

**North East Derbyshire District Council**

**Organisation Scrutiny Committee**

**19 July 2017**

<b>Sickness Absence Monitoring Information</b>
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**Report of the Assistant Director – Human Resources & Payroll**

This report is public

**Purpose of the Report**

- To provide the Committee with additional analysis in relation to sickness absence for the 2016/17 financial year.

**1 Report Details**

- 1.1 As previously reported, the out-turn figure for the reporting period was 11.35 days per employee. This is a slight reduction on the previous year but significantly higher than our target of 8.5 days per employee.
- 1.2 Whilst the out-turn figure reports 11.35 days per employee, there are obviously employees who do not have any sickness absence. To put this into context, whilst 63% of employees have had some sickness absence, 37% of employees have had no sickness absence.
- 1.3 The out-turn figure equates to 4090.49 days lost to sickness absence.

**Short-term Absence**

- 1.4 Of the days lost to sickness absence, 1621.09 were attributed to short-term absence. This was significantly less than the previous year, when 2484.90 days were attributed to short-term absence.

**Long-term Absence**

- 1.5 Long-term illnesses are those absences that last four weeks or more. For this past financial year, 2469.40 days were attributed to long-term absence, which is significantly higher than the 1798.70 long-term absences days in 2015/16.

**Analysis of 2016/17 Long-term Absence**

- 1.6 The Council has managed 49 long-term cases in the last financial year.

- 1.7 Of these, there were 28 male employees and 21 female employees absent due to long-term illness.
- 1.8 The Service Area with the highest level of long-term sickness absence was Streetscene with 23 employees; followed by Environmental Health with 8 employees and the third highest was Leisure with 5 employees.
- 1.9 In terms of job-roles, 20 employees on long-term sickness absence occupied what are traditionally referred to as manual or craft occupations, 25 were office based employees and 4 employees occupied Leisure roles.
- 1.10 Of the long-term cases, 39 employees were classed as full-time and 10 part-time.
- 1.11 The highest number of long-term absences occurred in the salary bands Grade 4 to Grade 6.
- 1.12 The highest age category for long-term sickness absence was in the 50+ age range. The split was as follows:

Age Range	Male	Female
16-24	0	0
25-39	4	3
40-49	5	8
50+	19	10

- 1.13 The top two reasons for long-term sickness absence were:
- Stress/Depression – 20 cases
  - Surgery-Operations – 8 cases
- 1.14 There was one termination of employment on the grounds of sickness capability, one ill health retirement and one death in service during the last financial year.

## **2 Conclusions and Reasons for Recommendation**

- 2.1 N/A.

## **3 Consultation and Equality Impact**

- 3.1 None specifically in relation to this report, although consultation and equality issues are addressed within the Sickness Absence policy and during the management of any sickness absence monitoring, reviews etc.

## **4 Alternative Options and Reasons for Rejection**

- 4.1 N/A

## **5     Implications**

### **5.1   Finance and Risk Implications**

5.1.1 None specifically with regard to the report. However sickness absence continues to place a financial burden on the Authority each year.

### **5.2   Legal Implications including Data Protection**

5.2.1 None specifically with regard to the report.

### **5.3   Human Resources Implications**

5.3.1 These are covered throughout the report.

## **6     Recommendations**

6.1 That Scrutiny note the information contained within the report.

## **7     Decision Information**

<b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC:</i> <i>Revenue - £75,000</i> <input type="checkbox"/> <i>Capital - £150,000</i> <input type="checkbox"/> <i>NEDDC:</i> <i>Revenue - £100,000</i> <input type="checkbox"/> <i>Capital - £250,000</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Affected</b>	None directly
<b>Links to Corporate Plan priorities or Policy Framework</b>	Providing our customers with excellent service Transforming our Organisation

## 8 Document Information

Appendix No	Title
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
None	
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