

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)
Council	3.06	5.93
Corporate Services	1.71	4.34
Social Services	3.62	7.45
Education	2.84	5.09

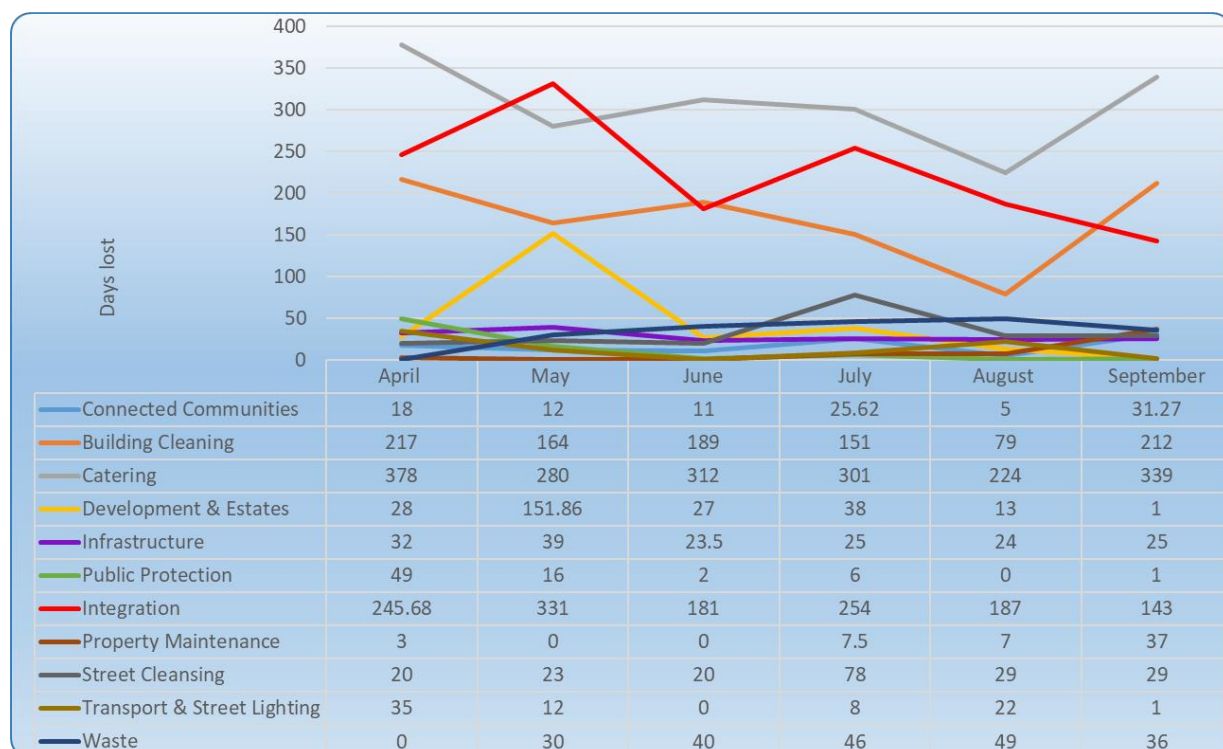
2019/20	Qtr1 (Target 2.75)	Qtr2 (Target 5.50)
Regeneration & Community Services	3.78	7.09
Regeneration & Development	1.57	2.80
Community Services	4.74	9.00
Public Protection	1.71	1.86
Senior Management	0.00	0.00

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

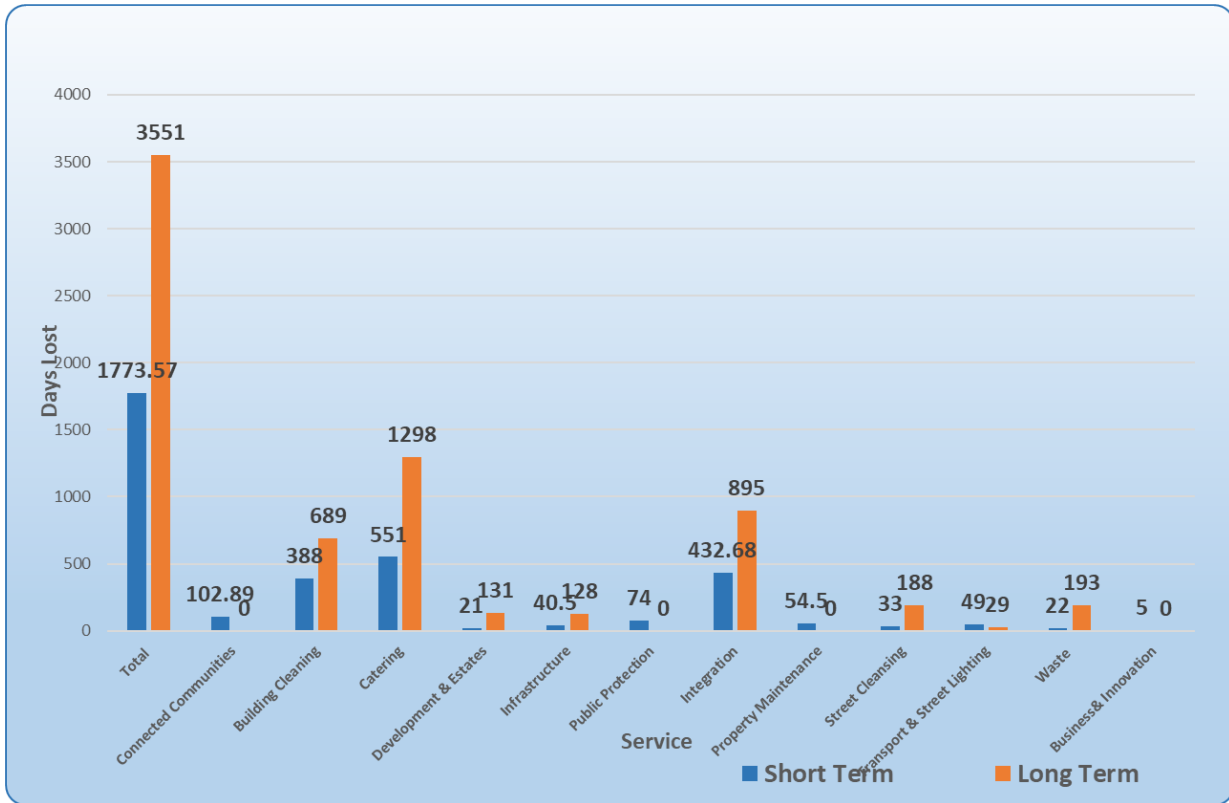
Total Working Days Lost - 01.04.19 – 30.09.19

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



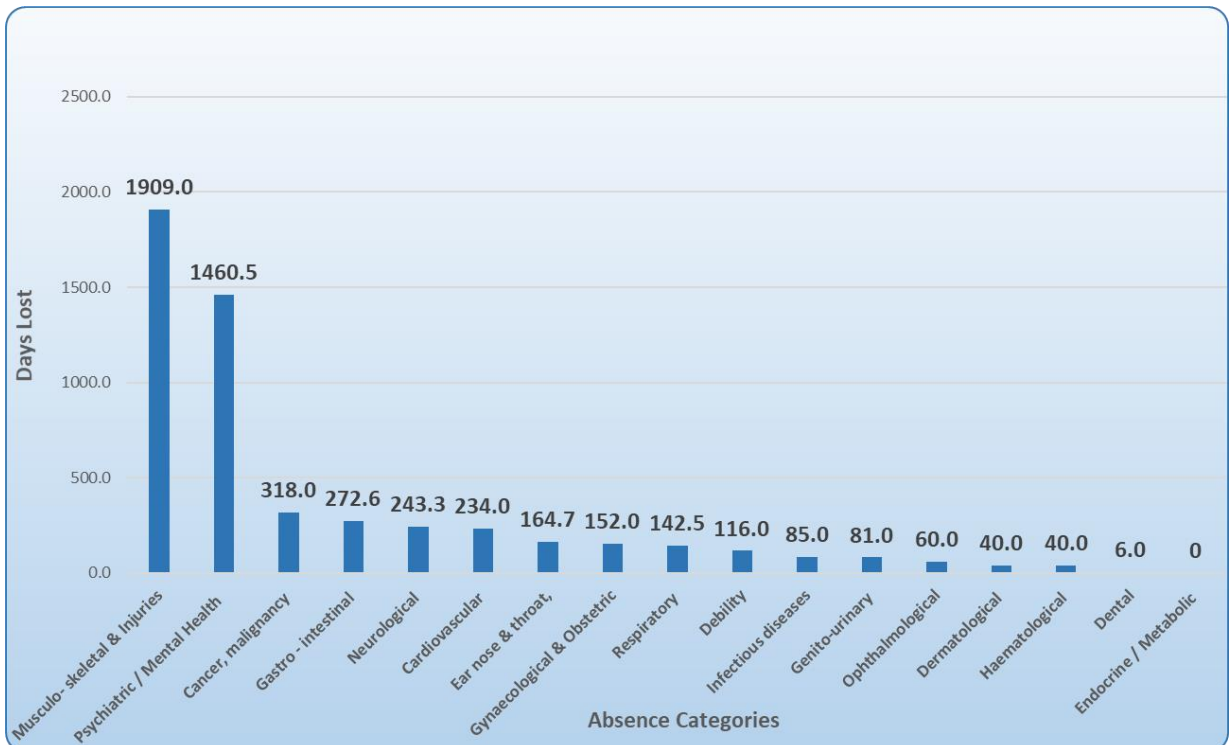
Total Working Days Lost - Short Term / Long Term

- **66.7%** of absence is long term



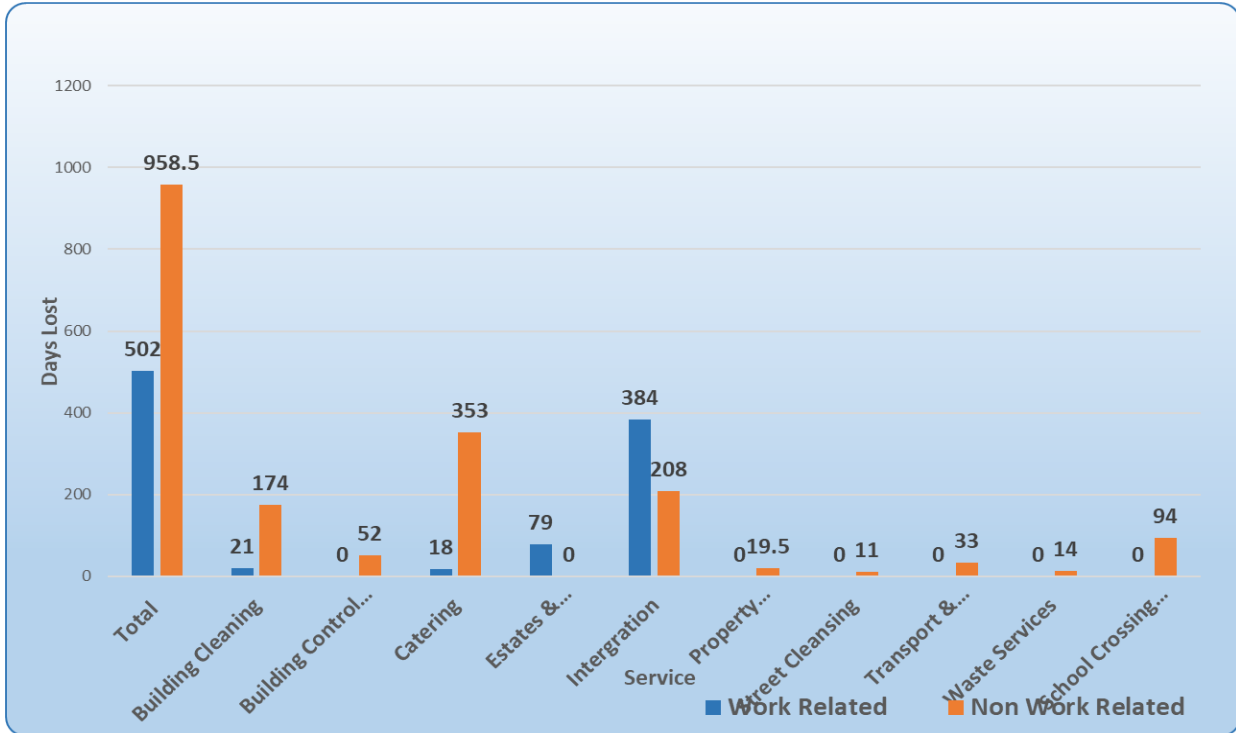
Total Working Days Lost by Reason

- **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)

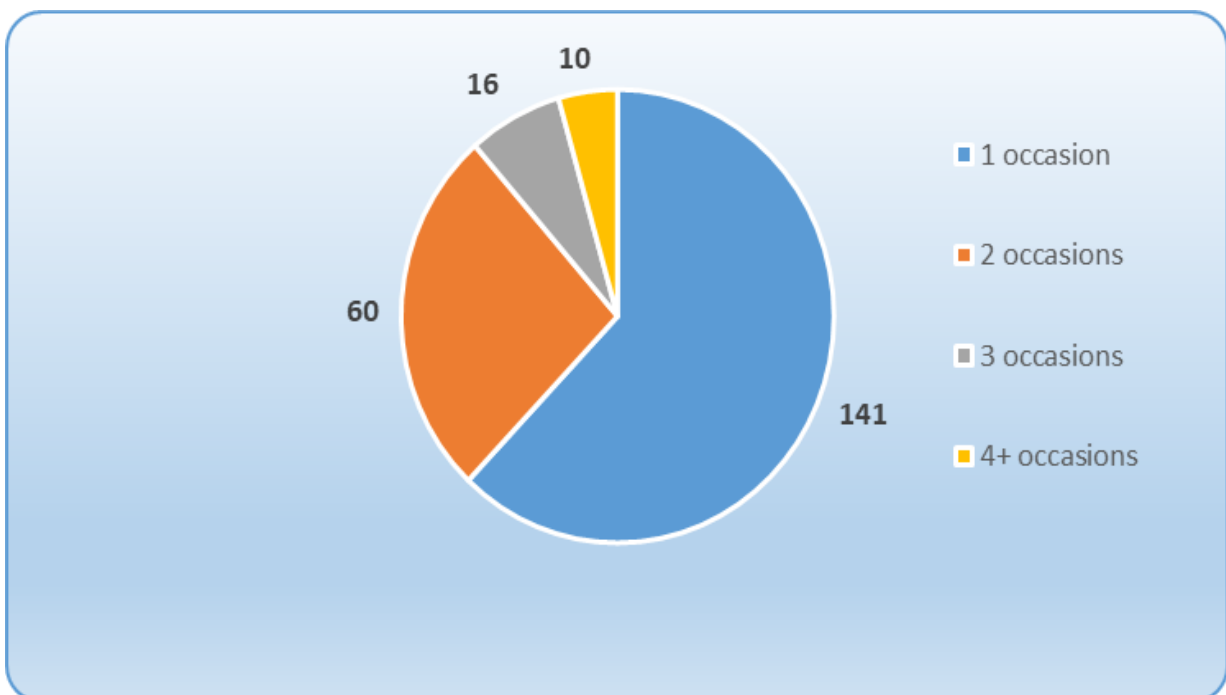
- 34% of days lost to Psychiatric / Mental Health identified as work related
- 46 employees with one or more absences - Mental Health
- 65 occasions of absence - Mental Health



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