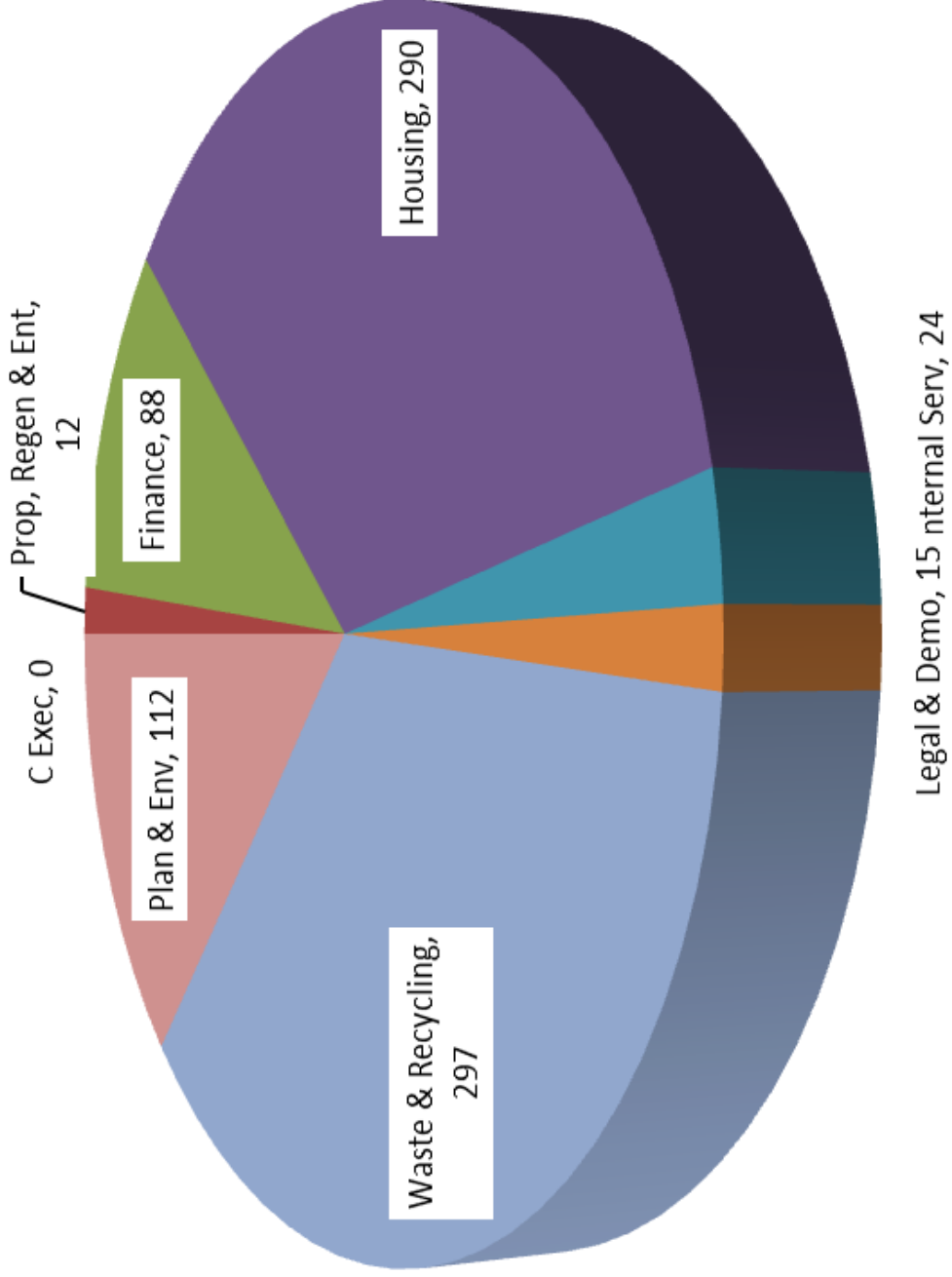
7 Background Papers

- 7.1 Excel spreadsheet showing the Council's sickness figures for Quarter 1 (1 April to 30 June 2015)

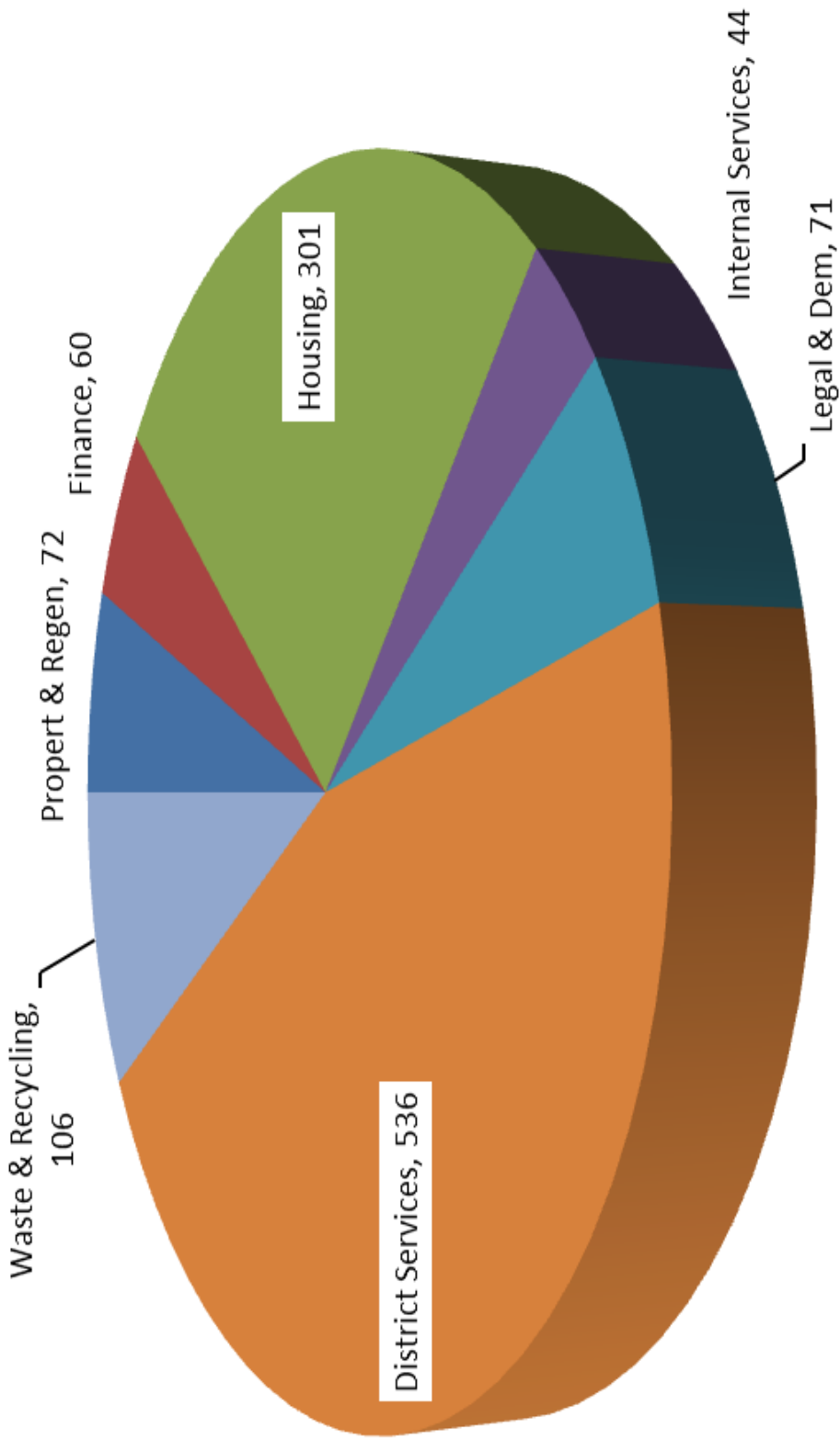
Days Lost Q1 2015/16



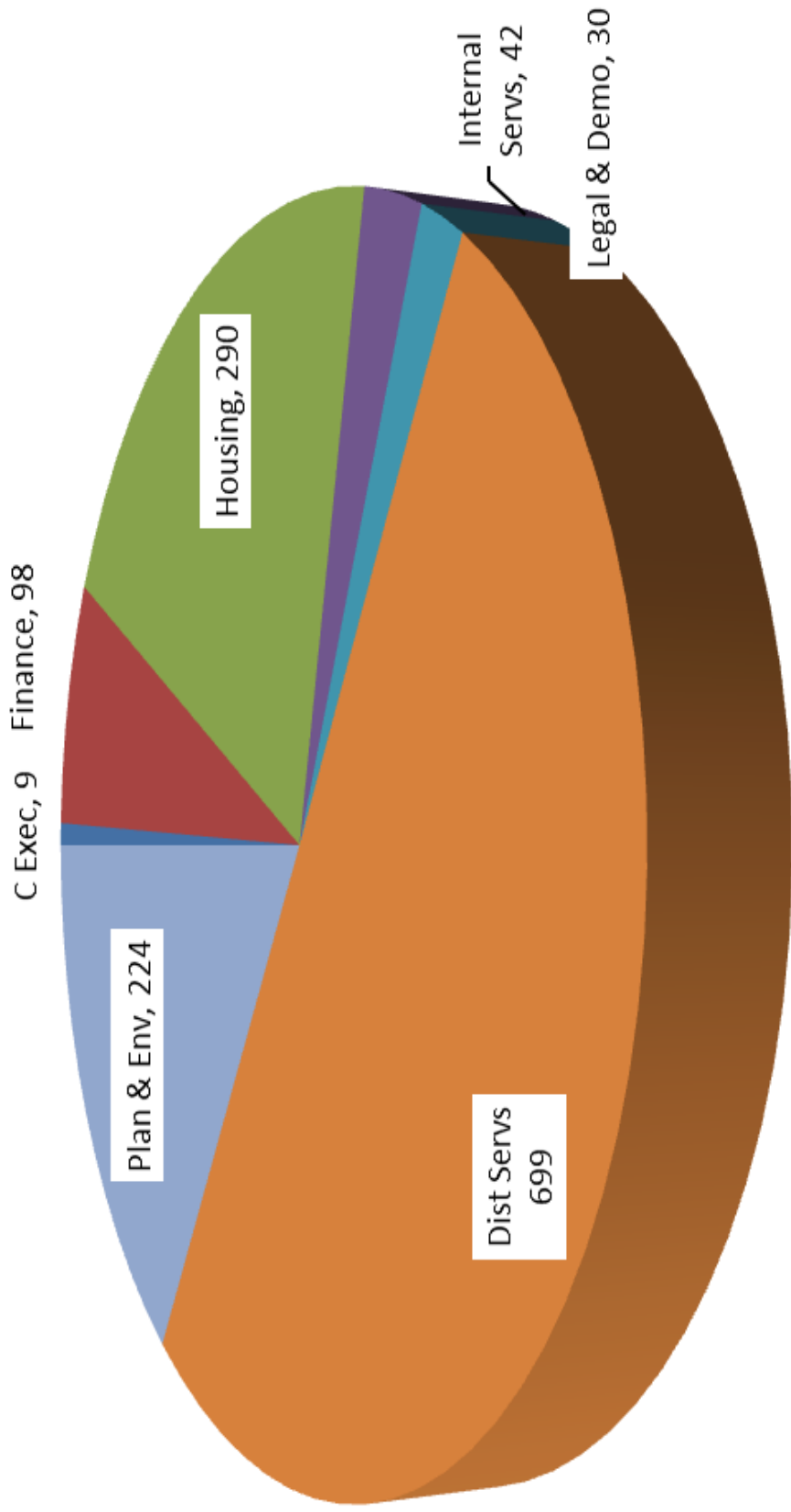
Days Lost Q2 14/15



Days Lost Q3 14/15



Days Lost Q4 14/15



Dept	FTE 30/6/14	FTE 30/9/14	FTE 31/12/14	FTE 31/3/15	Q1 FTE	Q2 FTE	Q3 FTE	Q4 FTE
C Exec	10.00	13.00	13.00	11.00	7.00	13.00	13.00	11.00
Prop & Regen & Ent	26.88	25.28	20.85	23.74	19.64	25.28	20.85	23.74
Finance	53.81	51.73	52.00	46.31	52.00	51.73	52.00	46.31
Housing	71.52	72.21	69.25	52.08	76.63	72.21	69.25	52.08
Internal Serv	29.58	29.18	28.57	21.86	27.77	29.18	28.57	21.86
Legal & Demo	22.86	22.59	22.61	16.64	30.18	22.59	22.61	16.64
Waste & Recycling	102.24	112.86	112.00	114.00	111.74	112.86	112.00	114.00
Plan & Env	69.06	66.98	61.00	69.00	67.76	66.98	61.00	69.00
Total	385.95	393.83	379.28	354.63	392.72	393.83	279.28	354.63

Dept	14/15 Q2 Absences	14/15 Q3 Absences	14/15 Q4 Absences	15/16 Q1 Absences	Q1 Days per FTE	Q2 Days per FTE	Q3 Days per FTE	Q4 Days per FTE
C Exec	0.00	0.00	0.00	2.00	0.29	0.00	0.00	0.00
Prop, Regen & Ent	11.80	71.84	9.00	25.00	1.27	1.07	3.45	0.38
Finance	88.07	60.20	98.00	72.00	1.38	2.47	1.16	2.12
Housing	289.54	300.99	290.00	171.00	2.23	2.65	4.35	5.57
Internal Serv	24.11	43.93	42.00	24.00	0.86	1.03	1.54	1.92
Legal & Demo	15.36	71.00	30.00	1.00	0.03	0.35	3.14	1.80
Waste & Recycling	296.83	536.00	699.00	393.00	3.52	3.29	4.79	6.13
Plan & Env	111.75	106.00	223.50	296.00	4.37	1.78	1.74	3.24
Total	837.46	1189.96	1391.50	984.00	2.51	2.13	4.26	3.92

FTE Sickness Days Past Four Quarters

