

Bolsover District Council

Report of Human Resources & OD Manager

Meeting of the Safety Committee on Thursday, 3rd November, 2022

Sickness Absence - Quarter 2 (July – September 2022)

1. Purpose of the Report

1.1 To report the sickness absence figures throughout the Council for Quarter 2, (July - September 2022).

2. Issues for Consideration

2.1 Figure 1 shows a summary of sickness absence levels within Bolsover District Council for the months July - September 2022.

2.2 Absence for the Senior Managers Group is shown as 50% of the total absence for Joint Senior Managers as this is split with Bolsover/NE Derbyshire District Council. For other employees the absences included are for the employing authority only.

2.3 **The average number of days lost per employee for Quarter 2 was 2.02 days.**

2.3.1 **The 2022/23 forecast figure for the average number of days lost per employee is 8.62 days.**

2.3.1. **The Quarter 2 figure for the average number of days lost per employee if COVID related symptoms were discounted was 1.65 days.**

2.4 The annual target for the Local Performance Indicator to the end of March 2023 is 8.5 days.

- 2.7 For the purposes of sickness reporting, Senior Management is accounted for as follows:-
- 1 Joint Assistant Director Post (0.5 fte).

3. Summary of Key Corporate Trends

The following tables detail the key pattern and trends being experienced corporately in relation to sickness absence.

Table One: Organisational Outturn Average Number of Days Absence
(Average sickness days per fte employee)

	2019/20	2019/20 Costs	2020/21	2020/21 Costs	2021/22	2021/22 Costs	2022/23	2022/22 Costs
Quarter One	1.85	£79,136.56	1.50	£51,292.61	1.91	£81,917.94	2.29	£84,309.63
Quarter Two	1.84	£69,134.38	1.35	£52,351.59	2.31	£91,025.58	2.02	£84,144,83
Quarter Three	2.43	£84,863.87	1.14	£46,411.80	2.29	£85, 306.37		
Quarter Four	1.68	£56,257.50	1.58	£66,731.07	2.19	£84,857.65		
Overall Outturn	7.8	£289,392.31	5.57	£216,787.07	8.7	£343,107.54		

Table Two: Organisational Long Term/Short Term Split Days Percentage

	2019/20		2020/21		2021/22		2022/23	
	Short term	Long Term	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term
Quarter One	43%	57%	33%	67%	40%	60%	48%	52%
Quarter Two	54%	46%	37%	63%	67%	33%	46%	54%
Quarter Three	45%	55%	47%	53%	48%	52%		
Quarter Four	60%	40%	43%	57%	69%	31%		
Overall Outturn	48%	52%	41%	59%	57%	43%		

Table Three: Number of Long Term/Short Term Cases
(long and short term occurrences of sickness in the quarter)

	2019/20		2020/21		2021/22		2022/23	
	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term	Short Term	Long Term
Quarter One	94	15	48	15	90	15	116	14
Quarter Two	87	11	50	11	115	12	99	17
Quarter Three	102	14	48	6	105	13		
Quarter Four	90	9	57	10	126	13		
Overall Outturn	373	49	203	42	436	53		

Table Four: Top Three Services Proportionately Experiencing Highest Levels of Absence
(The three service areas who have the highest average fte employee sickness absence days in the quarter)

	2019/20	2020/21	2021/22	Current Year 2022/23
Quarter One	1.Elections 2.Customer Services 3.CEO/Dir/HoS	1. Leaders/Exec. Team 2. Legal 3. Planning	1. Elections 2.Democratic Services 3.Streetscene	1. LEPT 2. Property & Estates 3. Finance
Quarter Two	1.Customer Services 2.Revs & Bens 3.Housing	1. Dev/Bus. Growth 2. Elections 3. Housing Repairs	1.Elections 2.DemocraticServices 3.Customer Services	1. Streetscene 2. Housing Mgt. 3. Housing Repairs
Quarter Three	1. Customer Services 2.HR/Health & Safety 3. Revs & Bens	1. Elections 2. Streetscene 3. Democratic Services	1.DemocraticServices 2.Health & Safety 3. Housing Mgt.	1. 2. 3.
Quarter Four	1.Legal 2.Revs & Bens 3.Partnership	1. Elections 2. Governance 3. Customer Services	1.Leisure 2. Customer Services 3. Streetscene	1. 2. 3.

Overall Outturn	1.Customer Services 2.Comms 3.Housing/CS	1. Elections 2.DemocraticServices 3. LEPT	1. Elections 2. Governance 3. Streetscene	1. 2. 3.
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Table Five: Top Three Services Proportionately Experiencing Lowest Level of Absence

(The three service areas who have the lowest average fte employee sickness absence days in the quarter)

	2019/20	2020/21	2021/22	Current Year 2022/23
Quarter One	1. Performance 2. HR& HS 3. Econ Dev	1. Finance 2. Democratic Services 3. Customer Services	1. Human Resources 2. Revs. & Bens 3. Customer Services	1.Dirs/Heads of Service 2. Governance 3. Planning
Quarter Two	1. Legal 2. Governance 3. HR&Health& Safety	1. Finance 2. Revs & Bens 3. Directors/HofS	1. Legal 2. Communications 3. Revs & Bens	1. Finance 2. Comms. 3. Governance
Quarter Three	1. Elections 2. Performance 3. Econ Dev	1. Finance 2. Customer Services 3. Property & Estates	1. Dirs/HofS 2. Legal 3. Communications	1. 2. 3.
Quarter Four	1.Elections 2.Econ Dev 3.Legal	1. Finance 2. Planning 3. LEPT	1. Dirs/HofS 2. Legal 3. Communications	1. 2. 3.
Overall Outturn	1.Performance 2.Econ Dev 3.Planning	1. Finance 2. Directors/HofS 3. Property & Estates	1. Performance 2.Communications 3.Human Resources	1. 2. 3.

Table Six: Top Three Reasons for Absence

(Top 3 reasons based on sickness days lost)

	2019/20	2020/21	2021/22	Current Year 2022/23
Quarter One	1. Viral Infection 2. Other Musc. Skeletal 3. Other	1. Stress/Depression 2. Other 3. Headaches/Migraines	1.Stress/Depression 2. Other Musc Skeletal 3.Operations/Hospital	1. COVID Symptoms 2. Other Musc. Skeletal 3.Stress/Depression
Quarter Two	1. Stress/Depression 2. Other Musc. Skeletal 3. Chest/Respiratory	1. Operations/Hospital 2. Other Musc Skeletal 3. Stress/Depression	1. COVID 19 Symptoms 2. Other Musc. Skeletal 3.Stress/Depression	1. Stress/Depression 2. COVID 19 Symptoms 3. Other Musc. Skeletal

Quarter Three	1. Stress/Depression 2. Chest/Respiratory 3. Other Musc. Skel	1. Other Musc. Skel 2. Stress/Depression 3. COVID 19 Symptoms	1. Stress/Depression 2. COVID19 Symptoms 3. Other Musc. Skeletal	1. 2. 3.
Quarter Four	1. Stress/Depression 2. COVID19 Symptoms 3. Other Musc. Skel	1. Stress/Depression 2. Other Musc. Skeletal 3. Operations/Hospital	1. COVID19 Symptoms 2. Other Musc. Skeletal 3. Stress/Depression	1. 2. 3.
Overall Outturn	1. Stress/Depression 2. Other Musc. Skel 3. Operations/Hospital	1. Other Musc. Skeletal 2. Stress/Depression 3. Operations/Hospital	1. COVID19 Symptoms 2. Stress/Depression 3. Other Musc. Skeletal	1. 2. 3.

Key Trends

- The overall average days lost due to sickness has reduced from 2.29 in Q1 to 2.02 for Q2
- 157.5 days were lost in Q2 due to Covid19 symptoms (employees unfit for work) compared with 283 days lost in the last quarter, this decrease may be due to the summer period and warmer climate.
- The short term sickness has decreased in comparison to Q1, however long term sickness has increased.
- There is a direct correlation between employees undertaking physically demanding work and high levels of sickness. This is reinforced by Muscular/Skeletal absences being in the top three reasons for sickness absence.
- 5 Services experienced zero sickness in Q2 and a further five Services experienced less than 1 day per FTE employee.
- Stress /Depression has remained in the top three reasons for absence since Q2 of 2019/20.
- There were 3 cases of absence due to Stress/Depression during Q2 one of which was personal/work related, and two were not work related.
- There are 17 long term cases in this quarter, 14 are due to physical health ailments and 3 are related to stress/depression, one of these cases was a combination of personal and work related stress, appropriate support and assistance has/is being provided to facilitate support for those who have returned to work and those planning to do so.
- Covid19 sickness remains in the top 3 reasons for sickness, continuing from Q1 (2021/2). Covid19 has remained a significant factor for the Council's sickness absence, this may be as a result of the Government relaxing restrictions and mutations of the Virus. This is also a reflection of an increase nationally and locally with the number of Covid cases.

5. Actions

- 5.1 Managers have support from dedicated service area HR Link Officers and are issued monthly sickness absence information. Managers are also able to access sickness information for their teams' on a daily basis via HR21 Self Service.
- 5.2 Steps the Council has taken to support employees include:
- Mental Health awareness sessions are being delivered across the Council as part of the Council's quarterly corporate training programme the number of attendees will be reported at year end.
 - Awareness training explains that colleagues and managers are not specialists in mental health and their role is to listen to employees and signpost them to appropriate support.
 - Resilience Training was rolled out and made available to managers and employees to support workforce mental and physical health.
 - Cycle to Work Scheme is also available to encourage health and wellbeing and to address carbon emissions, the number of employees subscribing to this will reported at year end.
 - The number of Employees subscribing to the Gym during 2022/23 will be reported at year end.
 - Health and Wellbeing Bulletins are produced every three months.
 - Managers and Employees have accessed Occupational Health, Counselling, Physiotherapy, the Council's Employee Assistance Programme and other support.
 - Employees are signposted to incentives which are available via Leisure i.e.:-
 - To encourage health and wellbeing staff can take up membership for Go! Active which includes gym, swim and classes for only £15 per month.
 - There is a Health Referral Programme (Physical Activity & Lifestyle Support) which is available to Employees residing within the BDC Area – This is a programme aimed at changing behaviours and finding solutions to assist people facing daily challenges resulting in a concentrated approach regarding service users health and wellbeing.
- 5.3 Operational concerns about the management of sickness absence cases that exist are being raised with the respective managers and dealt with as per standard practice and policy.

Recommendations

6.1 To note the contents of this report

Appendix One: Summary Figures for the Quarter by Directorate/Service

Figure One – Service Breakdown Short/Long Term Split

Service	Short term days	No. of Employees absent	Long term days	No. of Employees Absent	Total Days lost	FTE No. in Section	Average days lost per FTE
Directors and Assistant Directors	0	0	20	1	20	9	2.22
Governance	0	0	0	0	0	4.5	0
Elections	0	0	0	0	0	3	0
Health & Safety	8	2	0	0	8	5	1.6
Human Resources	0	0	0	0	0	1.43	0
Legal	1	1	0	0	1	5.03	0.2
Communications	0	0	0	0	0	5	0
Procurement	0	0	0	0	0	2.84	0
Performance	6	1	0	0	6	2.81	2.13
Finance	0	0	0	0	0	10	0
Revenues & Benefits	20	7	0	0	20	27.59	0.72
Customer Services	30	9	2	1	32	23.35	1.37
Leisure	37	10	51	1	88	44.64	1.97
Leaders/Executive Team	5	1	2	1	7	8.3	0.84
Streetscene	135	31	169	6	304	99.83	3.04
Development/Business Growth	5	3	0	0	5	10.05	0.5
Housing Management (including CS)	49	11	146	5	195	66.74	2.92
Housing Repairs (BDC)	71	16	77	2	148	58	2.55
Planning	4	2	0	0	4	22.76	0.17
Prop/Commercial/Estates	24	5	0	0	24	16.43	1.46

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Service	Short term Days	No. of Employees absent	Long term days	No. of Employees Absent	Total Days Lost	FTE No. in Section	Average days lost per FTE
Environmental Health	41	10	21	1	62	45.88	1.35
ICT	43	12	33	1	76	31.45	2.42

Figure Two: Directorate Breakdown Short/Long Term Split

Directorate	No. of FTE Employees	Short term days	No of employees absent	Long term Days	No of employees absent
Executive Directors/Assistant Directors	9	0	0	20	1
Strategy & Development	155.15	121	30	79	3
Resources	262.15	274	69	368	13

Figure Three: Top Three Reasons for Absence per Directorate

(Top 3 reasons based on sickness days lost – Also include the number of employees in brackets in each directorate)

Directorate	No. of FTE Employees	Top 3 Reasons for Absences
Executive Directors/Assistant Directors.	9	1. Ear/Nose/Mouth
Strategy and Development	155.5	1. Other Musc. Skeletal 2. COVID 19 Symptoms 3. Stress/Depression

Resources	262.15	1. Stress/Depression 2. COVID 19 Symptoms 3. Other Musc. Skeletal
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Figure Four: Stress Cases During Quarter One

Work Related	Outside of Work Related	Total
1 of the cases is part home/work related	3	3

Figure Five: COVID-19 Cases During Quarter One

Quarter 1	The Arc	Depot Based	Grouped Dwellings	Remote Contact Centres	Total
No Self-Isolating	0	0	0	0	0
No Shielding	0	0	0	0	0
No of confirmed cases	41	17	0	0	58
No of Covid symptoms related absence days	209	74	0	0	283

Quarter 2	The Arc	Depot Based	Grouped Dwellings	Remote Contact Centres	Total
No Self-Isolating	0	0	0	0	0
No Shielding	0	0	0	0	0
No of confirmed cases	21	15	0	1	37
No of Covid symptoms related absence days	64	91.5	0	2	157.5

Accumulative Total for the year	The Arc	Depot Based	Grouped Dwellings	Remote Contact Centres	Total
No Self-Isolating	0	0	0	0	0
No Shielding	0	0	0	0	0
No of confirmed cases	62	32	0	1	95
No of Covid symptoms related absence days	273	165.5	0	2	440.5