

Report to: CORPORATE ISSUES SCRUTINY COMMITTEE

Date: MONDAY 4th FEBRUARY 2008

Report of: ASSISTANT CHIEF EXECUTIVE

Report No: 19

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Tele No: 1221/1217

Report Title: SICKNESS ABSENCE 9 MONTH MONITORING REPORT
1st April 2007 to 31st December 2007

Non Confidential: This report does **not** contain information which warrants its consideration in the absence of the press or members of the public

Purpose: To report and comment on the sickness absence statistics for the first three quarters of 2007/8
To report on the annual trends in sickness absence figures.
To report on the Departmental trends in sickness absence figures.

Recommendations: The Corporate Issues Scrutiny Committee is asked to note the contents of the report.

Decision:

Background Doc(s):

(for use on Exec Rep)

Signed:

Leader / Executive Member

Monitoring Officer

Date:

Summary:

1. Overall sickness absence levels (including Teachers) have reduced in the first, second and third quarters of 2007/8 as compared with the same quarters in 2006/7
2. There has been an increase in quarter 2 to quarter 3 of 0.45 days per FTE in 2007/8 which is not unexpected given this is a peak time for minor illnesses in the onset of winter months.
3. Overall Departmental absence levels are the highest in Adult Services and Environmental Services perhaps related to the fact that absence rates tend to be higher amongst weekly paid employees in these departments.
4. Overall the Council is on track to reach the target level set for 2007/8 of 9.75 days per FTE employee.

1. INTRODUCTION

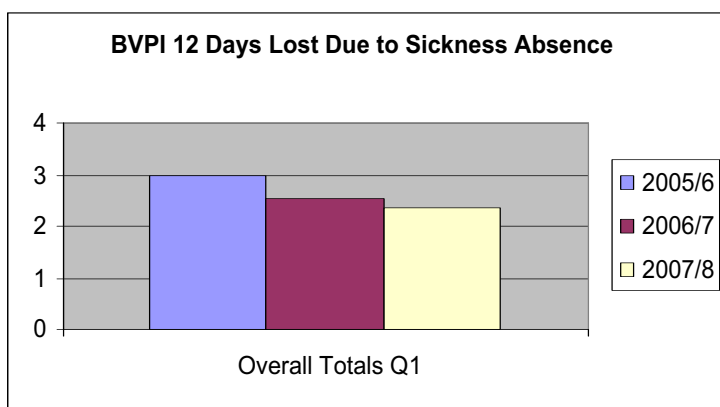
this report is to:

The purpose of

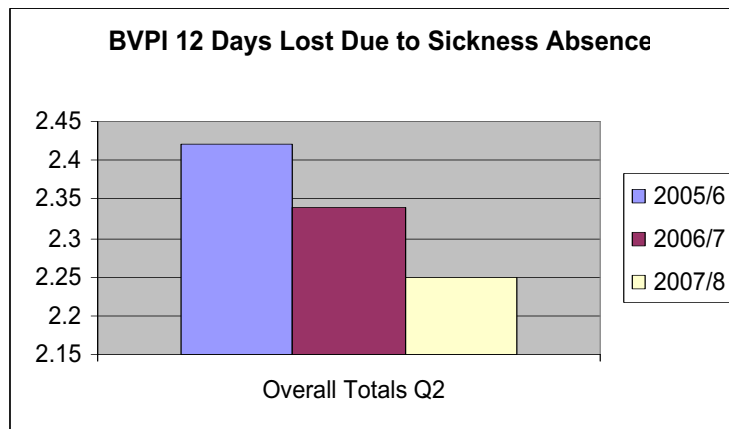
- (i) Report and comment on the sickness absence statistics for the three quarters of 2007/8
- (ii) Report on the annual comparisons of sickness absence
- (iii) Report on the Departmental comparisons of sickness absence

2. OVERALL SICKNESS ABSENCE LEVELS 1st APRIL 2007 TO 30TH SEPTEMBER 2007

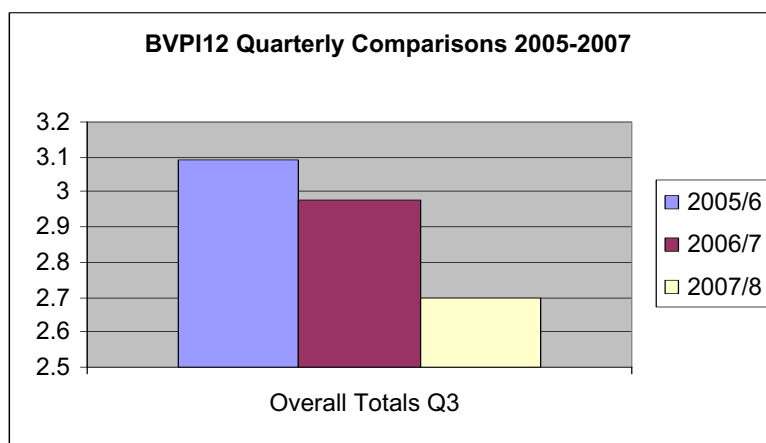
2.1 The BVPI Sickness Absence figures provided by Departments for 2007/8 for the first second and third quarters of 2007/8 compared with the same quarters in 2005/6 and 2006/7 are shown in the charts below.



BVPI 12 Quarterly Comparisons			
	2005/6	2006/7	2007/8
Overall Totals Q1	2.96	2.52	2.35



BVPI 12 Quarterly Comparisons			
	2005/6	2006/7	2007/8
Overall Totals Q2	2.42	2.34	2.25



BVPI 12 Quarterly Comparisons			
	2005/6	2006/7	2007/8
Overall Totals Q3	3.09	2.98	2.7

- 2.2 The increase from quarter 2 to quarter 3 (2007/8) absence levels of 0.45 days per FTE is disappointing but not totally unexpected given the onset of winter months and the increase in minor illnesses such as colds, flu and stomach complaints.
- 2.3 Expressed as a percentage, the overall absence level, including Teachers, is 4.27% for the first quarter, 4.09% for the second quarter and 4.91% for the third quarter.
- 2.4 The figures show that the Council is currently on track to attain the target set for 2007/8 at 9.75 days per FTE employee.

3. DEPARTMENTAL TRENDS

- 3.1 The following tables detail the FTE days lost per quarter due to sickness absence for each Department.

Quarter 1 Figures 2006/7 Days lost per FTE Employee

DEPARTMENT	2005/6	2006/7	2007/8
Adult Services	4.56	3.32	3.61
Chief Executives	1.49	1.77	1.47
Children's Services	2.67	2.21	2.10
Corporate Resources	3.42	2.41	2.73
Development & Regeneration	3.31	2.49	2.6
Environmental Services	3.71	3.36	3.29
Legal & Democratic	2.08	1.31	1.83
Teachers	1.98	1.74	1.51

Quarter 2 Figures 2006/7 Days lost per FTE Employee

DEPARTMENT	2005/6	2006/7	2007/8
Adult Services	4.91	3.70	3.87
Chief Executives	1.08	2.09	1.26
Children's Services	0.57	1.73	1.77
Corporate Resources	3.59	3.05	3.16
Development & Regeneration	10.99	2.54	3.02
Environmental Services	3.38	3.25	3.59
Legal & Democratic	3.02	2.07	2.05
Teachers	0.66	0.98	0.72

Quarter 3 Figures 2006/7 Days lost per FTE Employee

DEPARTMENT	2005/6	2006/7	2007/8
Adult Services	4.92	4.26	3.49
Chief Executives	2.22	2.14	2.74
Children's Services	2.7	2.73	2.56
Corporate Resources	4.14	1.35	3.21
Development & Regeneration	4.56	2.45	2.79
Environmental Services	3.85	3.83	3.44
Legal & Democratic	2.66	0.58	1.61
Teachers	1.71	2.24	1.79

3.2 The figures for the Council for 2007/8 excluding Teachers are 2.61 days per FTE employee in quarter 1, 2.72 days in quarter 2 and 2.99 days per FTE in quarter 3, a slightly upward trend so far over the year. The figures for Teachers show the usual downward trend during the summer months.

3.3 Overall the absence levels are higher in Adult Services and Environmental Services

4. Weekly and Monthly Paid Employees

- 4.1 It should be noted that a large number of former manual worker employees have now moved over to monthly pay. The system used for recording and reporting of sickness absence distinguishes only between the frequency of payroll (weekly and monthly).
- 4.2 In the Departments employing larger numbers of weekly paid (Former Manual Worker) employees the rates of absence tend to be higher amongst this group compared to the absence rates of Monthly paid employees.
- 4.3 The differences in the absence rates can be seen in the tables below;

Monthly Paid			
	2005/6	2006/7	2007/8
Adults Svs Q1	4.12	3.07	3.52
Q2	4.59	3.52	3.75
Q3	4.54	4.29	3.41
Chief Exec Q1	1.51	1.9	1.49
Q2	1.1	2.13	1.27
Q3	2.29	2.15	2.29
Children's Svs Q1	2.91	2.09	2.28
Q2	1.81	1.79	1.92
Q3	2.95	2.92	2.77
Corp Res Q1	3.42	2.51	2.66
Q2	3.59	2.91	3.16
Q3	4.14	1.25	3.21
Dev Regen Q1	3.02	2.45	2.64
Q2	3.1	2.38	3.04
Q3	3.96	2.4	2.83
Environment Q1	2.35	3.05	4.02
Q2	3.44	3.27	4.01
Q3	3.88	4.42	3.59
Legal & Dem Q1	2.06	1.32	1.85
Q2	3.04	2.08	2.05
Q3	2.27	0.58	1.61
Teachers Q1	1.98	1.74	1.51
Q2	0.66	0.98	0.72
Q3	1.71	2.24	1.79

	2005/6	2006/7	2007/8
Adults Svs Q1	5.58	4.79	4.28
Q2	5.67	4.82	4.69
Q3	5.83	4.07	4.05
Chief Exec Q1	0.32	9.74	0
Q2	0.16	0	0
Q3	0.16	1.62	33.61
Children's Svs Q1	1.82	2.22	0.84
Q2	1.01	1.25	0.73
Q3	1.84	1.26	1.05
Corp Res Q1	0	38.5	22
Q2	0	45.5	0
Q3	0	35	0
Dev Regen Q1	7.05	0.4	0.4
Q2	6.54	12.8	0
Q3	12.38	5.2	0.2
Environment Q1	4.09	3.6	2.52
Q2	3.71	3.23	3.15
Q3	3.85	3.27	3.28
Legal & Dem Q1	2.9	0	0
Q2	13.9	0	0
Q3	16.07	0	0
Teachers Q1	0	0	0
Q2	0	0	0
Q3	0	0	0

5. RECOMMENDATION

5.1 The Corporate Issues Scrutiny Committee is asked to note the contents of the Report.