



EMPLOYMENT COMMITTEE – 17 SEPTEMBER 2020

ATTENDANCE MANAGEMENT

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to update the Employment Committee on the County Council's overall position on sickness absence as at the end of June 2020.

Background

2. On 6 February 2020, the Committee considered the Council's absence position as at the end of December 2019.

Sickness absence – current position

3. The table below details the end of year sickness absence levels of the previous 6 years and the latest position end of quarter 1 2020/21.

Department	14/15	15/16	16/17	17/18	18/19	19/20	20/21 Q1 Jun 20	Total FTE days lost 01/07/19 – 30/06/20	Total cost of absence 01/07/19 – 30/06/20
Chief Executive's	5.55	6.99	6.03	6.38	7.60	5.38	5.28	1,223	£141,692
Environment & Transport	8.23	8.80	9.68	10.09	9.16	8.88	8.46	6,711	£605,402
Children & Family Services	10.37	10.06	10.05	10.25	10.55	11.12	10.60	10,701	£1,240,948
Corporate Resources	7.86	6.95	7.94	8.12	7.39	9.39	8.25	9,754	£878,630
Adults & Communities	12.24	11.31	12.57	11.26	10.02	11.74	11.41	14,177	£1,351,832
Public Health	9.14	7.84	7.43	6.49	8.57	7.12	6.19	585	£74,427
LCC total	9.83	9.32	10.01	9.73	9.18	10.08	9.48	43,152	£4,292,166
ESPO	12.07	10.88	9.75	11.70	9.55	7.20	6.80	1,431	£123,685
EMSS	6.65	6.69	9.27	7.42	7.54	9.69	9.26	2,229	£201,808

4. All departments made reductions during quarter 1, 2020/21. The Chief Executive's department and Public Health have met the corporate target of 7.5 days per FTE.

Reasons for sickness absence

5. Displayed in order of percentage of time lost (greatest first), the table below details the top 10 reasons for absence, plus the 'not disclosed' category.

Percentage of FTE days lost 12 months cumulative	2018/19 Dec 2018 Q3	2018/19 Mar 2019 Q4	2019/20 June 2019 Q1	2019/20 Sept 2019 Q2	2019/20 Dec 2019 Q3	2019/20 Mar 2020 Q4	2020/21 Jun 2020 Q1
Stress/depression, mental health	28.5%	29.9%	29.9%	30.5%	29.7%	29.2%	28.5%
Other musculo-skeletal	17.1%	16.6%	16.5%	14.8%	13.0%	13.1%	11.4%
Gastro-stomach, digestion	8.3%	8.2%	8.6%	8.2%	8.4%	8.4%	7.2%
Cancer	3.4%	4.4%	5.5%	6.2%	6.3%	6.3%	7.0%
Back & neck	4.6%	4.9%	5.0%	5.5%	5.3%	5.3%	5.5%
Cough/cold/flu	7.8%	6.2%	6.0%	5.8%	6.0%	5.9%	5.0%
Neurological	4.4%	4.9%	4.9%	5.1%	4.8%	5.0%	4.8%
Chest, respiratory	4.8%	4.2%	4.0%	4.1%	5.0%	5.4%	4.6%
Viral infection, not cough/cold/flu	5.4%	5.1%	4.9%	4.5%	4.7%	4.8%	4.4%
Eye, ear, nose, mouth/dental	3.8%	3.7%	3.6%	4.1%	4.5%	4.4%	4.3%
<i>Not disclosed</i>	2.5%	2.5%	2.5%	2.7%	3.9%	4.1%	3.6%

6. Stress/depression, mental health continues to be the highest reason for lost time due to sickness. There is however a reduction in the percentage of time lost due to this reason, over the last 3 quarters.

Covid-19

7. Absence due to Covid-19 had a small impact on the overall level of FTE days lost at the end of June 2020. Discounting the Covid-19 absence the total would have been 9.13 FTE days lost rather than the actual 9.48 FTE days lost.

Long and Short-term absence split

8. The table below details the number of FTE days lost due to absence and the percentage split of FTE days lost at the end of quarter 1 2020/21.

20/21 as at end of Quarter 1, June 2020						
12 months cumulative						
Department	Long term			Short term		
	FTE days lost	% FTE days lost	Individual occurrences	FTE days lost	% FTE days lost	Individual occurrences
Chief Executive's	598.59	49.0%	24	624.39	51.0%	210
Environment and Transport	3,615.56	53.9%	99	3,095.84	46.1%	848
Children and Family Services	7,119.80	66.5%	178	3,581.10	33.5%	1,041
Corporate Resources	7,113.19	66.5%	181	4,072.20	33.5%	1,597
Adults and Communities	9,202.60	64.9%	267	4,974.52	35.1%	1,409
Public Health	327.03	55.9%	13	258.20	44.1%	80

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

Service level data

9. The table below provides details of the days lost per FTE at the end of 2016/17, 2017/18, 2018/19, 2019/20 and at the end of Quarter One 2020/21, for service areas by department.

Department	2016/17	2017/18	2018/19	2019/20	2020/21
Days per FTE	Year end	Year end	Year end	Year end	End of Q1
12 months cumulative	(Mar 17)	(Mar 18)	(Mar 19)	(Mar 20)	(Jun 20)
Chief Executive's	6.03	6.38	7.6	5.38	5.28
Planning and Historic and Natural Environment	3.81	4.04	14.92	9.57	9.46
Regulatory Services	6.95	4.87	6.2	7.24	7.03
Strategy and Business Intelligence	6.28	8.04	6.93	4.26	4.98
Democratic Services	10.69	8.91	14.81	6.70	4.97
Legal Services	3.01	4.02	5.48	3.63	3.28

Department	2016/17	2017/18	2018/19	2019/20	2020/21
Days per FTE	Year end	Year end	Year end	Year end	End of Q1
12 months cumulative	(Mar 17)	(Mar 18)	(Mar 19)	(Mar 20)	(Jun 20)
Environment and Transport	9.68	10.09	9.16	8.88	8.46
Highways and Transport	10.38	10.62	8.96	9.30	9.32
Environment and Waste Management	4.85	7.98	10.07	12.65	11.27
Children and Family Services	10.05	10.25	10.55	11.12	10.60
Education and SEND*	9.13	9.28	8.42	11.55	11.45
Children's Social Care and Targeted Early Help**	11.90	11.62	14.18	10.54	10.45
Corporate Resources	7.94	8.12	7.41	9.39	8.25
Strategic Finance and Assurance	4.89	4.25	6.63	9.67	8.37
Corporate Services	4.68	5.88	4.18	4.84	4.45
Commercial and Customer Services	10.55	10.04	8.91	11.14	9.72
Adults and Communities	12.57	11.26	10.02	11.74	11.41
East care pathway	n/a	11.06	9.51	11.32	10.96
West care pathway	n/a	13.16	12.01	12.84	12.41
Commissioning and Quality	n/a	8.01	8.02	7.46	7.30
Promoting Independence	12.26	15.11	13.26	11.88	10.99
Personal Care and Support	15.62	11.99	13.86	18.10	18.76
Communities and Wellbeing	7.67	7.98	6.97	8.73	7.69
Public Health	7.43	6.49	8.57	7.12	6.19

*from 1st April 2020 Education & Early Help changed to Education and SEND

**from 1st April 2020 Children's Social Care changed to Children's Social Care and Targeted Early Help

Attendance Management Intensive Support Project

10. In the last report to the Committee, details of the extension to funding, and a change to the model for Attendance Management Intensive Support were explained. The new model broadens the scope of the project across the whole of the Council and will provide more intensive HR support for the most complex performance management cases, which will include the areas of: attendance, probation and capability.
11. The new model of Performance Management Intensive Support, was implemented on 1 September 2020 and will remain under review to ensure the resources are targeted in the most effective way and there is clear evidence that it is having a positive impact on improving performance.

Recommendations

12. The Committee is asked to note the update provided on the County Council's overall position on sickness absence as at the end of June 2020, particularly the update on the new Performance Management Intensive Support Project.

Background papers

13. Report to the Employment Committee 6 February 2020 – Attendance Management.
<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=6184&Ver=4>

Circulation under the Local Issues Alert Procedure

14. None.

Equality and Human Rights Implications

15. There are no equalities and human rights implications arising directly from this report.

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