

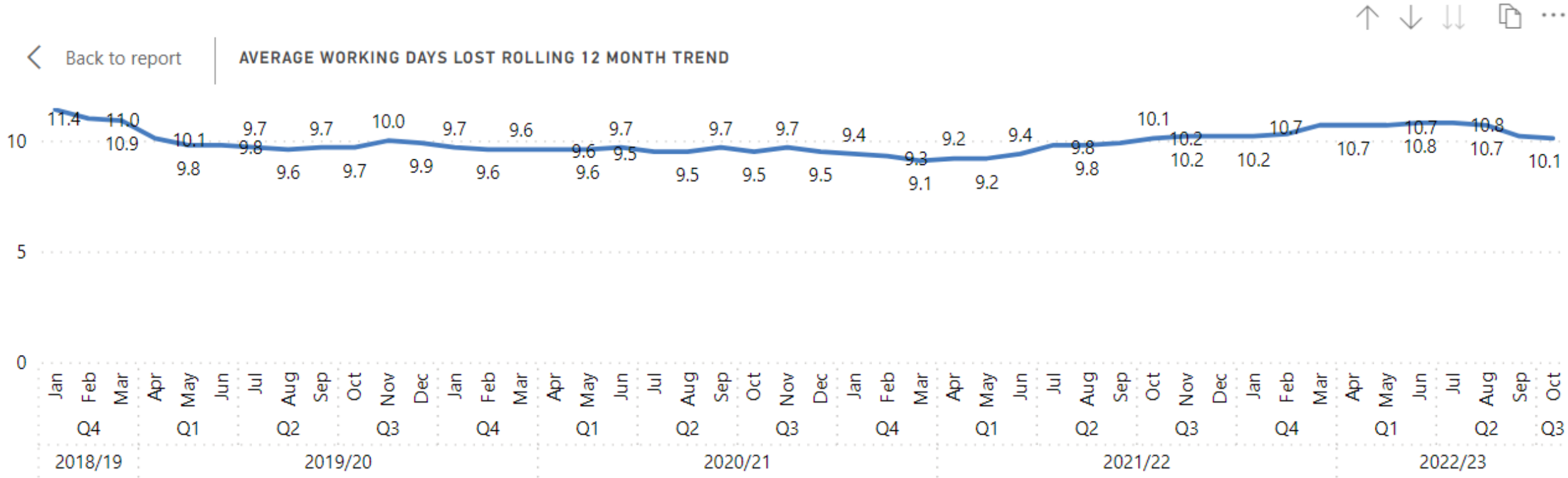


HR Committee

Sickness Absence – Dec 2022



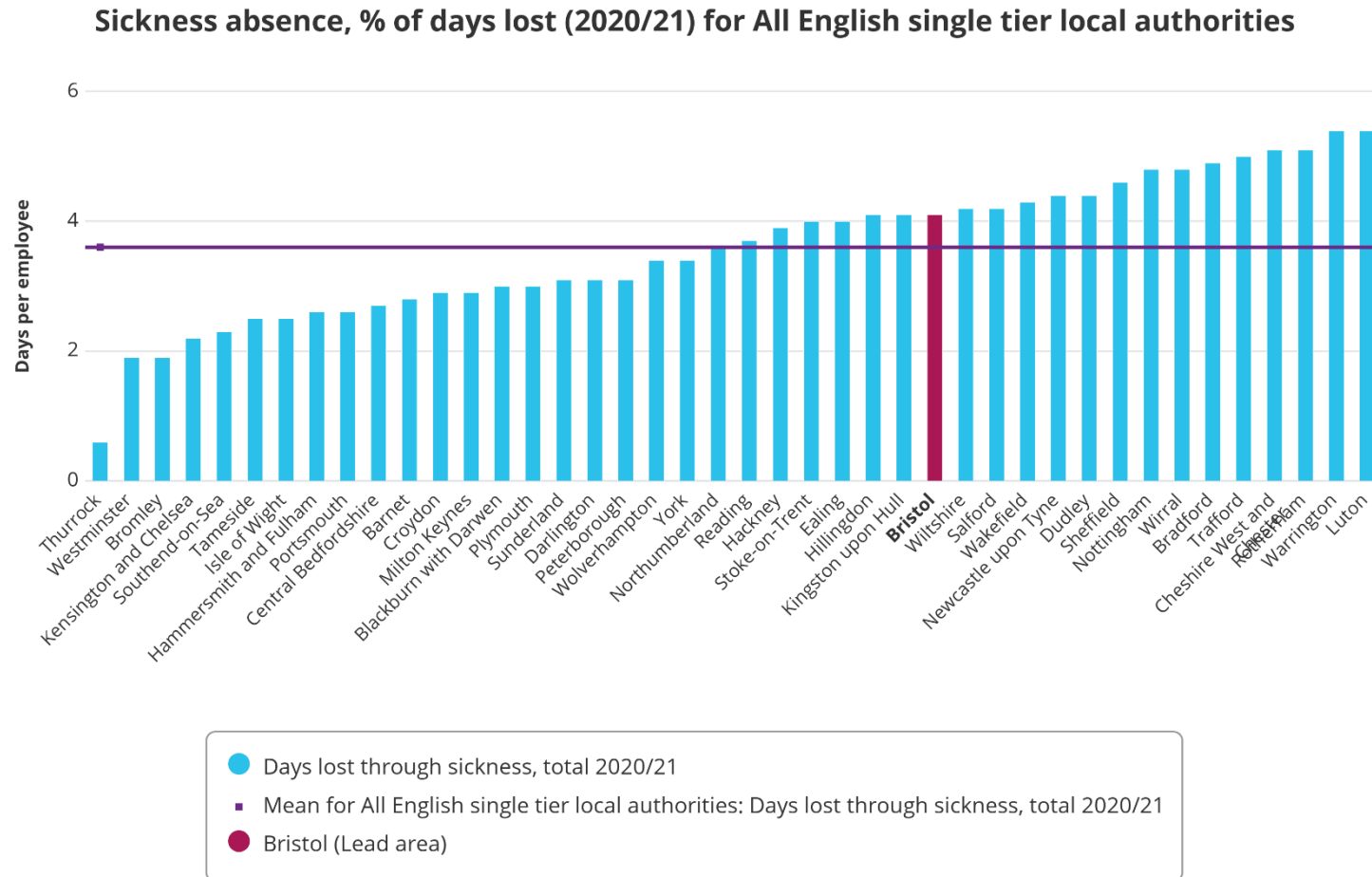
Sickness Trends



Sickness Absence, Sickness Trend

- Average working days lost during the period 1st November 2021 – 31th October 2022 in the council was 10.1.
- This was 2.1 days more than the council target of 8. During this period 3850 employees had sickness absence this is 59.9% of the workforce, that means 40.5% of the workforce have not taken any sickness absence in the last 12 months.

Benchmarking



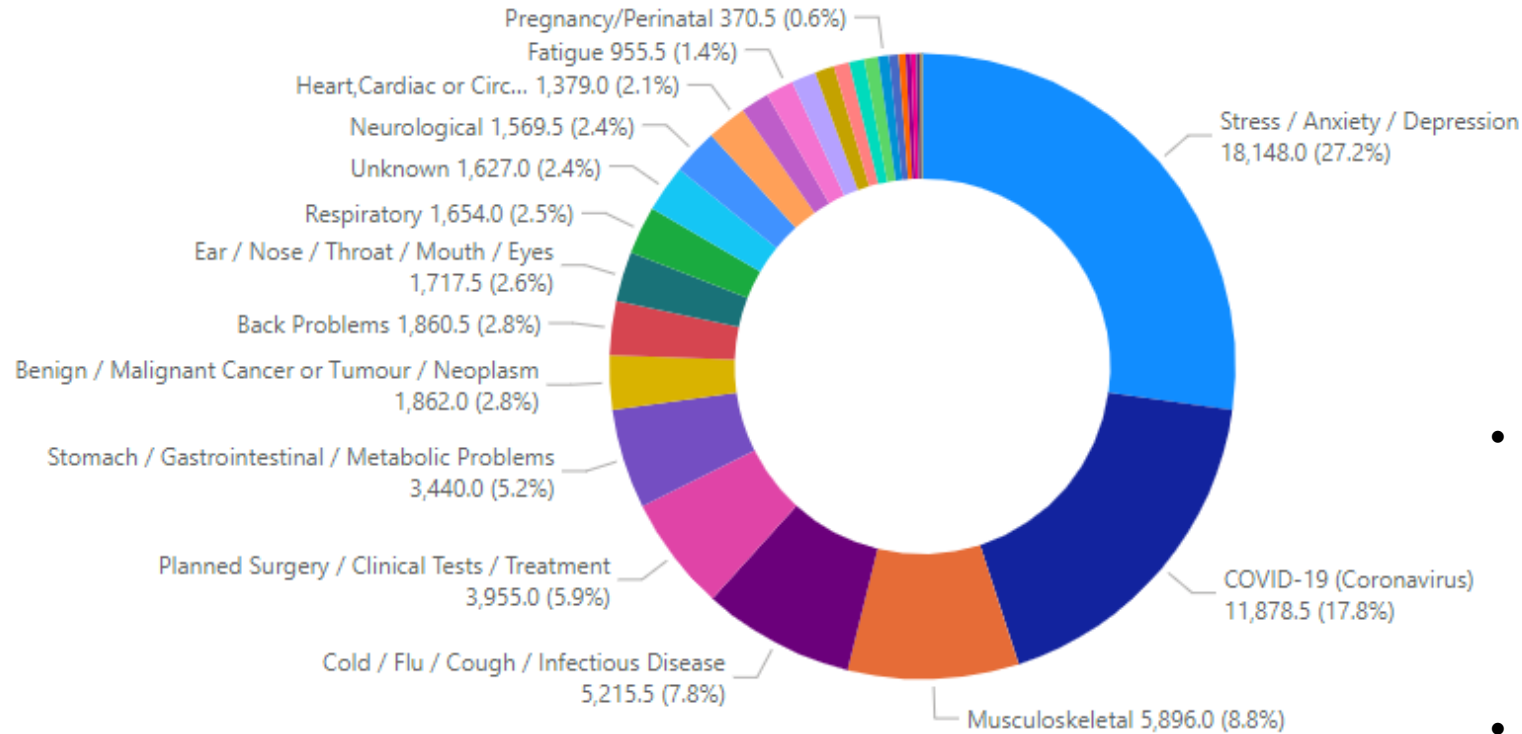
- Different local authorities use different methodologies for calculating sickness absence.
- LGA in their Local Government Workforce Survey use the % of working days lost due to sickness absence.

Source:
Sickness absence, % of days lost

Sickness Reasons

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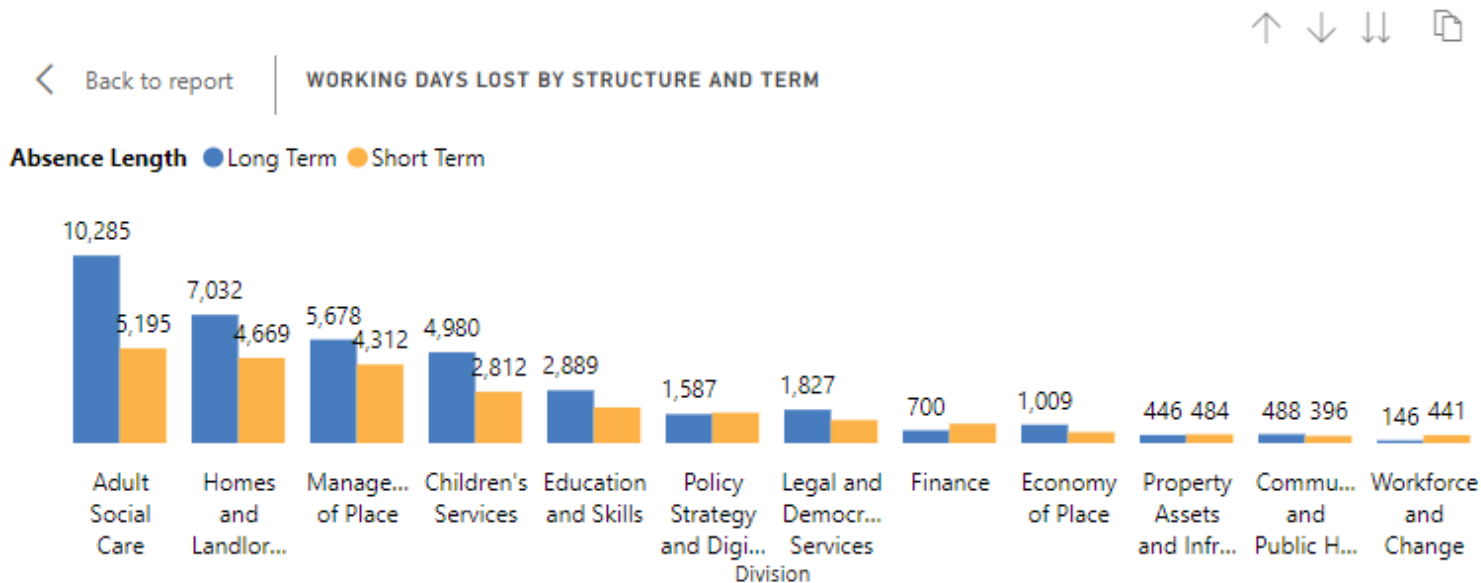
SICKNESS REASONS



1. HR Dashboard, Sickness - Sickness Reasons

- Stress, Anxiety and Depression, Musculoskeletal and COVID-19 accounts for 58% of the total days lost in the council. 8.6% of the workforce (553 employees) has had sickness absence relating to Stress, Anxiety and Depression that accounts for 39.3% of all working days lost.
- 6.1% of the workforce (392 employees) has had Musculoskeletal sickness absence that accounts for 9.5% of all days lost.
- 27.9% (1803) of the workforce has had COVID-19 sickness absence that accounts for 18% of the total working days lost.

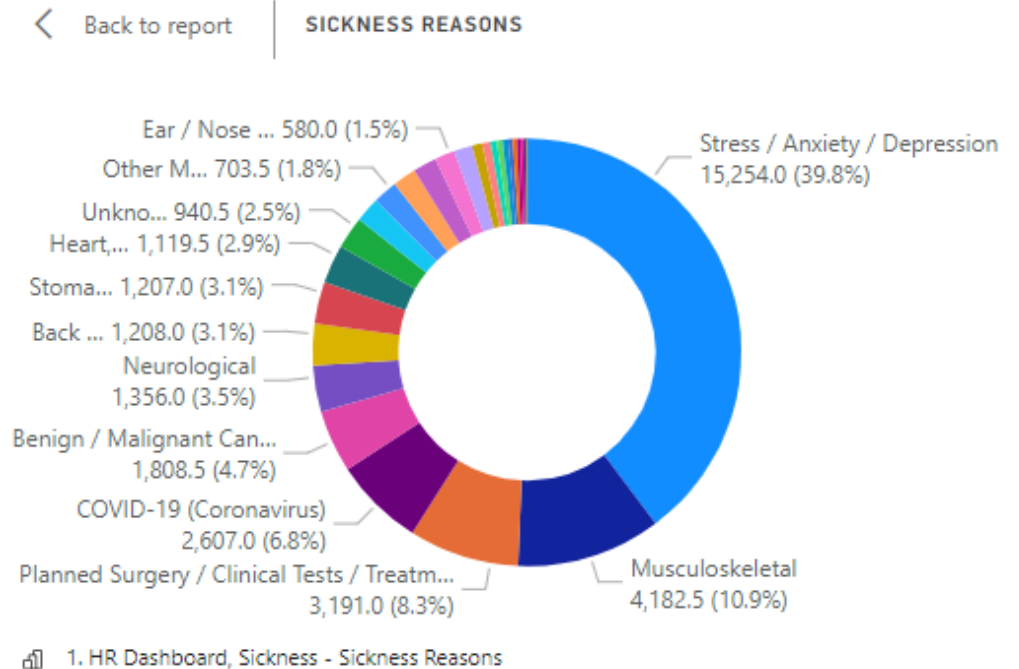
Long Term Absence



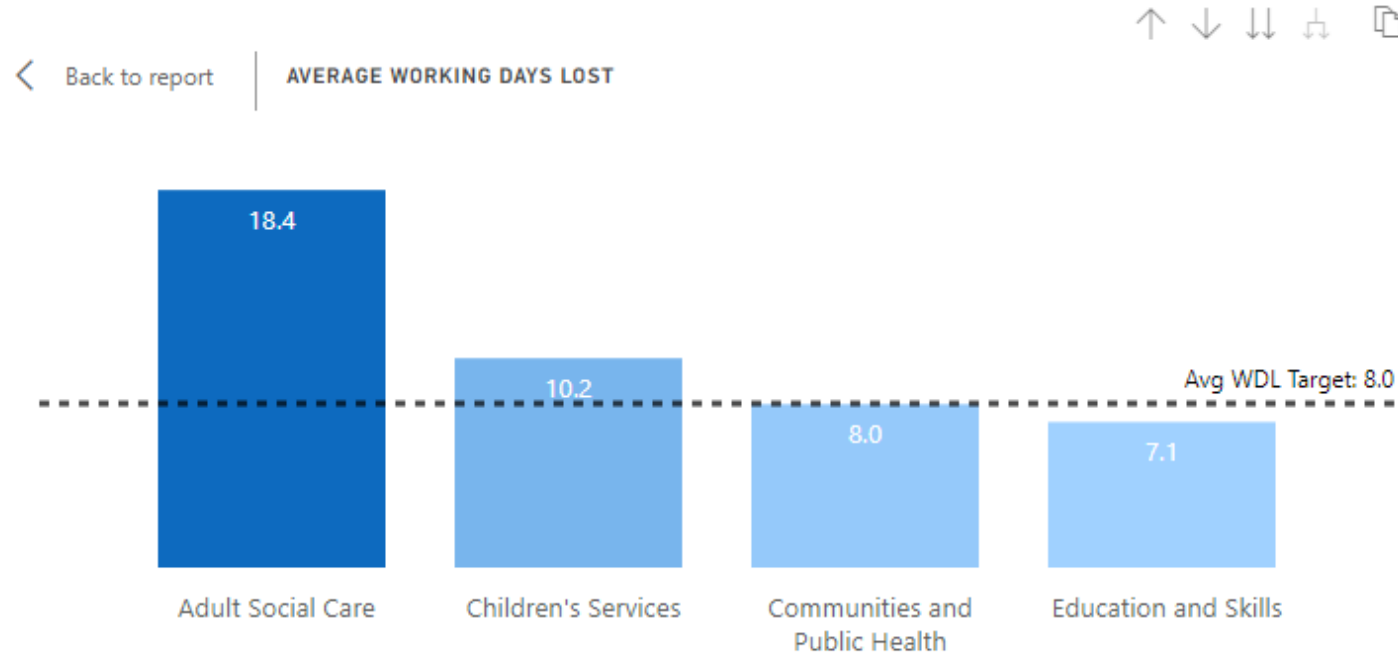
Long term absence relates to periods of absence greater than 4 weeks and over **60%** of all working days lost due to sickness.

Sickness Absence, Short / Long Term Sickness

- **558** employees were classed as long term absent in the last 12 months, this relates to **8.4%** of our workforce
- **38%** of long term sickness is related to Stress, Anxiety & Depression
- Staff who are **aged 50+** are more likely to be absent on long term sickness



Sickness – People Directorate

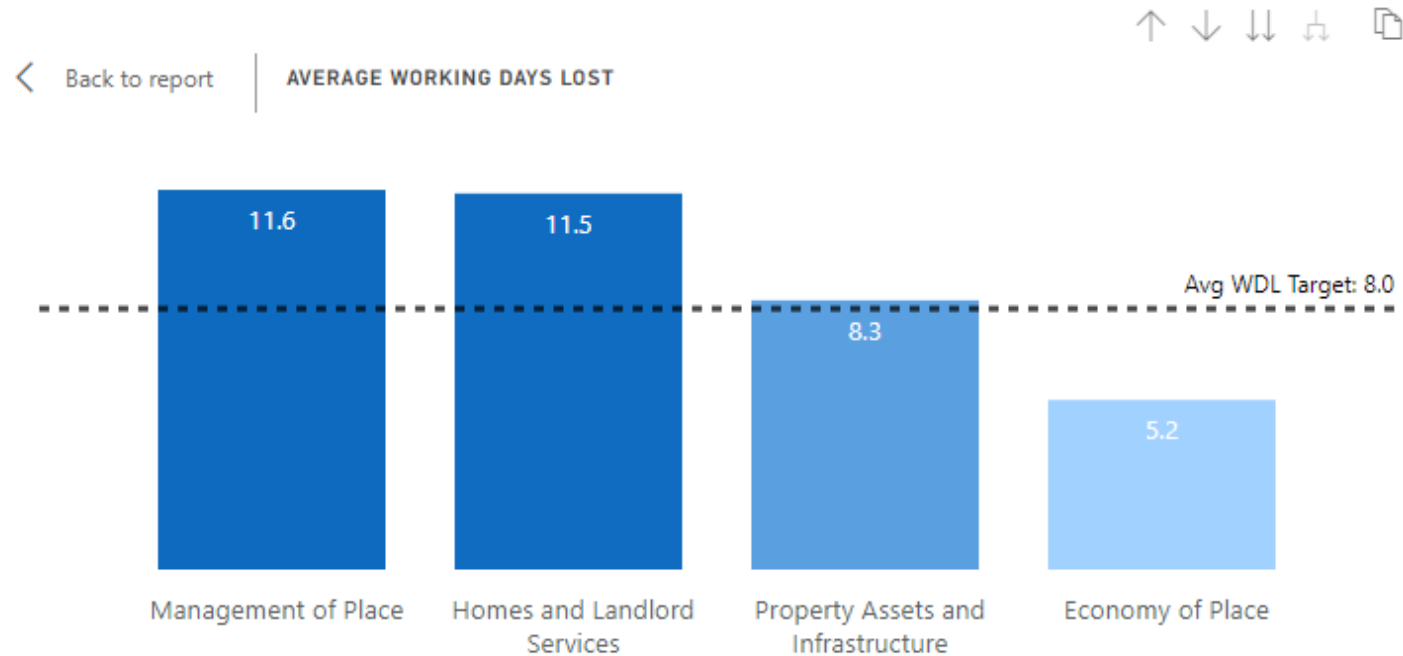


- Average working days lost in People Directorate was 12.3. This is 4.3 higher than the council target.

1. HR Dashboard, Sickness - Average Days Lost

- Stress, Anxiety and Depression – 27.3% (above the overall council percentage)
- COVID-19 – 18% (above the overall council percentage)
- Musculoskeletal – 8.2% (in-line with the overall council percentage)

Sickness – Growth & Regeneration Directorate

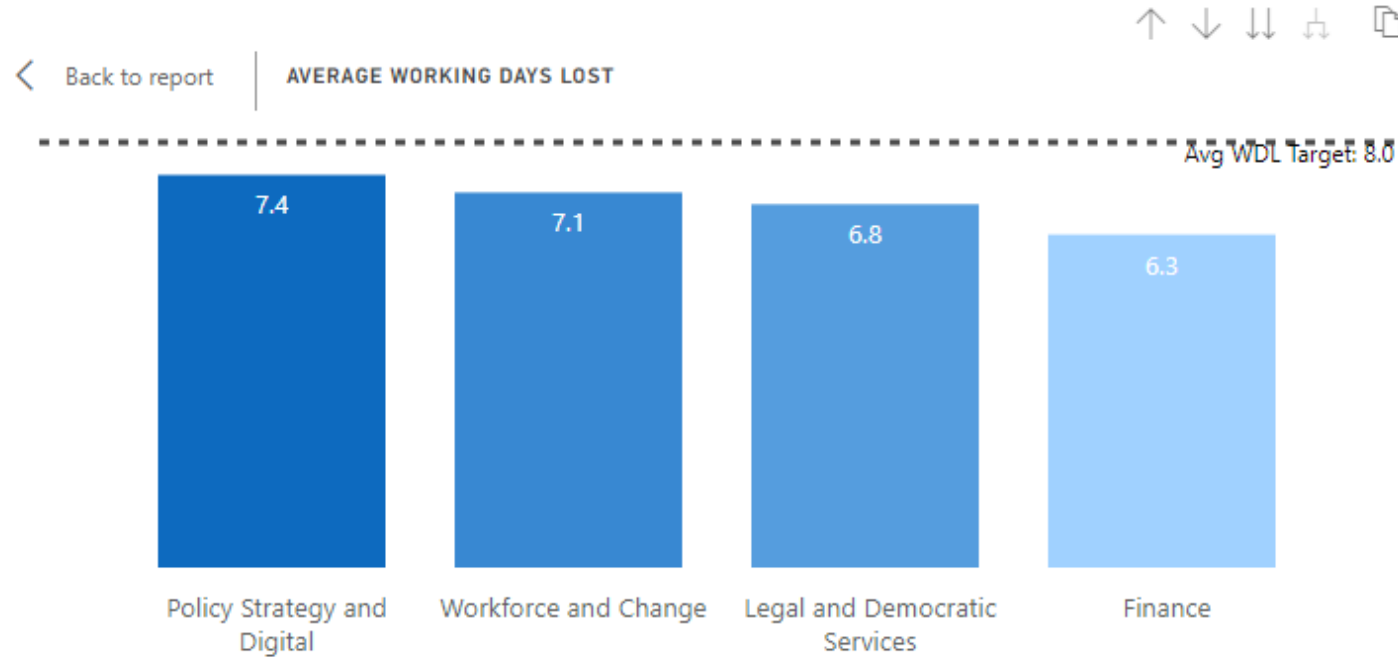


- Average working days lost in Growth & Regeneration Directorate was 10.7. This is 2.7 higher than the council target.

1. HR Dashboard, Sickness - Average Days Lost

- Stress, Anxiety and Depression – 25.5% (less than the overall council percentage)
- COVID-19 – 16.3% (in line with the overall council percentage)
- Musculoskeletal – 12.7% (above the overall council percentage)

Sickness – Resources Directorate

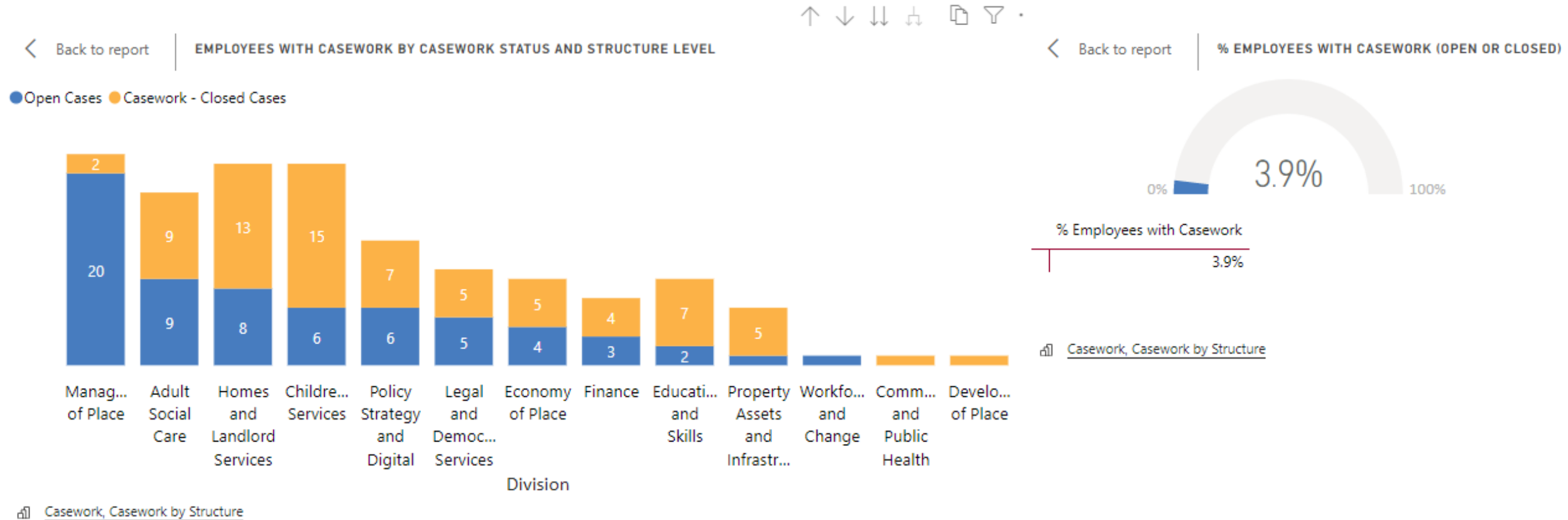


• Average working days lost in Resources Directorate was 6.8. This is 1.2 lower than the council target.

1. HR Dashboard, Sickness - Average Days Lost

- Stress, Anxiety and Depression – 23.9% (above the overall council percentage)
- COVID-19 – 22.3% (above the overall council percentage)
- Cold/Flu/Cough/Infectious Disease – 9.9% (above the overall council percentage)

Case Work



- Casework is being focused on targeting longer term absence including Anxiety, Stress & Depression cases
- The need for timely and consistent medical advice from Occupational Health providers is critical in managing long term absence casework

Managing Attendance

- We have seen a continued rise in absence over the last 12 months due to absence related to COVID-19.
 - HR are working pro-actively with managers to support them in managing all absence.
 - In the last 12 months 14 employees have been dismissed due to sickness absence performance or ill health that accrued 1622 days absence at an average of 116 days per individual.
 - We continue to take preventative measures to reduce sickness absence through our Health and Wellbeing Plan and Workforce Strategy.
 - We are committed to supporting our employees at work and we are working to revise our health and wellbeing plan and the actions we will be taking this year to support our employees.
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