

RESOURCES OVERVIEW AND SCRUTINY PANEL

Panel Report

Public

Date of Meeting: 21 February 2013

Title: SICKNESS ABSENCE 2012/13

Report of: Chief Executive

Report reference: CE 03/13

Summary:

This report provides the Panel with an update about the City Council's sickness absence in 2012/13 with end of year predictions. A summary of the level of sickness absence in each directorate is provided along with proportion of return to work interviews that have been completed.

Recommendations:

The Panel is requested to:

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

Contact Officers: Jason Gooding
Gary Oliver

Ext: 7009
7430

1. Background

Last year's 11.1 days lost per full-time equivalent employee (FTE) to sickness absence was the highest experienced by the Authority in 5 years. Carlisle was the worst performing District Council in the North West according to data released by North West Employers. As a consequence, efforts were made to address the increasing levels of absenteeism. A Lean Systems Review of sickness absence was initiated and managers were provided with further support to help reverse the trend. The Lean Systems Review is now coming to a conclusion and full findings and improvements will be communicated over the coming months. This report provides an update to current levels of absenteeism across the Authority.

2. 2012/13 Performance

Table 2 below shows that Carlisle City Council is on course to experience a 10% reduction in sickness absence levels in 2012/13 compared to 2011/12. This can be attributed to five out of six directorates experiencing a drop in absenteeism. The other directorate (Resources) has evidenced reductions in sickness across most absence types except 'other muscular' due to a small number of staff being off on long term sick leave for most of the financial year. This will improve significantly in 2013/14 as staff return to work.

Table 1 shows the proportion of Return to Work (RTW) Interviews that were conducted in the third quarter of the year. This is a significant improvement on the approximate one in five missed in the previous quarters.

3. Notes

Historically, sickness absence figures have been calculated using the Best Value Performance Indicator (BVPI) 12 methodology for continuity and benchmarking purposes. This calculation excluded temporary staff with less than 12 month's service. From this year all employees are included to give a truer picture of the Authority's absenteeism. In effect, this has had a minimal impact on performance levels.

The end of year sickness absence report due at the Panel in June will provide a full breakdown of the reasons for absence and a summary of the improvements that have been made following the Lean Systems Review.

Table 1: RETURN TO WORK INTERVIEWS CONDUCTED

Directorate	% of RTW conducted Apr – Dec 12
Community Engagement	88
Economic Development	93
Governance	100
Local Environment	92
Resources	98
Chief Executive's Team	100
Total	92

Table 2: SICKNESS ABSENCE LEVELS**1. All Directorates**

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
CC912	Working days lost due to sickness absence per FTE (average)	9.3	11.1	7.5	10
CC912_num	Number of working days lost due to sickness absence	5910	6201	3982	5475
CC912b	Working days lost due to sickness absence per FTE (average) (Exc. Revs & Bens Allerdale & Copeland Staff)	-	9.9	6.4	8.1
CC912b_num	Working days lost due to sickness absence (Exc. Revs & Bens Allerdale & Copeland Staff)	-	4910	3339	4446
CC923	Proportion of sickness absence that is long term (over 28 days)	47%	58%	59%	59%
CC923b	Proportion of sickness absence that is long term (over 28 days) (Exc. Revs & Bens Allerdale & Copeland Staff)	-	55%	57%	57%

2. Community Engagement

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
CE912	Working days lost due to sickness absence per FTE (average)	9.2	14	7.2	9.7
CE912_num	Number of working days lost due to sickness absence	2132	2701	1311	1864
CE912b	Working Days Lost Due to Sickness per FTE (average) (Exc. Revs & Bens Allerdale & Copeland Staff)	-	10.8	4.8	6.5
CE912b_num	Working Days Lost Due to Sickness (Exc. Revs & Bens Allerdale & Copeland Staff)	-	1409	668	882
CE923	Proportion of sickness absence that is long term (over 28 days)	-	67%	56%	56%
CE923b	Proportion of sickness absence that is long term (over 28 days) (Exc. Revs & Bens Allerdale & Copeland Staff)	-	62%	46%	46%

3. Economic Development

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
ED912	Working days lost due to sickness absence per FTE (average)	5.7	4.7	3.5	4.5
ED912_num	Number of working days lost due to sickness absence	320	206	159	205
ED923	Proportion of sickness absence that is long term (over 28 days)	-	29%	44%	44%

4. Governance

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
GV912	Working days lost due to sickness absence per FTE (average)	5.8	5.1	2.4	3.2
GV 912_num	Number of working days lost due to sickness absence	143	108	53	71
GV923	Proportion of sickness absence that is long term (over 28 days)	-	51%	0%	0%

5. Local Environment

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
LE912	Working days lost due to sickness absence per FTE (average)	10.2	11.8	7.8	10.6
LE912_num	Number of working days lost due to sickness absence	2262	2436	1506	2102
LE923	Proportion of sickness absence that is long term (over 28 days)	-	58%	60%	60%

6. Resources

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
RS912	Working days lost due to sickness absence per FTE (average)	10.2	8.4	13	15.8
RS912_num	Number of working days lost due to sickness absence	840	636	913	1129
RS923	Proportion of sickness absence that is long term (over 28 days)	-	43%	70%	70%

7. Chief Executive's Team

PI Code	PI Name	2010/11	2011/12	Apr-Dec 12	2012/13
		Value	Value	Value	Forecast
CT912	Working days lost due to sickness absence per FTE (average)	10.7	6.6	2.3	3.1
CT912_num	Number of working days lost due to sickness absence	214	114	42	113
CT923	Proportion of sickness absence that is long term (over 28 days)	-	61%	0%	0%

4. RECOMMENDATIONS

The Panel is requested to:

1. Consider the information on sickness absence provided in the report with a view to reducing the level of absenteeism.