



Report of the Cabinet Member for Care, Health and Ageing Well

Adult Services Scrutiny Performance Panel – 17th March 2020

BRIEFING ON SICKNESS LEVELS IN ADULT SERVICES

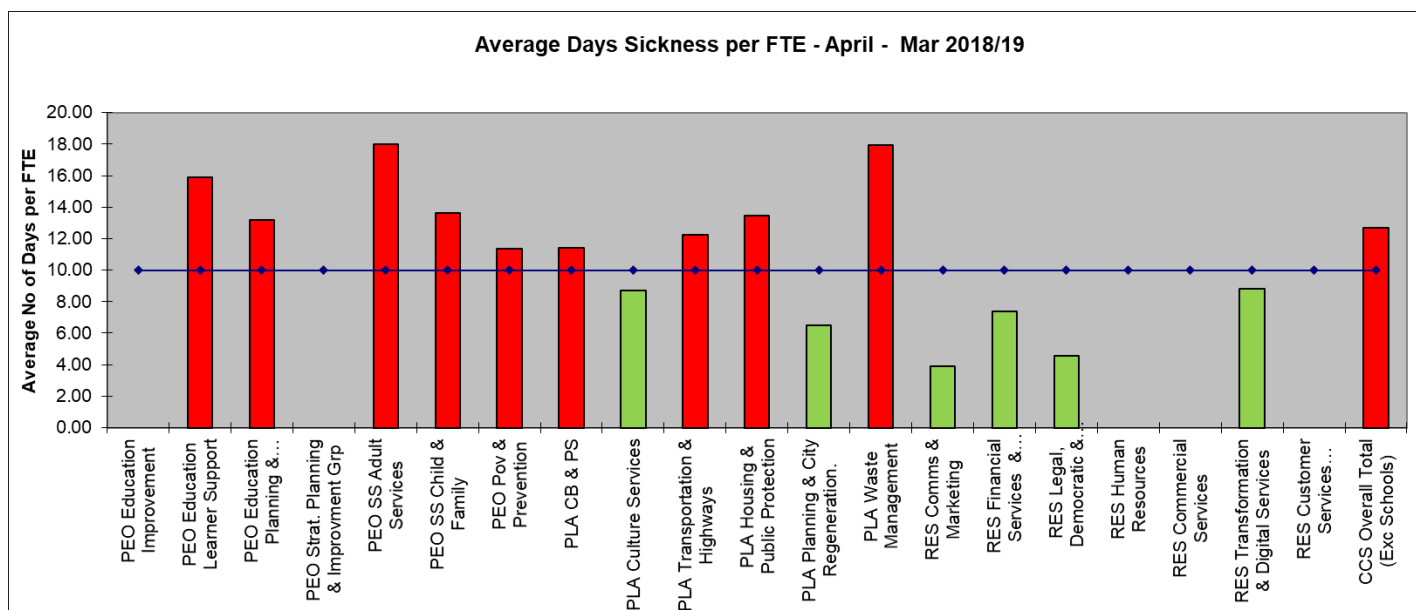
Purpose	To provide a briefing requested by the Panel on sickness levels in Adult Services
Content	<p>This report includes a summary of comparative sickness data across Adult Services for years 16/17, 17/18 and 18/19 including:</p> <ul style="list-style-type: none"> • Average and total sickness days lost measured against the Corporate sickness target; • How that sickness information measures against other Service areas; • Top 5 sickness reasons; • Long term and Short term sickness absence distinction. <p>We are unable to provide figures for 19/20 until the end of the financial year (i.e. 31.3.20)</p>
Councillors are being asked to	Consider the information contained in the report
Lead Councillor(s)	Cllr Mark Child, Cabinet Member for Care, Health and Ageing Well
Lead Officer(s)	Alex Williams, Head of Adult Services
Report Author	<p>Carryl Evans Principal HR & OD Business Partner 01792 636098 carryl.evans@swansea.gov.uk</p>

Average Days Sickness for April 2017 to March 2018 and April 2018 to March 2019 by Service Unit measured against the Corporate sickness target

Service Unit	Av. Days	Av. Days	Trend	Av. Days
	FTE	FTE		FTE
	Apr - Mar 2018	Apr - Mar 2019		Target
PEO Education Improvement	3.05			10.00
PEO Education Learner Support	13.17	15.88	↑	10.00
PEO Education Planning & Resources	10.86	13.17	↑	10.00
PEO Strat. Planning & Improvement Grp	2.24			10.00
PEO SS Adult Services	15.79	17.99	↑	10.00
PEO SS Child & Family	13.61	13.60	↓	10.00
PEO Pov & Prevention	9.57	11.37	↑	10.00
PLA CB & PS	11.33	11.40	↑	10.00
PLA Culture Services	9.00	8.69	↓	10.00
PLA Transportation & Highways	12.22	12.23	↑	10.00
PLA Housing & Public Protection	9.54	13.46	↑	10.00
PLA Planning & City Regeneration.		6.49		10.00
PLA Waste Management	15.64	17.91	↑	10.00
RES Comms & Marketing	3.33	3.89	↑	10.00
RES Financial Services & Service Centre	8.88	7.39	↓	10.00
RES Legal, Democratic & Business Intelligence	7.95	4.56	↓	10.00
RES Human Resources	10.41			10.00
RES Commercial Services				10.00
RES Transformation & Digital Services	7.04	8.81	↑	10.00
RES Customer Services (Transformation)	9.47			10.00
CCS Overall Total (Exc Schools)	11.98	12.67	↑	10.00

NB. The gaps against certain Service Units i.e. Customer Services (Transformation) are as a result of reorganisation and restructure where those Service Units are no longer standalone or exist.

The most up to date figures for 18/19 as shown in the above table are represented in the graph below:



Annual Average Number of Days Sickness (per FTE) - Comparison by Service Unit (March 2011 to March 2019)

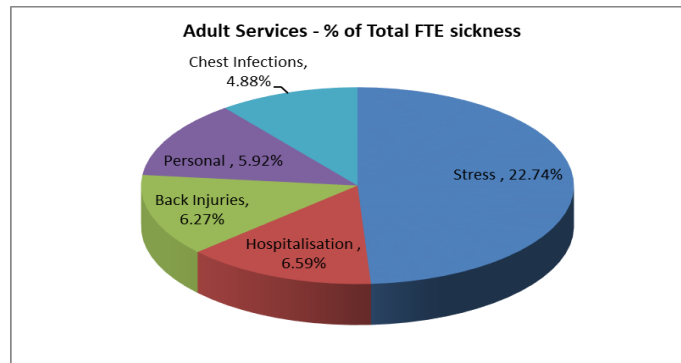
Service Unit	2010/11	2011/12	2012/13	2013/14	2014/15	2015/2016	2016/2017	2017/2018	2018/2019
Education Improvement	7.03	7.61	7.63	10.17	8.69	7.14	4.23	3.05	
Education Achievement & Partnership									14.04
Education Learner Support						15.58	16.23	13.17	15.88
Education Strategic Planning & Imp.						2.17	3.50	2.24	
Education Planning & Resources	21.10	18.67	19.01	12.46	14.42	5.48	8.76	10.86	13.17
SS Adult Services	24.50	23.53	21.76	15.00	15.60	15.79	15.83	15.79	17.99
SS Child & Family Services	10.48	11.90	13.18	9.76	13.78	10.73	12.91	13.60	13.61
Poverty & Prevention	0.00	0.00	0.00	6.71	8.83	12.00	9.72	9.57	11.37
CB & PS	9.33	8.97	8.95	7.18	9.82	8.20	11.45	11.33	11.40
Tranportation & Highways	12.45	10.31	7.66	9.48	11.46	10.28	13.99	12.22	12.23
Waste Management	17.27	16.04	14.49	10.69	12.60	16.46	17.33	15.64	17.91
Culture, Sport & Tourism	9.22	9.68	8.11	7.11	6.73	7.12	7.51	9.00	8.69
Property Services									7.24
Econ Regen & Planning	10.26	11.94	8.40	9.23	7.97	6.17	7.15	10.56	
Planning & City Regeneration									6.49
Housing & Public Protection	12.10	9.29	7.91	7.82	10.19	10.00	10.30	9.54	13.46
Commercial Services	0.00	0.00	0.00	0.00	0.00	3.45	1.71		
Communication & Marketing	6.35	8.52	5.62	5.44	11.86	6.39	10.18	3.33	3.89
Customer Services								9.47	
Finance	10.22	9.25	9.13	8.65	13.40	11.14	10.55	8.88	7.39
HR & OD	5.22	8.21	9.04	7.68	9.49	9.15	9.62	10.41	
Transformation and Digital Services	6.18	7.94	5.62	6.32	4.94	5.77	7.69	7.04	8.81
Legal & Democratic & Procurement	9.87	5.67	9.12	7.06	7.84	7.68	10.82	7.95	4.56
Overall Total	12.55	11.55	11.32	8.79	9.56	11.82	12.61	11.98	12.97

NB. Again the gaps against certain Service Units as above represent reorganisation and restructure.

Top 5 Sickness reasons in Adult Services

Top 5 Absence Sickness Reasons 01 April 2018 to 31 March 2019	% of Total FTE Sickness
Stress	22.74%
Hospitalisation	6.59%

Back Injury	6.27%
Personal	5.92%
Chest Infection	4.88%



Previous Annual Comparison of Top 5 Sickness reasons in Adult Services

Adult Services - April - March 2016

Absence Reason	% of Total FTE sickness
Stress	27.4%
Hospitalisation	10.0%
Stomach Complaints	7.4%
Lower Limb Injuries	6.7%
Personal	5.7%

Adult Services - April - March 2017

Absence Reason	% of Total FTE sickness
Stress	19.96%
Hospitalisation	10.22%
Lower Limb Injuries	9.57%
Gynaecological	7.12%
Back Injuries	5.67%

Adult Services - April - March 2018

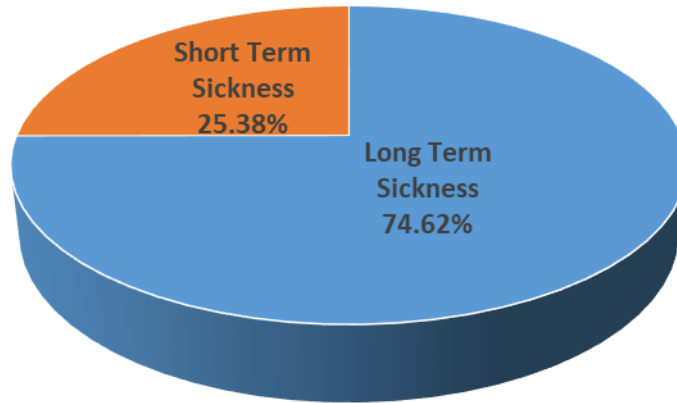
Absence Reason	% of Total FTE sickness
Stress	19.25%
Hospitalisation	8.13%
Back Injuries	5.94%
Lower Limb Injuries	5.69%
Personal	5.52%

Adult Services Short Term/Long Term Sickness Absence Split (1 April 2018 to 31 March 2019)

Service Area	Total FTE Long Term Sickness Days: 01-04-18 to 31-03-19	Total FTE Short Term Sickness Days: 01-04-18 to 31-03-19	Total FTE Sickness Days: 01-04-18 to 31-03-19
Adult Services	11804.3	3942.9	15747.2

Adult Services Short Term / Long Term Sickness Absence Split

01 April 2018 to 31 March 2019



Previous Annual Comparison of Adult Services Short Term/Long Term Sickness Absence Split

Period	Long Term FTE Sickness Days	Short Term FTE Sickness Days
April 2017 to March 2018	10133.4	3929.6
April 2016 to March 2017	11236.7	3741.2
April 2015 to March 2016	11257.1	4236.2