



## Report of the Cabinet Member for Adult Social Care and Community Health Services

### Adult Services Scrutiny Performance Panel – 20<sup>th</sup> October 2020

#### BRIEFING ON SICKNESS LEVELS IN ADULT SERVICES

<b>Purpose</b>	To provide a briefing requested by the Panel on sickness levels in Adult Services
<b>Content</b>	<p>This report includes a summary of comparative sickness data across Adult Services:</p> <ol style="list-style-type: none"> <li>1. Average and total sickness days lost measured against the corporate sickness target</li> <li>2. Sickness information measured against other Service areas</li> <li>3. Top 5 sickness reasons</li> <li>4. Long term and Short term sickness absence distinction.</li> </ol>
<b>Councillors are being asked to</b>	Consider the information contained in the report
<b>Lead Councillor(s)</b>	Cllr Clive Lloyd, Cabinet Member for Adult Social Care and Community Health Services
<b>Lead Officer(s)</b>	Amy Hawkins, Interim Head of Adult Services Helen St.John, Interim Head of Integrated Services
<b>Report Authors</b>	Amy Hawkins Helen St.John

1. Average Days Sickness (per FTE) for April 2019 to March 2020 and April 2020 to Sept 2020 by Service Unit measured against the corporate sickness target

Service Unit*	19/20	Trend	Target	20/21 (6 mths)	Trend	Target
Education Achievement & Partnership	13.21	↓	10.00	2.61	↑	5.00
Education Planning and Resources	14.76	↑	10.00	5.61	↓	5.00
SS Adult Services	18.97	↑	10.00	11.81	↑	5.00
SS Child & Family	12.63	↓	10.00	5.61	↓	5.00
Transportation and Highways	16.9	↑	10.00	4.39	↓	5.00
Waste Management	16.82	↓	10.00	8.2	↓	5.00
Culture, Sport & Tourism	8.44	↓	10.00	5.67	↑	5.00
Property Services	9.47	↑	10.00	3.45	↓	5.00
Planning & City Regeneration	8.2	↑	10.00	2.19	↓	5.00
Housing & Public Protection	11.68	↓	10.00	3.39	↓	5.00
Communication & Marketing	5.59	↑	10.00	1.87	↓	5.00
Finance	7.39	-	10.00	2.92	↓	5.00
Transformation & Digital Services	5.4	↓	10.00	1.53	↓	5.00
Legal, Democratic & Procurement	5.62	↑	10.00	3.45	↑	5.00

\*Comparable data is not available for all Service Units as a result of reorganisation and restructure.

2. Annual Average Number of Days Sickness (per FTE) - Comparison by Service Unit (April 2015 to Sept 2020)

Service Unit*	15/16	16/17	17/18	18/19	19/20	20/21 (6 mths)
Education Achievement & Partnership				14.04	13.21	2.61
Education Planning and Resources	5.48	8.76	10.86	13.17	14.76	5.61
<b>SS Adult Services</b>	<b>15.79</b>	<b>15.83</b>	<b>15.79</b>	<b>17.99</b>	<b>18.97</b>	<b>11.81</b>
SS Child & Family	10.73	12.91	13.6	13.61	12.63	5.61
Transportation and Highways	10.28	13.99	12.22	12.23	16.9	4.39
Waste Management	16.46	17.33	15.64	17.91	16.82	8.2
Culture, Sport & Tourism	7.12	7.51	9	8.69	8.44	5.67
Property Services				7.24	9.47	3.45
Planning & City Regeneration				6.49	8.2	2.19
Housing & Public Protection	10	10.3	9.54	13.46	11.68	3.39
Communication & Marketing	6.39	10.18	3.33	3.89	5.59	1.87
Finance	11.14	10.55	8.88	7.39	7.39	2.92
Transformation & Digital Services	5.77	7.69	7.04	8.81	5.4	1.53
Legal, Democratic & Procurement	7.68	10.82	7.95	4.56	5.62	3.45

\*Comparable data is not available for all Service Units as a result of reorganisation and restructure.

### 3. Top 5 Sickness reasons in Adult Services

Top 5 Absence Sickness Reasons 01 April 2020 to 30 Sept 2020 (6 months)	% of Total Sickness
Stress	41.04%
Reason Not Recorded	11.9%
Chest Infections	6.3%
Back Injuries	5.93%
Bereavement	2.73%

Top 5 Absence Sickness Reasons 01 April 2019 to 31 March 2020	% of Total FTE Sickness
Stress	22.74%
Hospitalisation	6.59%
Back Injury	6.27%
Personal	5.92%
Chest Infection	4.88%

Top 5 Sickness Absence Reasons 2018/19	% of Total FTE Sickness
Stress	22.74%
Hospitalisation	6.59%
Back Injury	6.27%
Personal	5.92%
Chest Infection	4.88%

Top 5 Sickness Absence Reasons 2017/18	% of Total FTE Sickness
Stress	19.25%
Hospitalisation	8.13%
Back Injury	5.94%
Lower Limb Injuries	5.69%
Personal	5.52%

Top 5 Sickness Absence Reasons 2016/17	% of Total FTE Sickness
Stress	19.96%
Hospitalisation	10.22%
Lower Limb Injuries	9.57%
Gynaecological	7.12%
Back Injury	5.67%

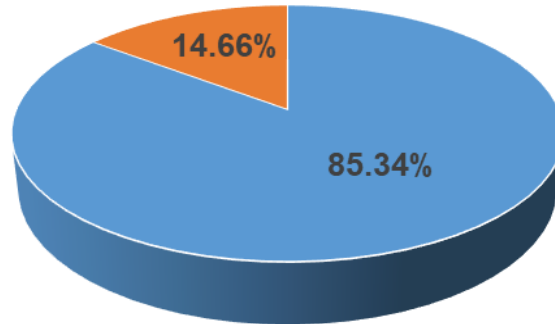
Top 5 Sickness Absence Reasons 2015/16	% of Total FTE Sickness
Stress	27.4%
Hospitalisation	10.0%
Stomach Complaints	7.4%
Lower Limb Injuries	6.7%
Personal	5.7%

### 4. Adult Services Short Term/Long Term Sickness Absence Split

Service Area	Total FTE Long Term Sickness Days: 01-04-20 to 30-09-20	Total FTE Short Term Sickness Days: 01-04-20 to 30-09-20	Total FTE Sickness Days: 01-04-20 to 30-09-20
Adult Services	8,808	1513.28	10,321

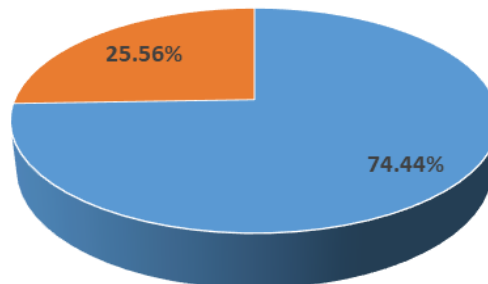
Service Area	Total FTE Long Term Sickness Days: 01-04-19 to 31-03-20	Total FTE Short Term Sickness Days: 01-04-19 to 31-03-20	Total FTE Sickness Days: 01-04-19 to 31-03-20
Adult Services	12,232.5	4,200	16,432.5

Adult Services Short Term / Long Term Sickness  
Absence - 6 months  
1 April 2020 - 30 Sept 2020



■ Long Term Sick ■ Short Term Sick

Adult Services Short Term / Long Term Sickness  
Absence  
1 April 2019 - 31 March 2020



■ Long Term Sick ■ Short Term Sick

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

Period	Long Term FTE Sickness Days	Short Term FTE Sickness Days
April 2020 - Sept 2020	8,808	1513.3
April 2019 to March 2020	12,232.5	4200
April 2018 to March 2019	11804.3	3942.9
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