

# Resources Overview and Scrutiny Panel

Agenda Item:

**A.3**

Meeting Date: 20/02/14  
 Portfolio: Finance, Governance and Resources  
 Key Decision: No  
 Within Policy and Budget Framework NO  
 Public / Private Public

Title: 2013/14 SICKNESS ABSENCE REPORT - APRIL TO DECEMBER 2013  
 Report of: Chief Executive  
 Report Number: CE 03/14

**Purpose / Summary:**

This report sets out the authority’s sickness absence levels for the period April 2013 to December 2013, 2013/14 benchmarking and other sickness absence related information.

**Recommendations:**

1. Consider and comment on the information on sickness absence provided in the report.

**Tracking**

Executive:	N/A
Overview and Scrutiny:	<b>Resources 20/02/14</b>
Council:	N/A

## 1. BACKGROUND

The Authority experienced an 18% reduction in absenteeism in 2012/13 (year end 9.06 days) compared to the previous year. This was attributed to less stress related absences (the main cause in 2011/12), revised attendance management policies and the introduction of a wider employee assistance programme. HR Officers also worked closely with managers of teams with high absenteeism.

## 2. 2013/14 PERFORMANCE

Appendix 1 starting on page 3 shows the sickness absence levels split by directorate in the first three quarters of the year. Compared to the same period of last year, 2013/14 levels have reduced by approximately 4% to 7.2 days lost per FTE employee. Profiled over a year this equates to a forecast of 8.7 days.

Four out of six directorates have experienced a reduction in sickness absence whilst the percentage of long term sickness has remained fairly static.

Note that from December 2013 employees from the old Community Engagement directorate are included in their new directorates. Because of the small numbers of people involved the Deputy Chief Executive's Team is added in with the Chief Executive's Team for reporting purposes.

The reasons for sickness absence are shown in Table 1 below. The table shows the days lost due to each reason for the sickness absence and is split by directorate. As with 2012/13 *Other musculo-skeletal problems* continues to be the biggest contributor. *Stress, depression, mental health, fatigue syndromes* was the highest in 2011/12.

Table 1

Days lost by reason and directorate	CE & DCE's Teams	CE	ED	Gov	LE	Res	Total
01 Back and neck problems	0	38	13	0	139	7	<b>197</b>
02 Other musculo-skeletal problems	<b>52</b>	<b>194</b>	3	<b>25</b>	<b>549</b>	<b>262</b>	<b>1086</b>
03 Stress, depression, mental health, fatigue syndromes	31	161	<b>86</b>	14	444	84	<b>819</b>
04 Infections (incl. colds and flu)	10	133	24	8	79	54	<b>308</b>
05 Neurological (incl. headaches and migraine)	1	33	6	6	10	16	<b>72</b>
06 Genito-urinary / gynaecological	3	11	3	0	22	7	<b>45</b>
07 Pregnancy related (not maternity leave)	0	4	0	0	0	0	<b>4</b>
08 Stomach, liver, kidney & digestion (incl. gastroenteritis)	16	80	19	7	152	94	<b>369</b>
09 Heart, blood pressure & circulation	0	0	0	0	35	48	<b>82</b>
10 Chest & respiratory (incl. chest infections)	14	153	10	3	3	43	<b>226</b>
11 Ear, eye, nose & mouth / dental (incl. sinusitis)	4	14	4	0	29	11	<b>62</b>
12 Other and No Reason Given	1	45	4	0	144	61	<b>255</b>

For the rolling twelve months to end of December 2013, 97.4% of return to work interviews were completed. This is a slight increase from 97.1% for the previous quarter and 95.5% in 2012/13. See the table below for a breakdown by directorate.

*Table 2*

<b>Directorate</b>	<b>% of RTW conducted</b>
Chief Executive's and Deputy Chief Executive's Teams	94.3
Community Engagement	98.7
Economic Development	100
Governance	100
Local Environment	94.5
Resources	98.9
<b>All Directorates</b>	<b>97.4</b>

North West Employers now produce a benchmark summary of the region's local authorities' sickness absence statistics at the midpoint of the financial year. For the first six months of 2013/14 Carlisle were fifth out of thirteen district councils. This compares favourably to the 2012/13 end of year benchmarking which placed Carlisle fourteenth out of eighteen and 2011/12 when the authority was ranked as the worst performing. Overall, Carlisle is bucking the regional trend of increased sickness absence levels.



## Appendix 1: Sickness Absence Levels 2013/14 (April to December 2013)

### 1. All Directorates

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
CC912	Working days lost due to sickness absence per FTE	9.3	11.1	9.1	7.2	8.7
CC912_num	Number of working days lost due to sickness absence	5910 (FTE)	6200	5372	3693	4481
CC923	Proportion of sickness absence that is long term (over 28 days)	47%	58%	57%	57%	n/a

### 2. Community Engagement

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-30/11/13	Year End Forecast
CE912	Working days lost due to sickness absence per FTE	9.2	14	8.8	5.3	n/a
CE912_num	Number of working days lost due to sickness absence	2132	2700	1785	892	n/a
CE923	Proportion of sickness absence that is long term (over 28 days)		67%	51%	46%	n/a

### 3. Economic Development

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
ED912	Working days lost due to sickness absence per FTE	5.7	4.7	4.3	2.9	3.6
ED912_num	Number of working days lost due to sickness absence	320	206	206	174	211
ED923	Proportion of sickness absence that is long term (over 28 days)		30%	42%	44%	n/a

**4. Governance**

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
GV912	Working days lost due to sickness absence per FTE	5.8	5.1	5.4	3	3.6
GV 912_num	Number of working days lost due to sickness absence	143	108	136	63	76
GV923	Proportion of sickness absence that is long term (over 28 days)		51%	57%	61%	n/a

**5. Local Environment**

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
LE912	Working days lost due to sickness absence per FTE	10.2	11.8	9.7	10.3	12.5
LE912_num	Number of working days lost due to sickness absence	2262	2436	2042	1634	1983
LE923	Proportion of sickness absence that is long term (over 28 days)		58%	59%	67%	n/a

**6. Resources**

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
RS912	Working days lost due to sickness absence per FTE	10.2	8.4	13	6.3	7.6
RS912_num	Number of working days lost due to sickness absence	840	636	1143	778	944
RS923	Proportion of sickness absence that is long term (over 28 days)		43%	67%	50%	n/a

**7. Chief Executive's & Deputy Chief Executive's Teams (DCE Team added from December 2013)**

PI Code	PI Name	2010/11	2011/12	2012/13	01/04/13-31/12/13	Year End Forecast
CT912	Working days lost due to sickness absence per FTE	10.7	6.7	3.3	3.6	4.4
CT912_num	Number of working days lost due to sickness absence	214	114	61	154	187
CT923	Proportion of sickness absence that is long term (over 28 days)		61%	0%	60%	n/a

