

Public Forum

HR Committee

18th March 2025



Questions	
Number	Name
Q01	Dan Ackroyd

Questions

Q01 – Dan Ackroyd

Question Title: Change in data for Average working days lost

While the decrease in the long-term sickness is to be celebrated, I am confused by the graph provided. I compare the graph "Sickness - Trends" in Agenda item 12 to the similar graph given to this committee at the meeting on 15th February 2024.

The time period Q4 2021/22 to Q4 2023/24 is present on both graphs, but the numbers appear not to be the same. They appear to start the same in this period but then diverge.

What explanation is there, other than possibly me understanding the information presented. Has there been a change in methodology?

The previous graph is recorded here:

https://www.youtube.com/watch?v=S_EKU2-SCwg&t=4860s&ab_channel=Danack&t=3681

Response:

"There has been no change in methodology for the sickness absence data presented. The data exists in a live system, which is subject to constant change. The overall number of Council employees has gradually increased recently, giving a higher denominator. Please also note that when an employee leaves the Council, any sickness absence they had is removed from the calculation, which means in effect that only the sickness absence of those who are currently employed by the Council is included."

