

Appendix B

Sickness Monitoring

Quarter 3: 1st October 2011 – 31st December 2011.

The table shows amount of days lost by directorate, expressed as total days per directorate and days lost per employee.

Directorate	Days lost through Sickness	No of employees	Days lost per employee
PEOPLE	635	364	1.74
PLACES	171	91	1.86
RESOURCES	207	88	2.35
TOTAL	1013	543	1.87

The following table will show data from the previous quarters of 2011/12 for sickness absence. It can be seen there has been an increase in sickness absence since quarter 2. 333 days if this can be attributed to a high number of long term sickness cases during Quarter 3 as shown in the last two tables in this report.

Quarter 1: 1st April 2011 – 30th June 2011.

The table shows the amount of days lost by Directorate, expressed as total days per directorate and days lost per employee.

Directorate	Days lost through Sickness	No of employees	Days lost per employee
PEOPLE	361	375	0.96
PLACES	96	88	1.09
RESOURCES	123	99	1.24
TOTAL	580	562	1.03

Quarter 2: 1st July 2011 – 30th September 2011.

The table shows the amount of days lost by Directorate, expressed as total days per directorate and days lost per employee.

Directorate	Days lost through Sickness	No of employees	Days lost per employee
PEOPLE	392	378	1.04
PLACES	115	96	1.20
RESOURCES	119	97	1.23
TOTAL	626	571	1.10

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Comparison

The table below is a useful comparison to compare the sickness for the whole council over a whole year.

Year 2010/2011	Days lost through Sickness	No of employees	Days lost per employee	Days lost per month
Q4 2010/2011	723	585	1.64	241
Q1 2011/2012	580	562	1.03	193
Q2 2011/2012	626	571	1.10	209
Q3 2011/2012	1013	543	1.87	338
TOTAL	2942		5.64	981
AVERAGE	736	565	1.41	245

Quarter 3: Long term and short term Sickness.

This table is to show the incidence of short and long term sickness absence within the Council for Quarter 3. Long term sickness is defined as more than 20 working days, and short term sickness is defined as 20 working days or less. Data shown is for the number of occurrences, (each non-continuous sickness period).

Here you can see the increase in long term sickness cases in particular in comparison to previous Quarters.

Directorate	Total Occurrences	No of employees	Long Term	Short Term
PEOPLE	93	76	10	83
PLACES	39	30	1	38
RESOURCES	32	29	3	29
TOTAL	164	135	14	150

Quarter 2: Long term and short term Sickness

This table is to compare the number of incidences of short and long term sickness absence within the Council for Quarter 2 with that above for Quarter 3.

Directorate	Total Occurrences	No of employees	Long Term	Short Term
PEOPLE	67	57	4	63
PLACES	24	15	1	23
RESOURCES	24	20	1	23
TOTAL	115	92	6	109

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