

Agenda Item No: 5 **Report No:** 42/16
Report Title: Sickness Report
Report To: Employment Committee **Date:** March 2016
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 3 of 2015/16 (1 October to 31 December 2015) are presented as background papers to this report. The average number of days' absence per employee for Q3 was 3.57. Points to note are:
 - 2.1 The data for Q3 is the first to be presented with the new service area headings therefore direct comparison with Service Area levels of absence from Q2 is not easily possible. We will continue to present data on an on going basis in these service areas from hereon in so each quarter we will have more information to reflect back on and identify trends.
 - 2.2 Sickness absence for Q3 at LDC has increased from Q2, historically Q3 tends to be a high quarter with an increase in absences for cold and flu type illnesses during this autumn/winter period.

- 2.3 Overall long term sickness represented 64% of the total absence figure in Q3 which is a reduction from 68% in Q2. Short term absence makes up 36% of the total which is a slight increase from 32% in the last quarter. Approximately 50% of the long term absence and 37% of the short term absence is in Waste Services with the rest being evenly split across the Council.
- 2.4 Reasons for absence in Q3 were varied and included common cold, flu, musculoskeletal problems (not back) and stomach or bowel disorders. Aside from the high numbers of day lost due to cold and flu there is no apparent common theme or trend either within Service Areas or within the organisation.
- 2.5 The further increase in Q3 means we have exceeded our target of 9 days for 2015/16 (currently standing at 9.06).
- 2.6 As HR advised at the last Employment Committee, the sickness policy is currently being reviewed. Feedback has suggested it needs to have clearer guidelines around managing absence, particularly long term cases. The review will also consider bringing the trigger levels into line with other authorities as highlighted in previous reports to Employment Committee. HR will liaise with Unison about these revisions, and the final draft version will be brought to Employment Committee for discussion.
- 2.7 CMT are working with their heads of service to ensure that the momentum of sickness absence management is not lost, all long term absences across the Council are being monitored through the Absence Management Procedure by line managers and 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 3 (1 October to 31 December 2015)
- 7.2 Excel Spreadsheet showing reasons for absence (by service area) during Quarter 3.