

## **Report to Joint Consultative and Safety Committee**

**Subject:      Sickness Absence: summary of current trends**

**Date:           26 November 2024**

**Author:       Assistant Director- Workforce**

### **1. Purpose of the Report**

This is an information item to inform the Committee of the current levels of sickness absence in the Organisation and to examine trends. Relevant data is shown at Appendix 1 and Appendix 2; officers will present a verbal report on the context of this data.

As part of the introduction of this item, officers will also highlight to the Committee through verbal report, any matters of particular current interest in respect to absence management.

Officers will also ask the Committee if they have any other interests in Staffing data that demonstrates our progress towards an Employer of Choice.

### **2. Recommendation**

The Committee is asked to note this report.

### **3. Summary of key data**

The summary of trends graph in Appendix 1 shows the outturn for absence for the rolling year **August 23 to September 24 is 8.82 days against a target of <= 9 days**. This is the first time in over 6 months that we have met our target.

Cases are being actively managed on a weekly basis through HR, working in partnership with line managers which has contributed to the absence rate falling.

The average sickness rate in the UK varies between 5.7-6.2% over the summer months. Our absences have been tracking between 1.94 – 3.85% from April to September which is positive in comparison.

Service areas with high levels of absence continue to be Parks & Street Care, followed by Transport & Waste. Some absences in these areas are linked to health conditions that require staff to refrain from what is classed as critical safety work, owing to the nature of lifting required, use of equipment and working near busy roads. Suitable alternative work is not always available based on the skills sets needed.

The top 3 reasons for absence over last 3 months (Q2) were:

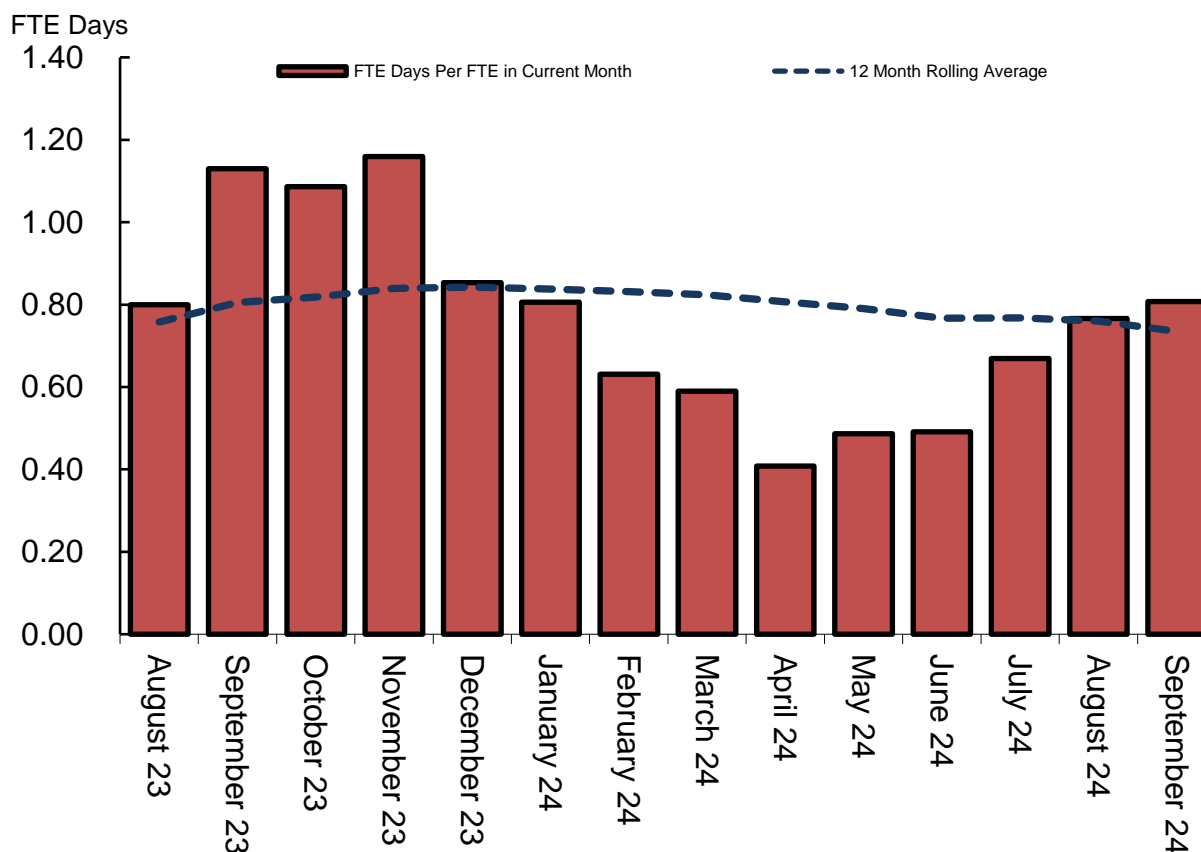
- 1) Depression, Stress or Similar - (266 total days)
- 2) Operation/Post Op - (94 total days)
- 3) Back problem - (87 total days).

Long term sickness absences (20days+) accounted for 56.86% of absences days lost in Q2 and 21.43% of all occurrences.

Staff are encouraged to look after their health with a range of staff benefits, including Occupational Health referrals, discounted gym membership, on line mental health training, 24/7 counselling and talking therapy service for all staff, regular health and wellbeing updates as well as fast-track physiotherapy service.

There is greater scope for improving the absence rate through increasing training for managers and increasing the promotion of our wellbeing activities for staff.

## Summary of trends graph: year to date at September 24



Month	Total Absence %	12 Month Average (%)	Days per FTE in Current Month	Days per FTE 12 Month Average	Days per FTE per Month Average
August 23	3.63	3.48	0.80	9.09	0.76
September 23	5.38	3.68	1.13	9.66	0.81
October 23	4.94	3.71	1.09	9.82	0.82
November 23	5.27	3.81	1.16	10.07	0.84
December 23	4.49	3.86	0.85	10.11	0.84
January 24	3.66	3.87	0.81	10.05	0.84
February 24	3.01	3.83	0.63	9.98	0.83
March 24	2.95	3.84	0.59	9.88	0.82
April 24	1.94	3.73	0.41	9.68	0.81
May 24	2.32	3.66	0.49	9.48	0.79
June 24	2.46	3.60	0.49	9.20	0.77
July 24	2.91	3.58	0.67	9.21	0.77
August 24	3.65	3.58	0.77	9.12	0.76
September 24	3.85	3.45	0.81	8.82	0.74

Days Lost Per FTE Employee by Service Area: Year to September 2024

Service	Section	Fte At Start	Fte At End	Average Fte	No Emps Sick FTE	FTE Days Lost	FTE Days Lost per FTE
Chief Finance Officer	Financial Services	10.73	11.77	11.25	3.62	24.09	2.14
	Housing Benefits	8.18	7.35	7.76	4.93	51.53	6.64
	Revenues	11.78	11.78	11.78	4.00	32.49	2.76
		0.00	1.00	0.50	1.00	2.00	4.00
<b>Service Total:</b>		<b>30.69</b>	<b>31.90</b>	<b>31.29</b>	<b>13.55</b>	<b>110.11</b>	<b>3.52</b>
Deputy Chief Executive	Democratic Services and H&S	10.30	8.70	9.50	5.61	37.97	4.00
	Governance	4.65	6.41	5.53	1.00	2.00	0.36
		0.00	1.00	0.50	0.00		0.00
<b>Service Total:</b>		<b>14.95</b>	<b>16.11</b>	<b>15.53</b>	<b>6.61</b>	<b>39.97</b>	<b>2.57</b>
Directorate of Operations	Assets & Facilities Management	11.01	10.01	10.51	3.88	92.97	8.84
	Community Centres	2.92	2.92	2.92	0.81	0.98	0.34
	Community Relations	3.95	3.95	3.95	0.65	6.49	1.64
	Leisure Services	54.39	55.76	55.08	30.65	600.37	10.90
	Parks and Street Care	42.94	40.94	41.94	27.44	868.64	20.71
	Transport and Waste	59.69	63.86	61.78	34.86	726.19	11.76
		2.00	0.00	1.00	0.00		0.00
<b>Service Total:</b>		<b>176.89</b>	<b>177.45</b>	<b>177.17</b>	<b>98.29</b>	<b>2295.64</b>	<b>12.96</b>
Directorate of Place	Development Services	11.69	13.39	12.54	3.80	67.07	5.35
	Economic Growth and Regeneration	6.54	5.89	6.22	3.00	19.00	3.06
	Housing Needs	11.07	13.07	12.07	6.82	46.78	3.87
	Planning Policy	5.05	5.05	5.05	1.59	2.01	0.40
	Public Protection	28.68	30.11	29.39	9.00	71.21	2.42
		1.00	1.00	1.00	0.00		0.00
<b>Service Total:</b>		<b>64.03</b>	<b>68.52</b>	<b>66.28</b>	<b>24.21</b>	<b>206.08</b>	<b>3.11</b>
Directorate of Transformation	Communications	4.50	4.50	4.50	2.50	4.67	1.04
	Customer Experience Programme	0.00	1.00	0.50	1.00	2.00	4.00
	Customer Services	23.80	24.84	24.32	15.10	252.97	10.40
	HR, Performance and Svs Planning	4.95	4.34	4.65	0.61	12.16	2.62
	Information & Communications Technology	7.59	7.59	7.59	2.00	7.00	0.92
		3.00	1.61	2.30	1.00	15.00	11.50
<b>Service Total:</b>		<b>43.85</b>	<b>43.89</b>	<b>43.87</b>	<b>22.21</b>	<b>293.80</b>	<b>6.85</b>
<b>Grand Total:</b>		<b>330.41</b>	<b>337.87</b>	<b>334.14</b>	<b>164.87</b>	<b>2945.60</b>	<b>8.82</b>

Year to date trend

Days lost 1 month ago	Days lost 2 months ago	Days lost 3 months ago	Days lost 4 months ago	Days lost 5 months ago	Days lost 6 months ago
0.97	0.75	0.89	0.85	1.13	1.47
6.04	5.16				
4.27	5.76	7.85	9.38	10.94	12.22
4.00	4.00				
3.04	2.32	2.07	2.04	2.04	2.04
0.80	0.85	0.94	0.86	1.02	1.13
0.00	0.00				
9.31	10.27	8.61	7.31	7.07	7.11
0.34	1.10	6.00	10.99	16.19	20.90
0.82	1.44	1.03	1.03	1.03	1.03
12.79	13.83	14.14	15.12	15.69	15.58
22.38	22.81	20.51	20.33	19.64	18.97
10.62	9.78	10.17	10.37	10.02	10.06
0.00	0.00				
3.93	2.23	0.50	0.50	0.51	0.54
2.90	2.90	2.87	3.42	3.42	3.56
3.11	2.54				
0.40	0.80	0.89	0.89	0.89	0.57
2.85	2.61	2.61	2.82	3.07	3.38
0.00	0.00				
1.04	1.41	1.41	1.41	1.41	1.41
0.00	0.00				
10.49	9.49	9.34	9.08	10.26	12.00
0.00	0.00	0.22	0.20	0.20	0.20
1.58	4.61	5.40	5.40	5.14	5.00
27.61	45.24				
<b>9.12</b>	<b>9.21</b>	<b>9.20</b>	<b>9.48</b>	<b>9.68</b>	<b>9.88</b>

## Analysis of Short Term and Long Term Absence (20days+) September 2024

Head of Service	Section	Occurrences Long Term	Total No Occurrences Absent	Long Term FTE Days Lost	Total FTE Days Lost	Long Term as % of Days Lost	Long Term as % of Occurrences
Chief Finance Officer	Financial Services	1	1	16.77	16.77	100.00%	100.00%
	Housing Benefits	0	3	0.00	13.44	0.00%	0.00%
Head of Service Total:		1	4	16.77	30.21	55.51%	25.00%
Deputy Chief Executive	Democratic Services and H&S	0	1	0.00	8.88	0.00%	0.00%
Head of Service Total:		0	1	0.00	8.88	0.00%	0.00%
Directorate of Operations	Community Relations	0	1	0.00	3.24	0.00%	0.00%
	Leisure Services	0	14	0.00	44.63	0.00%	0.00%
	Parks and Street Care	2	4	41.09	43.05	95.45%	50.00%
	Transport and Waste	4	9	78.64	104.48	75.27%	44.44%
Head of Service Total:		6	28	119.73	195.39	61.28%	21.43%
Directorate of Place	Development Services	1	1	16.68	16.68	100.00%	100.00%
	Economic Growth and Regeneration	0	1	0.00	0.98	0.00%	0.00%
	Housing Needs	0	3	0.00	8.97	0.00%	0.00%
Head of Service Total:		1	5	16.68	26.63	62.64%	20.00%
Directorate of Transformation	Customer Services	1	3	7.50	9.65	77.72%	33.33%
	HR & Performance	0	1	0.00	11.84	0.00%	0.00%
Head of Service Total:		1	4	7.50	21.49	34.90%	25.00%
<b>Grand Total:</b>		<b>9</b>	<b>42</b>	<b>160.68</b>	<b>282.60</b>	<b>56.86%</b>	<b>21.43%</b>

