

Sickness Absence 2019/20 (Quarter 1 & 2) - Social Services Directorate

Corporate Director - Damien McCann
 Head of Adult Services – Alyson Hoskins
 Head of Children’s Services - Tanya Evans

Total Days lost per FTE Employee (Annual Council Target 11 days per FTE Employee)

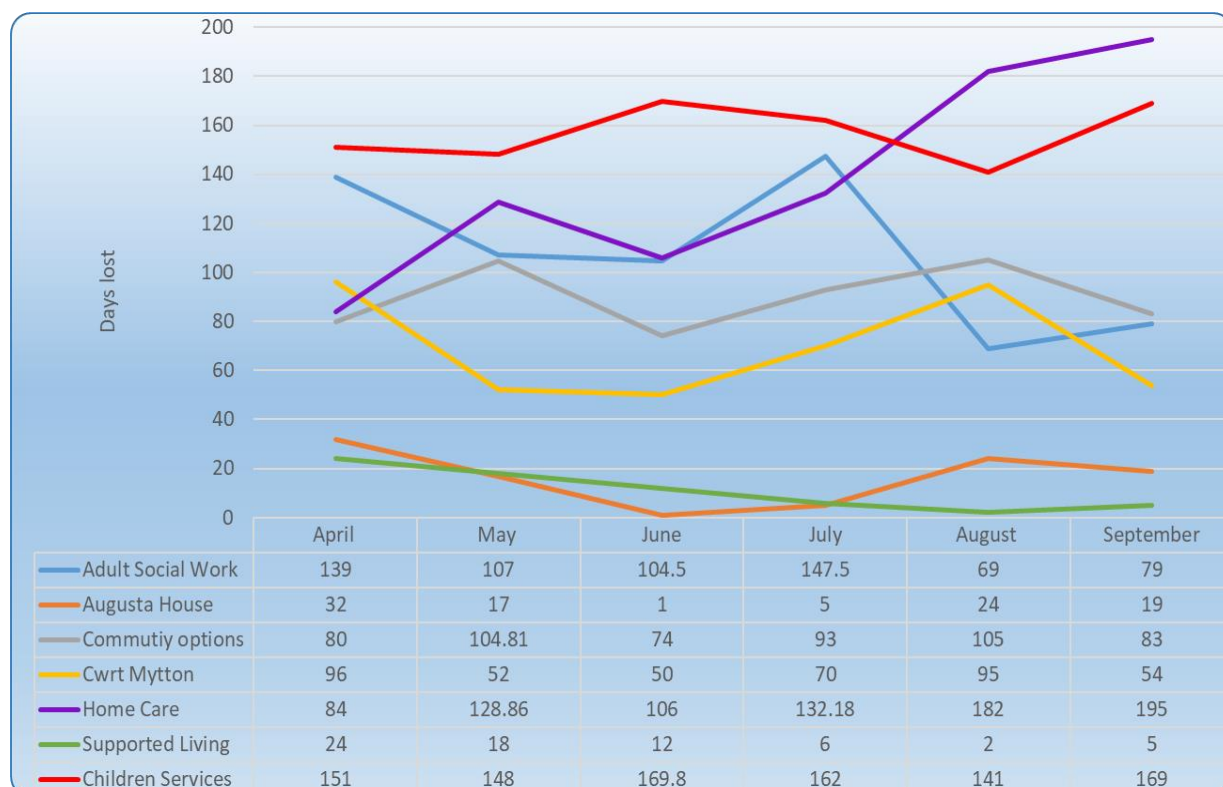
2019/20	Qtr1 (Target 2.75)	Qtr2 (Target 5.50)
Council	3.06	5.93
Corporate Services	1.71	4.34
Regeneration & Community Services	3.78	7.09
Education	2.84	5.09

2019/20	Qtr1 (Target 2.75)	Qtr2 (Target 5.50)
Social Services	3.62	7.45
Adult Services	4.34	9.16
Children’s Services	2.57	5.03
Senior Management	0.00	0.00

- 2018/19 – Annual Review Social Services
- 18.19 FTE days lost (Quarter 1 - 4.46, Quarter 2 - 9.80)
 - 61.6% of absences were long term
 - 93 employees with one or more absences - mental health
 - 3917 calendar days lost - mental health
 - 12 employees with more than 6 calendar months sickness
 - 5 employees disciplined for sickness absence

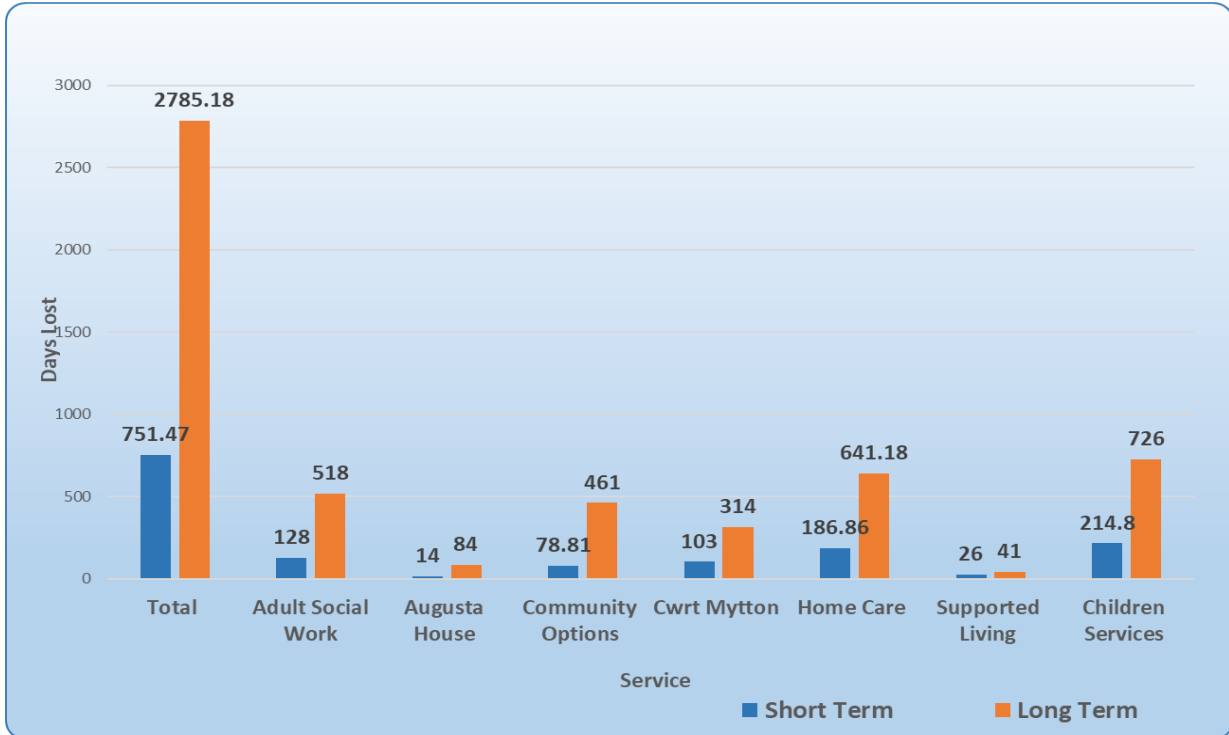
Total Working Days Lost - 01.04.19 – 30.09.19

- 3536.65 working days lost to sickness absence (25606.71 hours)



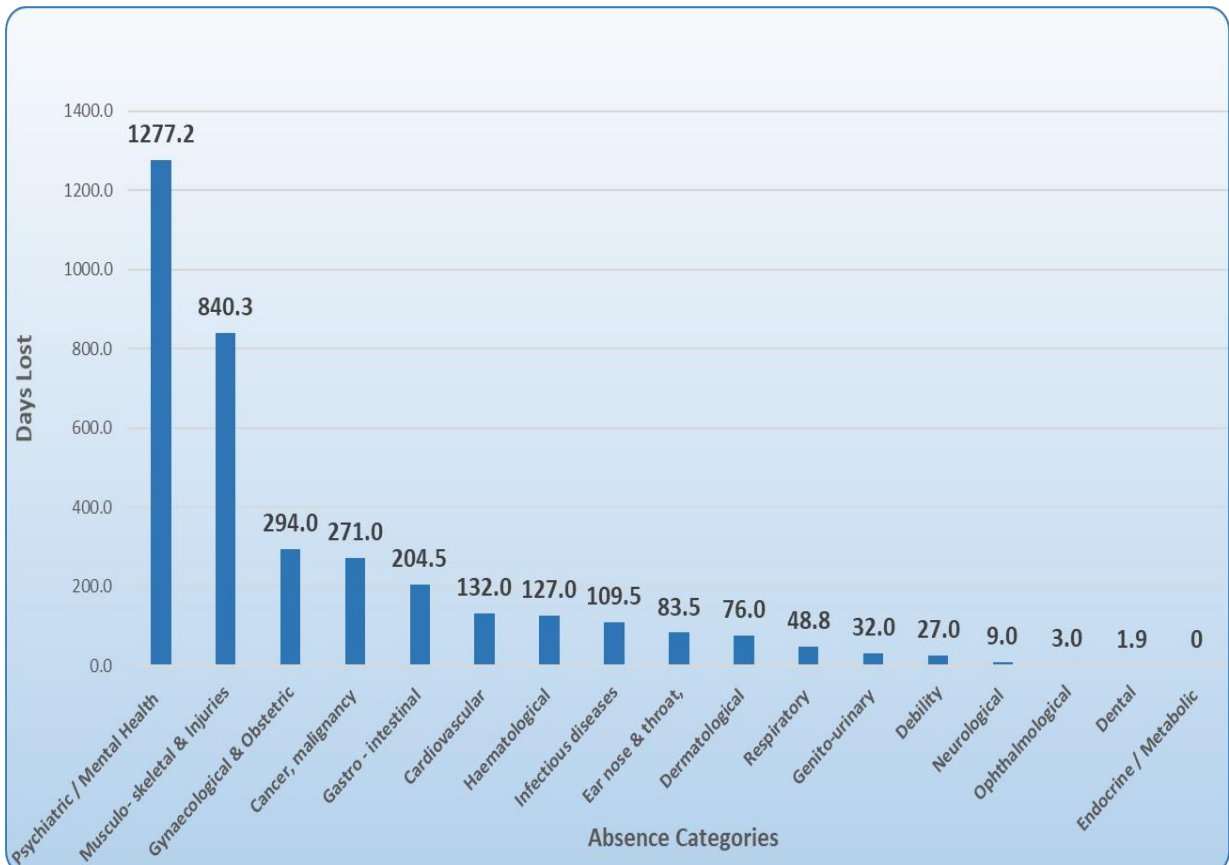
Total Working Days Lost - Short Term / Long Term

- 78.8% of absence is long term



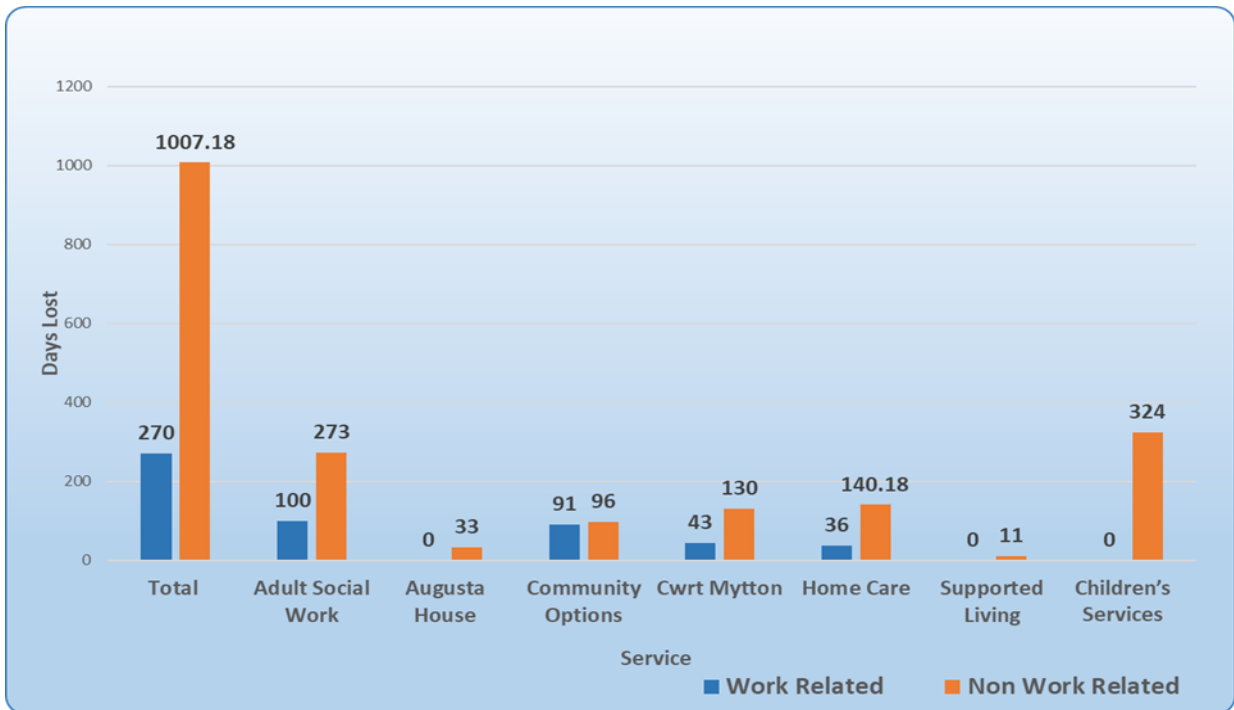
Total Working Days Lost by Reason

- Top 3 reasons - Psychiatric/Mental Health, Musculo-Skeletal & Injuries, Gynaecological
- 1277.2 working days lost to Psychiatric / Mental Health



Total Working Days lost Psychiatric / Mental Health (Work / Non Work Related)

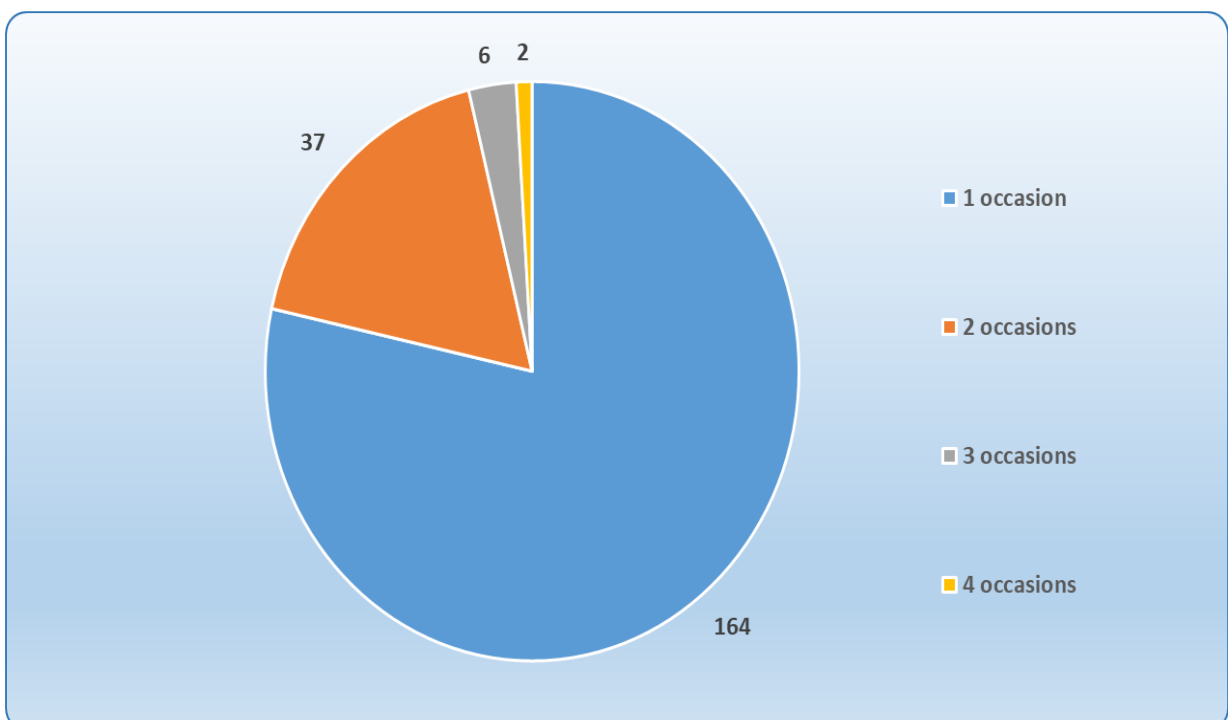
- **21%** of days lost to Psychiatric / Mental Health identified as work related
- **43** employees with one or more absences - Mental Health
- **47** occasions of absence - Mental Health



Number reporting sickness

- Number of staff reporting sick – **209**
- Number of occasions of sickness absence - **264**

Number of occasions of absence per employee



Impact - Financial / Staff Resources

- The cost of lost time for the six-month period is estimated at **£306,768** based on an average salary of **£23,107.11 – £11.98** per hour (Average Salary - Pay Policy calculation excluding staff on the Teachers pay and conditions). These costs do not include on-costs, cover arrangements or management time to manage the sickness.
- This equates to **26 FTE** employees being absent for the full 6 months.

Management of Sickness Absence

- **30** open sickness cases as at 30.09.19
- **57** Occupational health referrals made during the period
- Number of Trigger Breaks based on the most recent absence in the period for each employee (however they may have broken more than one trigger in the rolling year)
 - **13 employees - 3 or more occasions**
 - **59 employees - 10 or more days absence**
 - **62 employees - 3 or more occasions & 10 or more days**
 - **75 employees - Did not hit a trigger**
- **45.5%** of Return to Work meetings required have been recorded on iTrent
- **5** Written Warnings issued
- **1** Dismissal on Medical Capability