

EMPLOYMENT COMMITTEE – 18 OCTOBER 2012

MANAGING ATTENDANCE UPDATE – Q1

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 overall County Council and departmental performance in relation to sickness absence for the period 1 April to 30 June 2012 (Q1).

Key Issues

2. The overall absence figure (number of days of absence per FTE) for the County Council in 2011/12 was 7.46 days. The proposed absence target for 2012/13 is 7.5 days per fte.
3. CMT has previously funded an additional resource to work with managers within all of the departments to improve attendance and achieve a reduction in sickness absence levels. This project has now ceased.

Absence data

4. The table below shows the out turn figures for 2010/11 and 2011/12. It also shows the Q1 (April – June) projected out turn figure for 2012/13.

Department	2010/11 Out turn	2011/12 Out turn	April – Jun 2012 (Q1)
Chief Executive's	5.75	5.09	5.38
E&T	7.16	7.37	6.00
CYPS	7.57	7.20	10.44
Corporate Resources	7.52	6.24	6.29
Adults and Communities	10.25	10.61	12.10
Total	7.85	7.46	8.72
ESPO	Not known	10.41	7.32

5. Due to the number of school conversions to academies, schools data is no longer included in the above table.

6. By including ESPO absence data the projected out turn figure would be 9.19 per fte.
7. Absence has therefore risen during the first quarter of 2012/13. If for the first time this trend continues, the Council will exceed 8 days lost per employee since 2008.
8. HR Business Partners are identifying where absence levels have increased within their departments and will progress this with Departmental Management Teams.

Reasons for Absence

9. The table below shows the reasons recorded for absence for the 2010/11 and 2011/12 out turns and Q1 (April – June 2012). The percentage split in terms of the reasons for absence has fluctuated. Stress/depression, mental health and fatigue continues to increase along with back and neck problems and other musculo-skeletal problems, however the percentage of absences for which the reason is 'not known' is reducing.

Reason for Absence	2010/11	2011/12	April – Jun 2012 (Q1)
	%	%	%
Back and Neck Problems	3.67	4.89	6.46
Other Musculo-Skeletal Problems	6.16	8.27	9.70
Stress/depression, Mental Health and Fatigue	5.76	8.73	9.58
Viral Infection	22.41	21.38	17.76
Neurological	3.94	4.48	5.57
GenitoUrinary/Gynaecological	3.03	2.74	2.85
Pregnancy Related	1.20	1.57	3.01
Stomach, Liver, Kidney, Digestion	12.60	15.65	14.39
Heart, Blood Pressure, Circulation	0.78	1.26	1.20
Chest, Respiratory	2.80	2.75	3.01
Eye, Ear, Nose & Mouth/Dental	3.56	3.86	3.17
Other	10.23	8.32	9.62
Not Known	26.22	16.10	13.67

10. The table below details the departmental percentage of employee's sickness absence in Q1 (April – June 2012) for which the reason for absence is not known. The table shows the out turn position for both 2010/11 and 2011/12.

Department	2010/11 Out turn %	2011/12 Out turn %	April - Jun 2012 %
Chief Executive's	8.48	6.70	7.07
E & T	14.70	12.50	7.04
CYPS	15.81	22.94	21.29
Resources	13.67	18.57	17.33
Adult and Communities	9.42	14.10	10.71

Conclusion

11. Absence levels remain high in relation to stress/depression; mental health and fatigue compared with the out turn position for 2010/11.

12. The absence levels for CYPS and Adults and Communities have increased due to the number of long term absences

Recommendation

The Employment Committee is asked to note the performance of sickness absence levels across the Council for April to June (Q1) of 8.72 days per fte.

Background Papers

None.

Circulation under the Local Issues Alert Procedure

None

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Equal Opportunities Implications

None.