# Sickness Absence 2019/20 (Quarter 1 & 2) – Regeneration & Community Services

Corporate Director – Richard Crook Head of Regeneration & Development – Ellie Fry Head of Community Services – Clive Rogers Evans Service Manager Public Protection – Dave Thompson

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

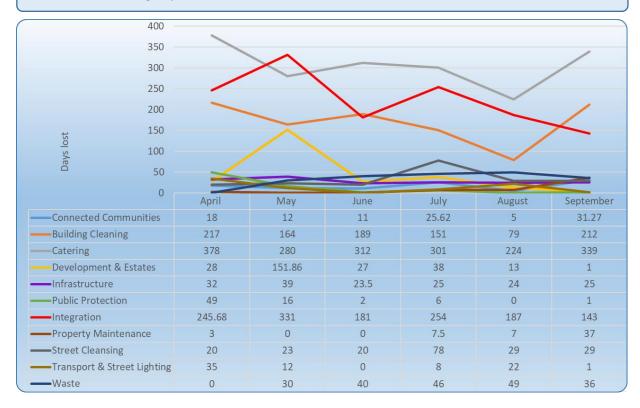
| 2019/20                           | Qtr1 (Target 2.75) | Qtr2 (Target 5.50) |  |
|-----------------------------------|--------------------|--------------------|--|
| Regeneration & Community Services | 3.78               | 7.09               |  |
| Regeneration & Development        | 1.57               | 2.80               |  |
| Community Services                | 4.74               | 9.00               |  |
| Public Protection                 | 1.71               | 1.86               |  |
| Senior Management                 | 0.00               | 0.00               |  |
|                                   |                    |                    |  |

#### 2018/19 - Annual Review Regeneration & Community Services

- 11.21 FTE days lost (Quarter 1 2.93, Quarter 2 6.62)
- 65.96% of absences were long term
- 69 employees with one or more absences mental health
- 4706 calendar days lost mental health
- 16 employees with more than 6 calendar months sickness
- 9 employees disciplined for sickness absence

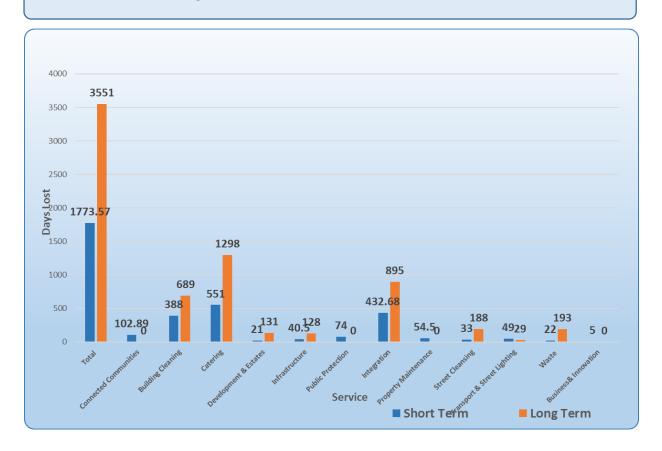
### Total Working Days Lost - 01.04.19 - 30.09.19

5,324.57 working days lost to sickness absence (24,094.24 hours)



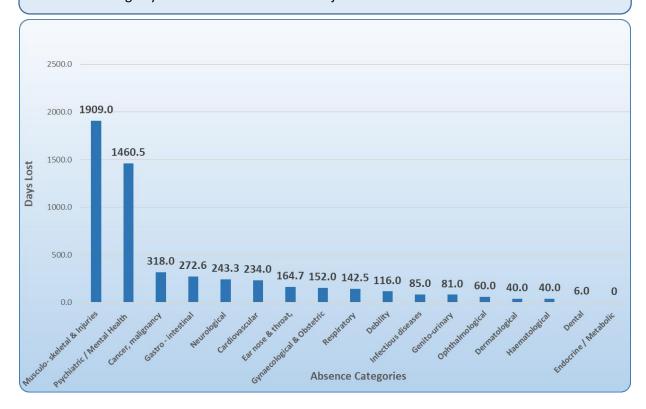
# **Total Working Days Lost - Short Term / Long Term**

• 66.7% of absence is long term



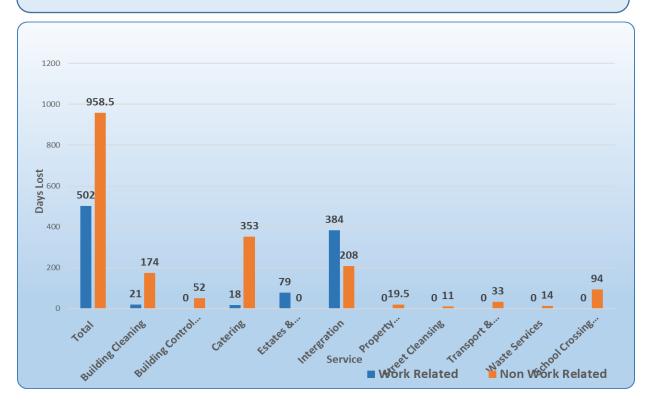
### **Total Working Days Lost by Reason**

- Top 3 reasons Musculoskeletal & Injuries, Psychiatric/Mental Health, Cancer/ malignancy
- 1909 working days lost to Musculoskeletal & Injuries



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

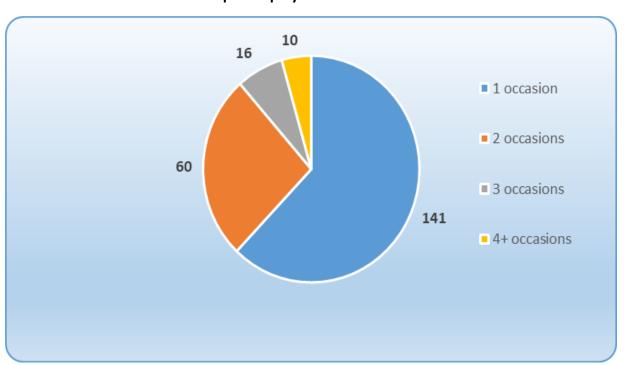
- 34% of days lost to Psychiatric / Mental Health identified as work related
- 46 employees with one or more absences Mental Health
- 65 occasions of absence Mental Health



### **Number reporting sickness**

- Number of staff reporting sick 231
- Number of occasions of sickness absence 357

#### Number of occasions of absence per employee



# **Impact - Financial / Staff Resources**

- The cost of lost time for the six-month period is estimated at £288,649 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 **25 FTE** employees being absent for the full 6 months.

#### **Management of Sickness Absence**

- 25 Open sickness cases as at 30.09.19
- 40 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)
  - > 95 employees 3 or more occasions
  - > 144 employees 10 or more days absence
  - > 75 employees 3 or more occasions & 10 or more days
  - > 118 employees Did not hit a trigger
- 16.48% Return to works have been recorded on iTrent
- 5 Written Warnings issued
- 1 Dismissal on Medical Capability