



**EMPLOYMENT COMMITTEE - 12 MARCH 2014**

**MANAGING ATTENDANCE**

**REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

**Purpose of Report**

1. The purpose of this report is to provide Employment Committee with an update on the overall County Council and departmental performance in relation to sickness absence for the period 1<sup>st</sup> April to 31<sup>st</sup> December 2013 (Q3).

**Background**

2. The overall absence figure (number of days of absence per FTE (full-time employee)) for the County Council in 2012/13 was 9.22 days per FTE. The projected out turn figure of 2013/14 is 9.15 days per FTE.

**Absence data**

3. The table below shows the out turn figures for 2010/11, 2011/12 and 12/13. It also shows the projected out turn figures for 2013/14, based on Q3 actuals.

<b>Department</b>	<b>2010/11 Out turn</b>	<b>2011/12 Out turn</b>	<b>2012/13 Out turn</b>	<b>2013/14 Projected Out turn</b>
Chief Executive's	5.75	5.09	6.47	6.70
E&T	7.16	7.37	8.29	9.73
CYPS	7.57	7.20	8.30	8.97
Corporate Resources	7.52	6.24	8.35	7.34
Public Health	–	–	–	8.47
Adults and Communities	10.25	10.61	11.36	10.92
<b>Total</b>	<b>7.85</b>	<b>7.46</b>	<b>9.22</b>	<b>9.15</b>

4. The full year projected out turn figure of 9.15 days per FTE does not include the ESPO data but it does include Public Health.
5. The Corporate and departmental data has been verified by both the FAIT reporting team and Audit.

### **Reasons for Absence**

6. The table below shows the reasons recorded for absence for the 2010/11, 2011/12 and 2012/13 out turn positions. It also shows the Q3 (Apr – Dec 2013) cumulative reasons for absence.
7. The percentage of absences relating to Stress/depression, mental health and fatigue and back and neck problems and other musculo-skeletal problems have remained similar to the out turn position at 2012/13.
8. The percentage of absences for which the reason is 'not known' has decreased but the percentage of absences recorded against 'other' has increased. However overall the percentages of absences recorded against these two categories has reduced by 2.25%.

<b>Reason for Absence</b>	<b>2010/11 %</b>	<b>2011/12 %</b>	<b>2012/13 %</b>	<b>2013/14 Q3 %</b>
Back and Neck Problems	3.67	4.89	5.12	4.95
Other Musculo-Skeletal Problems	6.16	8.27	6.14	6.62
Stress/depression, Mental Health and Fatigue	5.76	8.73	5.52	5.33
Viral Infection	22.41	21.38	26.87	23.99
Neurological	3.94	4.48	5.03	6.17
GenitoUrinary/Gynaecological	3.03	2.74	2.22	2.93
Pregnancy Related	1.20	1.57	1.32	1.03
Stomach, Liver, Kidney, Digestion	12.60	15.65	17.61	19.10
Heart, Blood Pressure, Circulation	0.78	1.26	0.79	1.00
Chest, Respiratory	2.80	2.75	3.53	4.14
Eye, Ear, Nose & Mouth/Dental	3.56	3.86	3.73	4.89
Other	10.23	8.32	7.33	10.43
Not Known	26.22	16.10	14.80	9.45

### **Conclusion**

11. Absence levels have decreased slightly since the 2012/13 out turn position. Whilst there has been an increase generally across departments, there has been a reduction in sickness absence levels in Corporate Resources and Adults and Communities.

12. Absences related to stress stress/depression; mental health and fatigue have reduced significantly since the 2011/12 out turn position but has remained at a similar level to the 2012/13 out turn position.
13. There has been an improvement in the recording of reasons for absence, resulting in a reduction of those absences recorded as 'not known' and 'other' by 2.25%.

### **Recommendations**

14. The Committee is asked to:
  - (a) Note the performance of sickness absence levels across the Council;
  - (b) Note that a revised absence target of 8 days per FTE for 2014/15 has been agreed by officers, given performance over the last two years (the current target is 7.5 days).

### **Background Papers**

None.

### **Circulation under Local Issues Alert Procedures**

None.

### **Officer to Contact:**

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### **Equal Opportunities Implications**

None.

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