

EMPLOYMENT COMMITTEE

4 FEBRUARY 2016

SICKNESS ABSENCE

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to provide the Employment Committee with an update on the Council's overall position on sickness absence at the end of November 2015.

Policy Framework and Previous Decisions

2. On 3 December 2015 the Committee considered the end of 2015/16 Quarter 2 sickness absence position.

Absence Data

Department	2014/15	15/16 Q1	15/16 Q2	As at the end November 2015
Days per FTE				
Chief Executive's	5.55	6.01	6.11	5.91
Environment and Transport	8.23	7.66	7.63	7.97
Children and Families Services	10.37	9.31	9.42	9.46
Corporate Resources	7.86	7.86	7.13	6.99
Adults and Communities	12.24	11.98	11.90	11.24
Public Health	9.14	7.48	5.28	4.25
Total	9.83	9.39	9.32	9.09
ESPO	12.07	12.25	12.03	11.60
EMSS	6.65	6.76	7.52	7.10

3. As of the end of November 2015 Chief Executive's, Public Health and Corporate Resources are under the corporate target of 7.5 days per FTE. Environment and Transport have made an improvement since the end of the year.
4. Children and Family Services have made improvements since the end of the the financial year, however there has been a small increase in sickness absence since the end of Quarter 2.
5. Adults and Communities had continued to make reductions in sickness levels however the number of days' absence per FTE is still at an unacceptable level.
6. Eastern Shires Purchasing Organisation (ESPO) and East Midland Shared Services (EMSS) sickness absence is not included within the Council's overall figure; however EMSS have achieved the target and ESPO are making progress to make reductions to their absence levels.

Reasons for Absence

Reasons % days lost	End of Q2 2015/16	End of November 2015
Back and neck problems	4.89	5.50
Other musculo-skeletal	5.71	7.23
Stress/depression, mental health	6.54	10.82
Viral infection	28.58	31.08
Neurological	5.40	6.13
Genito-Urinary/Gynaecological	2.93	4.11
Pregnancy Related	1.71	2.26
Stomach, liver, kidney, digestion	18.62	15.22
Heart, blood pressure, circulation	0.81	1.22
Chest, respiratory	4.79	4.11
Eye, ear, nose & mouth/dental	4.44	4.40
Other	8.81	N/A
Nothing stated	6.78	7.93

7. The table above details the percentage of days lost at the end of Quarter 2 2015/16 and November 2015. The two highest reasons for absence continue to be viral infections

and stomach problems. It is noted that there has been a significant increase in the percentage of days lost due to stress/depression/mental health which will be monitored.

Short and Long Term Absence Split

	15/16 Quarter 2 (July-Sept 15)		October & November 2015	
Department	Long term	Short term	Long term	Short term
Chief Executive's	54.63%	45.37%	41.26%	58.74%
Environment and Transport	53.46%	46.54%	55.16%	44.84%
Children and Families Services	65.85%	34.15%	53.68%	46.32%
Corporate Resources	56.62%	43.38%	49.63%	50.37%
Adults and Communities	66.64%	33.36%	58.57%	41.43%
Public Health	0%	100%	0%	100%
Total	62.34%	37.66%	48.24%	51.76%

Note: Long term is categorised as over 4 week continuous absence.

8. The balance of days lost due to absence across the departments is predominately a 50/50 split. This does fluctuate and it can be shown that those departments which have a greater percentage of long term absence are those with higher levels of absence.
9. As work continues to improve levels of the attendance across the Council, it is anticipated that the percentage of days lost due to long term absence will reduce and will be in the minority.

Attendance Management Action Plan

9. Since the last Employment Committee, the following actions have taken place:
 - (a) In November and December 2015 Adults and Communities, Children and Families Services and Environment and Transport have completed Absence Star Chamber Sessions;
 - (b) Managers are booking onto attendance management workshops which have been arranged for January and February. Priority areas include social care managers from Adults and Communities and Children and Families Departments;
 - (c) The attendance improvement plan audit is being concluded and findings considered by the attendance management operational group.

Recommendations

The Committee is asked to note the contents of this report.

Background Papers

None.

Circulation under the Local Issues Alert Procedure

None.

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Equality and Human Rights Implications

10. The attendance management policy has been subject to an Equality and Human Rights Impact Assessment, and this was published in 2014. There are no equalities and human rights issues arising directly from this report.