



## EMPLOYMENT COMMITTEE – 2 FEBRUARY 2023

### ATTENDANCE MANAGEMENT

#### REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

##### Purpose

1. The purpose of this report is to update the Employment Committee on the Council's overall position on sickness absence, as at the end of September 2022 (Quarter 2, 2022/23).

##### Policy Framework and Previous Decisions

2. The Attendance Management Policy supports this report. No changes to this policy are proposed.

##### Background

3. On 17 November 2022, the Committee considered the Council's absence position as at the end of June 2022 (Quarter 1 2022/23).

##### Sickness absence – current position

4. The table below details the end of year sickness absence levels of the previous six years, and Quarter 2 2022/23.

	16/17	17/18	18/19	19/20	20/21	21/22	22/23 Q1 Jun 22	22/23 Q2 Sept 22	Total FTE days lost 01/10/21– 30/09/22	Total cost of absence 01/10/21 – 31/09/22
Chief Executive's	6.03	6.38	7.60	5.38	4.41	3.13	3.76	3.66	930.91	£133k
Environment & Transport	9.68	10.09	9.16	8.88	7.04	8.34	9.73	9.70	8015.02	£765k
Children & Family Services	10.05	10.25	10.55	11.12	7.94	10.44	11.23	10.77	12,332.01	£1,619k
Corporate Resources	7.94	8.12	7.39	9.39	5.54	9.92	9.74	9.66	12,257.40	£1127k
Adults & Communities	12.57	11.26	10.02	11.74	10.18	8.24	9.33	9.34	1149.62	£1,214k
Public Health	7.43	6.49	8.57	7.12	5.08	5.65	6.19	7.20	12,332.01	£121k
<b>LCC total</b>	<b>10.01</b>	<b>9.73</b>	<b>9.18</b>	<b>10.08</b>	<b>7.51</b>	<b>8.87</b>	<b>9.55</b>	<b>9.45</b>	<b>45,471.43</b>	<b>£4,979k</b>
ESPO	9.75	11.70	9.55	7.20	6.80	8.64	9.36	9.88	3,002.89	£266k

EMSS	9.27	7.42	7.54	9.69	9.26	9.10	8.31	7.94	1,079.09	£105k
------	------	------	------	------	------	------	------	------	----------	-------

6. At the end of quarter Q 2022/23 the Chief Executive's and Public Health departments are below the corporate target of 7.5 days per FTE.
7. The County Council overall total is at 9.45 FTE days lost.
8. Attendance management activity is still required across departments to achieve and maintain the corporate target of 7.5 days per FTE.

### **Reasons for sickness absence**

9. Displayed in order of highest percentage of time lost, the table below details the top ten reasons for absence, plus the 'not disclosed' category.

Percentage of FTE days lost 12 months cumulative	2020/21 Mar 2021 Q4	2021/22 Jun 2021 Q1	2021/22 Sept 2021 Q2	2021/22 Dec 2021 Q3	2021/22 Mar 2022 Q4	2022/23 Jun 2022 Q1	2022/23 Sept 2022 Q2
Stress/depression, mental health	30.4%	27.6%	30.1%	30.3%	28.4%	26.7%	27.3%
Covid-19	11.5%	9.7%	9.0%	11.4%	14.7%	16.8%	16.7%
Other musculo-skeletal	11.5%	11.7%	11.0%	9.2%	8.8%	8.5%	8.5%
Gastro-stomach, digestion	4.8%	5.9%	5.6%	5.5%	6.1%	5.8%	5.9%
Cough/cold/flu	3.0%	4.7%	4.0%	5.0%	5.0%	4.9%	4.8%
Neurological	5.2%	5.4%	6.4%	5.1%	4.6%	4.2%	4.2%
Cancer	8.5%	3.4%	4.8%	4.8%	4.7%	4.2%	4.1%
Eye, ear, nose & mouth/dental & throat	3.5%	2.9%	3.0%	3.8%	4.3%	4.0%	4.0%
Back and neck	5.1%	4.6%	4.4%	4.2%	4.1%	3.9%	3.9%
Viral infection, not cough/cold/flu	4.3%	5.2%	3.5%	2.9%	2.2%	2.4%	2.4%
<i>Not disclosed</i>	2.8%	6.5%	6.0%	5.8%	5.7%	6.8%	6.2%

10. Stress/depression/mental health has continued to be the highest reason for lost time due to sickness.

**Comparator position**

11. As requested by the Employment Committee on 17 November 2022, the following table provides details of the sickness absence position within comparator upper tier local authorities as of 31 March 2022.

<b>Authority</b>	<b>Days lost per FTE</b>	<b>Top 3 reasons for time lost due to sickness absence (starting from greatest)</b>
Kent	7.39	Mental health Musculo-skeletal Covid 19
Somerset	7.97	Anxiety stress psy Other causes Covid 29
South Yorkshire	8.35	Stress, depression, anxiety related Other Musculo-skeletal problems Infections
Warwickshire	8.61	Stress and mental health Musculoskeletal Coronavirus
Lincolnshire	8.74	Pandemic diagnosed Cold/flu symptoms Stomach/liver/kidney/digestion& gastro
Walsall	8.78	Stress, depression, mental health Musculo-skeletal Coronavirus
Central Bedfordshire	8.8	Anxiety/Stress/depression/MH Covid 19 Injury, fracture
Buckinghamshire	9.27	Covid 19 Other Musculo-skeletal Stress
<b>Leicestershire</b>	<b>9.91</b>	<b>Stress/mental health/depression</b> <b>Covid related</b> <b>Musculo skeletal</b>
Devon	11.98	Covid 19 Cough/cold/flu Gastrointestinal/stomach
Cumbria	15.3	Covid 19 Stress non-work related Mental health (excludes stress)

**Long and Short-term absence split**

12. The table below details the number of FTE days lost due to absence and the percentage split of FTE days lost as at the end of September 2022.

<p><b>2022/23 as at end of Sept 2022</b></p> <p><b>12 months cumulative</b></p>
---

2022/23 as at end of Sept 2022						
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	508.65	54.64%	40	422.26	45.36%	144
Environment and Transport	4,378.13	54.62%	169	3,636.89	45.38%	999
Children and Family Services	8,099.36	65.68%	152	4,232.65	34.32%	976
Corporate Resources	7,351.35	59.97%	323	4,906.05	40.03%	1713
Adults and Communities	6,471.16	60.27%	754	4,265.32	39.73%	982
Public Health	725.66	60.49%	20	473.95	39.51%	117

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

### Service level data

13. The table below provides details of the days lost per FTE at the end of the last six years and at the end of September (Quarter 2 2022/23) for service areas, by department.

Department	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2022/23
Days per FTE	Year end	Year end	Year end	Year end	Year end	Q1	Q2
12 months cumulative	(Mar 18)	(Mar 19)	(Mar 20)	(Mar 21)	(Mar 22)	(Jun 22)	(Sept 22)
Chief Executive's	6.38	7.6	5.38	4.41	3.13	3.76	3.66
Planning and Historic and Natural Environment	4.04	14.92	9.57	0.79	0.71	1.01	1.47
Regulatory Services	4.87	6.2	7.24	6.30	6.74	9.00	8.88
Strategy and Business Intelligence	8.04	6.93	4.26	3.86	1.87	1.73	1.41
Democratic Services	8.91	14.81	6.70	1.07	2.67	2.69	2.45
Legal Services	4.02	5.48	3.63	5.82	3.05	3.83	3.83
Environment and Transport	10.09	9.16	8.88	7.04	8.34	9.73	9.70

<b>Department</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2022/23</b>
<b>Days per FTE</b>	<b>Year end</b>	<b>Year end</b>	<b>Year end</b>	<b>Year end</b>	<b>Year end</b>	<b>Q1</b>	<b>Q2</b>
<b>12 months cumulative</b>	<b>(Mar 18)</b>	<b>(Mar 19)</b>	<b>(Mar 20)</b>	<b>(Mar 21)</b>	<b>(Mar 22)</b>	<b>(Jun 22)</b>	<b>(Sept 22)</b>
Highways and Transport	10.62	8.96	9.30	3.99	9.40	12.21	12.02
Environment and Waste Management	7.98	10.07	12.65	7.68	7.54	6.70	6.76
<b>Children and Family Services</b>	10.25	10.55	11.12	7.95	10.44	11.23	10.77
Education and SEND	9.28	8.42	11.55	7.57	12.24	11.47	9.85
Children's Social Care & Targeted Early Help	11.62	14.18	10.54	9.15	10.11	12.02	11.70
<b>Corporate Resources</b>	8.12	7.41	9.39	5.45	9.92	9.74	9.66
Finance, Strategic Property & Commissioning	4.25	6.63	9.67	2.88	3.99	4.19	3.96
Corporate Services	5.88	4.18	4.84	4.07	7.83	5.96	5.22
IT, Comms & Digital, Commercial and Customer Services	10.04	8.91	11.14	6.77	11.69	12.02	12.15
<b>Adults and Communities</b>	11.26	10.02	11.74	10.18	8.24	9.33	9.34
East care pathway	11.06	9.51	11.32	9.59	9.68	n/a	n/a
West care pathway	13.16	12.01	12.84	9.45	11.36	n/a	n/a
Operational commissioning	n/a	n/a	n/a	n/a	n/a	1.13*	4.90
Integration, access & prevention	n/a	n/a	n/a	n/a	n/a	2.05*	4.87
Commissioning and Quality	8.01	8.02	7.46	4.66	11.90	20.48	18.02
Promoting Independence	15.11	13.26	11.88	11.91	6.11	6.77	5.28
Personal Care and Support	11.99	13.86	18.10	21.15	7.07	7.15	7.86
Communities and Wellbeing	7.98	6.97	8.73	4.65	5.38	5.38	5.70

Department	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2022/23
Days per FTE	Year end	Year end	Year end	Year end	Year end	Q1	Q2
12 months cumulative	(Mar 18)	(Mar 19)	(Mar 20)	(Mar 21)	(Mar 22)	(Jun 22)	(Sept 22)
Public Health	6.49	8.57	7.12	5.80	5.65	6.19	7.12

\*Due to changes in the Oracle team structure following structural changes in A&C the 12-month FTE figure will appear low until the new structure has been reported on for 12 months.

### **Recommendations**

14. The Committee is asked to note the update provided on the Council's overall position on sickness absence as at the end of September 2022.

### **Background papers**

15. Report to the Employment Committee, 17 November 2022 – Attendance Management:  
<https://politics.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7111&Ver=4>

### **Circulation under the Local Issues Alert Procedure**

16. None.

### **Equality Implications**

17. There are no equality implications arising from the recommendations in this report.

### **Human Rights Implications**

18. There are no human rights implications arising directly from the recommendations within this report.

### **Officer(s) to Contact**

Gordon McFarlane  
 Assistant Director (Corporate Services)  
 Tel: 0116 3056123  
 Email: [gordon.mcfarlane@leics.gov.uk](mailto:gordon.mcfarlane@leics.gov.uk)

Andrea Denham  
 HR/OD Business Partner  
 Tel: 0116 3055261  
 Email: [andrea.denham@leics.gov.uk](mailto:andrea.denham@leics.gov.uk)