



EMPLOYMENT COMMITTEE – 26 SEPTEMBER 2024

ATTENDANCE MANAGEMENT

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

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 June 2024 (quarter 1, 2024/25).

Policy Framework and Previous Decisions

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

Background

3. On 23 May 2024, the Committee considered the Council's absence position as at the end of March 2024 (quarter 4 2023/24).

Sickness absence – current position

4. The table below details the end of year sickness absence levels of the previous 4 years, and quarter 1, 2024/25.

	20/21	21/22	22/23	23/24	24/25 Q1 Jun 24	Total FTE days lost 01/07/23– 30/06/24	Total cost of absence 01/07/23 – 30/06/24
Chief Executive's	4.41	3.13	4.14	5.91	5.57	1,427.89	£229k
Environment & Transport	7.04	8.34	11.44	10.21	9.17	7,834.77	£883k
Children & Family Services	7.94	10.44	10.14	8.91	8.19	10,212.95	£1,441k
Corporate Resources	5.54	9.92	8.84	9.57	8.38	9,551.85	£1,062k
Adults & Communities	10.18	8.24	8.84	10.06	10.31	12,355.80	£1,538k
Public Health	5.08	5.65	5.58	4.64	4.64	771.32	£101
LCC total	7.51	8.87	9.27	9.27	8.67	42,154.58	£5,250k

ESPO	6.80	8.64	8.28	7.87	8.18	2,647.29	£288k
EMSS	9.26	9.10	6.26	6.86	5.53	586.59	£65k

5. At the end of quarter 1 2024/25 the Chief Executive's and Public Health departments are below the corporate target of 7.5 days per FTE. Children & Family Services, Corporate Resources, Environment & Transport, the Chief Executive's department and EMSS, have all made improvements since the end of quarter 4, 2023/24.
6. The County Council total is at 8.67 FTE days lost per FTE, an improvement from quarter 4 2023/24 of 0.60 FTE days per FTE.
7. 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

8. Displayed in order of highest percentage of time lost, the table below details the main reasons for absence; plus the not disclosed category.

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	28.4%	26.8%	27.8%	28.5%	30.0%	31.4%	28.7%
Other musculo-skeletal	8.8%	12.4%	12.9%	12.8%	13.1%	13.2%	14.0%
Combined covid-19 & cough/cold & flu	19.7%	17.3%	15.5%	13.4%	11.9%	11.5%	12.3%
Gastro-stomach, digestion	6.1%	6.1%	6.7%	7.4%	6.9%	6.2%	6.1%
Chest & respiratory	3.3%	6.0%	5.3%	5.4%	4.9%	4.6%	4.8%
Back and neck	4.1%	3.8%	3.8%	3.6%	4.3%	4.4%	4.3%
Neurological	4.6%	4.4%	4.4%	4.0%	4.3%	4.3%	4.3%
Cancer	4.7%	4.3%	5.2%	5.4%	5.2%	4.7%	4.2%
Eye, ear, nose & mouth/dental & throat	4.3%	2.8%	2.9%	3.3%	3.6%	3.4%	3.2%
<i>Not disclosed</i>	5.7%	5.8%	5.0%	4.4%	3.0%	3.7%	4.0%

9. The table shows that the levels of mental health/stress/depression related sickness absence has improved from quarter 4, 2023/24 to quarter 1 2024/25, however this remains the highest reason for lost time due to sickness absence.
10. The tables below show the percentage of top 3 reason for sickness absence by department for the 12-month periods ending quarter 1 2024/25, quarters 1, 2, 3 and 4 2023/24 and the 12 month periods at the end of years 2022/23 and 2021/22.

Chief Executive's department

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	19.92%	20.61%	18.44%	19.54%	22.0%	27.77%	29.81%
Other musculo-skeletal	20.40%	21.45%	26.14%	25.82%	20.5%	13.22%	7.73%
Combined covid-19 & cough/cold & flu	32.52%	25.51%	22.3%	16.48%	13.8%	11.72%	14.03%

Environment & Transport

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	20.48%	21.04%	19.63%	23.54%	26.9%	30.50%	25.83%
Other musculo-skeletal	14.38%	17.23%	18.10%	16.86%	18.7%	17.06%	19.00%
Combined covid-19 & cough/cold & flu	23.74%	16.55%	15.26%	13.54%	11.8%	12.22%	11.78%

Children & Families Services

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	39.73%	35.78%	41.25%	42.42%	43.6%	40.43%	37.68%
Other musculo-skeletal	5.64%	9.16%	8.20%	7.63%	8.0%	8.94%	10.66%
Combined covid-19 & cough/cold & flu	17.78%	15.68%	12.26%	10.99%	9.2%	9.36%	10.55%

Corporate Resources

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	18.58%	16.23%	17.41%	21.13%	23.46%	18.59%	19.16%
Other musculo-skeletal	11.09%	15.36%	16.67%	17.11%	16.25%	16.07%	15.02%
Combined covid-19 & cough/cold & flu	18.82%	14.70%	13.07%	11.21%	10.77%	10.35%	10.19%

Adults & Communities

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	33.52%	32.89%	30.49%	27.03%	26.54%	28.55%	30.34%
Other musculo-skeletal	6.63%	7.91%	8.38%	8.05%	9.37%	10.30%	10.61%
Combined covid-19 & cough/cold & flu	19.87%	21.63%	21.21%	17.63%	22.14%	13.30%	13.21%

Public Health

Percentage of FTE days lost 12 months cumulative	2021/22 Mar 2022 Q4	2022/23 Mar 2023 Q4	2023/24 Jun 2023 Q1	2023/24 Sept 2023 Q2	2023/24 Dec 2023 Q3	2023/24 Mar 2024 Q4	2024/25 Jun 2024 Q1
Stress/depression, mental health	26.50%	30.03%	32.86%	32.88%	31.89%	12.05%	12.53%
Other musculo-skeletal	3.72%	10.06%	14.31%	17.06%	16.62%	32.82%	24.66%
Combined covid-19 & cough/cold & flu	21.07%	18.40%	16.54%	17.52%	19.85%	18.46%	22.97%

11. The key observation for quarter 1 2024/25 is the improvement in the percentage of mental health absence in Children & Families and Environment & Transport departments.

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 June 2024.

2024/25 as at end of June 2024 (quarter 1)						
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	938.79	65.75%	26	489.10	34.25%	156
Environment and Transport	5037.15	64.29%	138	2797.62	35.71%	800
Children and Family Services	7301.51	71.49%	203	2911.44	28.51%	759
Public Health	343.35	44.51%	13	427.97	55.49%	121
Corporate Resources	6316.52	66.13%	195	3235.33	33.87%	1430
Adults and Communities	8041.17	65.08%	271	4314.63	34.92%	1170

Note: Long term is categorised as over 4 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 3 years and at the end of quarters 1, 2, 3 and 4 2023/24 and quarter 1 2024/25, for service areas by department.

Department	2020/21	2021/22	2022/23	2023/24	2023/24	2023/24	2023/24	2024/25
Days per FTE	Year end	Year end	Year end	Q1	Q2	Q3	Q4	Q1
12 months cumulative	(Mar 21)	(Mar 22)	(Mar 23)	(Jun 23)	(Sept 23)	(Dec 23)	(Mar 24)	(Jun 24)
Chief Executive's	4.41	3.13	4.14	4.41	6.05	5.90	5.91	5.57
Planning and Historic and Natural Environment	0.79	0.71	3.52	4.19	10.96	8.35	5.43	5.22
Regulatory Services	6.30	6.74	9.40	8.43	11.13	11.38	9.98	8.97
Strategy and Business Intelligence	3.86	1.87	3.47	3.95	5.08	4.95	6.91	6.84
Democratic Services	1.07	2.67	1.43	4.24	4.96	4.90	2.40	2.96

Department	2020/21	2021/22	2022/23	2023/24	2023/24	2023/24	2023/24	2024/25
Days per FTE	Year end	Year end	Year end	Q1	Q2	Q3	Q4	Q1
12 months cumulative	(Mar 21)	(Mar 22)	(Mar 23)	(Jun 23)	(Sept 23)	(Dec 23)	(Mar 24)	(Jun 24)
Legal Services	5.82	3.05	1.34	1.49	1.57	1.62	1.86	1.29
Environment and Transport	7.04	8.34	11.44	11.31	11.51	10.80	10.21	9.17
Highways and Transport	3.99	9.40	15.01	14.93	14.12	13.37	12.95	11.90
Environment and Waste Management	7.68	7.54	9.26	9.11	11.82	11.48	10.46	8.07
Development and Growth	n/a	n/a	5.49	5.32	5.70	5.20	4.65	4.55
Children and Family Services	7.95	10.44	10.14	10.01	9.88	9.31	8.91	8.19
Education and SEND	7.57	12.24	8.40	7.71	8.94	9.24	7.44	5.94
Children's Social Care & Targeted Early Help	9.15	10.11	10.52	10.31	10.14	9.90	10.00	9.16
Corporate Resources	5.45	9.92	8.84	8.64	10.50	10.72	9.57	8.38
Finance, Strategic Property & Commissioning	2.88	3.99	3.37	3.16	3.58	3.85	3.55	3.78
Corporate Services	4.07	7.83	5.07	5.55	7.48	6.64	7.39	6.23
IT, Comms & Digital, Commercial and Customer Services	6.77	11.69	11.31	11.02	13.44	13.95	13.83	11.95
Adults and Communities	10.18	8.24	8.84	8.61	9.27	9.53	10.06	10.31
Operational commissioning	n/a	n/a	9.74	11.31	11.13	11.67	11.06	10.87
Integration, access & prevention	n/a	n/a	10.27	8.11	7.66	7.78	11.21	12.82
Commissioning and Quality	4.66	11.90	10.83	6.11	6.12	5.57	10.22	10.58
Personal Care and Support	21.15	7.07	6.28	4.99	7.18	7.08	12.11	10.60
Communities and Wellbeing	4.65	5.38	5.41	5.16	5.57	5.73	6.25	6.24
Public Health	5.80	5.65	5.58	5.85	5.38	4.83	4.64	4.64

2023/24 Comparisons

14. As requested by the Employment Committee, the table below provides details of other Council 2034/34 end of year absence positions. Leicestershire County Council is highlighted in bold within the table.

FTE per FTE	Main reasons for lost time
7.32	Stress Anxiety Post surgery recovery
8.24	Mental Health – 21% Musculoskeletal – 19% Stress (not mental health) – 9%.
8.50	Stress/depression 34.06% Musculo skeletal 16.20% Infections 14.77%
8.90	Anxiety/stress/depression/other psychiatric illnesses 25.31% Musculoskeletal 18.35% Cold, Cough, Flu - Influenza 8.11%
9.27	Stress, mental health, depression 31.4% Musculo skeletal 13.2% Cough/cold/flu/covid-19 11.5%
9.84	Stress/mental health 35.05% Musculo skeletal 13.71% Other 13.49%
10.20	Stress, mental health, depression 31.4% Psychological/Mental Health – 34.46% Cough / cold - 8.06% Surgery – 8.02%
10.84	Psychological disorders 32.6% Musculo-skeletal disorder 18.9% Respiratory condition 11.7%
11.14	Stress/depression 27.28% Other 13.51% Op/Post Op recovery 12.32%
12.08	Stress/anxiety 21.37% Musculoskeletal 16.70% Operations post operative recovery & other hospital treatments 8%
14.55	Stress/Depression/Mental Health Musculo Skeletal Chest and Respiratory

Recommendations

15. The Committee is asked to note the update provided on the Council's overall position on sickness absence as at the end of June 2024.

Background Papers

16. Report to the Employment Committee 23 May 2024 – Attendance Management
<https://democracy.leics.gov.uk/documents/s182901/Attendance%20Management%20-%20Employment%20Committee%20-%202023%20May%202024.pdf>

Circulation under the Local Issues Alert Procedure

17. None

Equality Implications/Other Impact Assessments

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

Human Right Implications

19. There are no human rights implications arising from the recommendations in this report.

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