

Sickness Absence 2015-16

Summary

Sickness absence rates at EEBC have increased from 5.6 days in 2013/14 to 6.50 in 2014/15, to 6.76 in 2015/16 this is mainly due to long term absences, however this is still well below the CIPD's national average for local government which is currently 8.2 days.

HR and Managers will continue to actively manage sickness through the Sickness Absence policy which include measures such as 'Return to Work Interviews', 'Wellness Review' meetings when an employee hits a sickness absence trigger. The current sickness policy has the following triggers:

- 3 occasions within 6 months
- 5 occasions within 12 months
- 2 weeks continuous absence

The Council manages sickness absence in line with the Council's Sickness policy which applies to all staff. Effective absence management involves finding a balance between providing support to help employees with health problems stay in and return to work, and taking consistent and firm action against employees who try to take advantage of organisations' occupational sick pay schemes.

EEBC's Human Resource Management system is used to electronically record sickness absence with the onus placed upon the Line Manager to record the absence through iTrent's manager self service module. Extra reminders have been added to the system to include workflow email reminders going to both Manager and employee to close sickness and forward the correct paperwork electronically to HR for monitoring

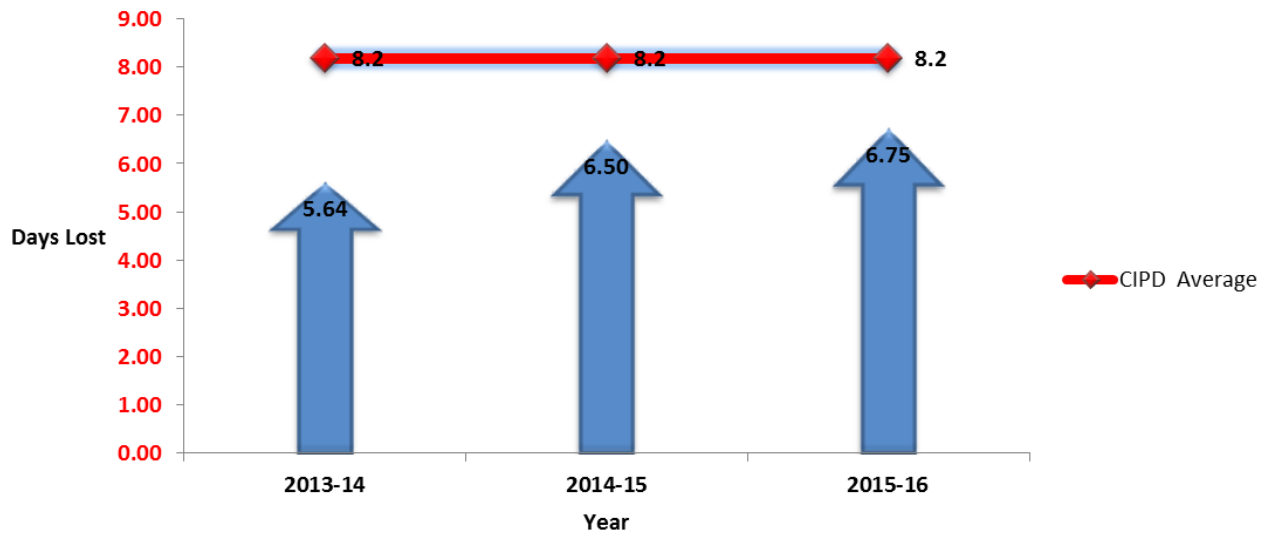
EEBC continues to work with the Occupational Health provider Medwyn, who provides advice relating to employees absences and their return to work. There were 23 sickness cases referred during the year.

The total number of working days lost in 2015/16 was 2098.75 compared to 2003.02 in 2014/15. This represents an increase of 95.73 days, or 4.7%, on working days lost in 2014/15.

56% of the workforce had one or more spell of sickness absence in 2015-16.

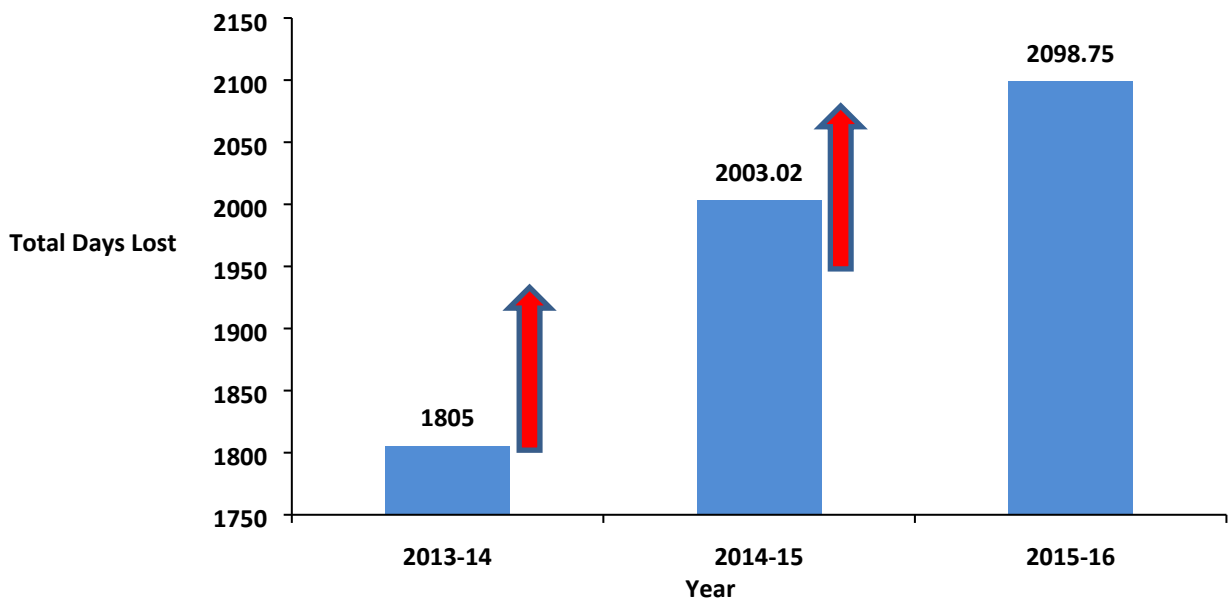
The table below shows the average days lost for the past three years:

Total Average Days Lost - Against CIPD Target (8.2 Days)



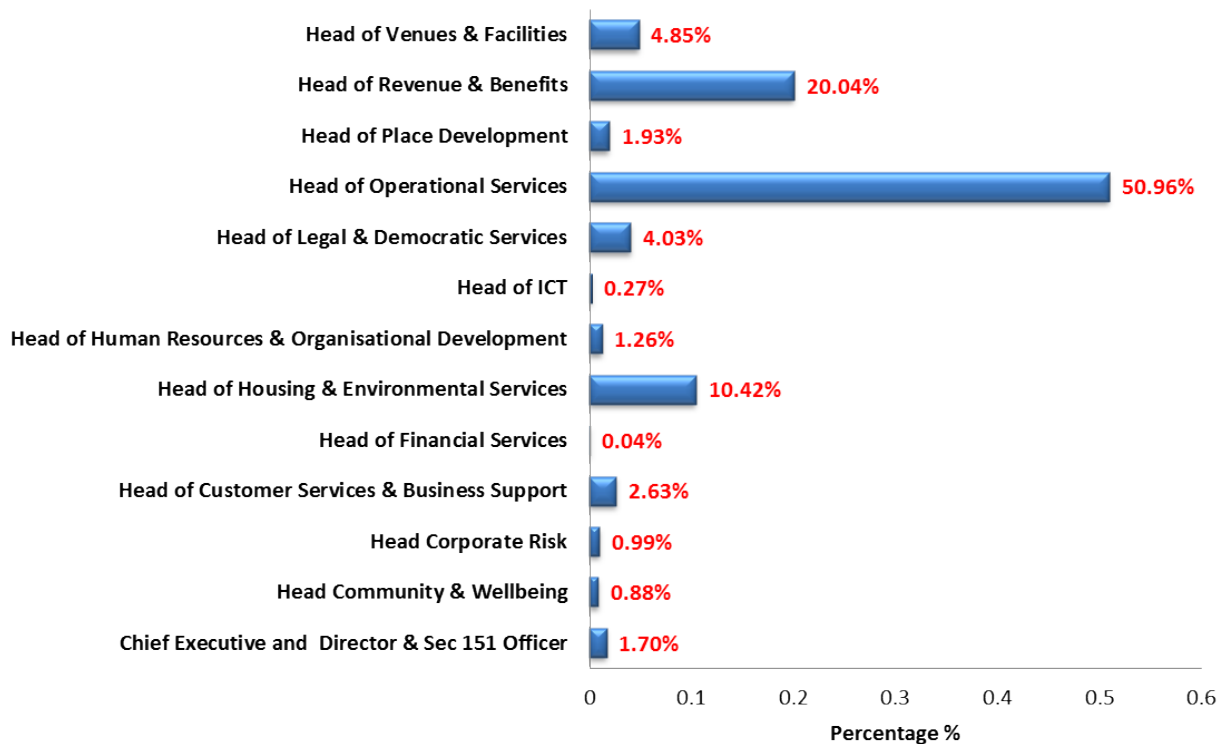
The table below shows the actual days lost per month for the past three years

Total Sick Days Recorded - 2013 - 2016



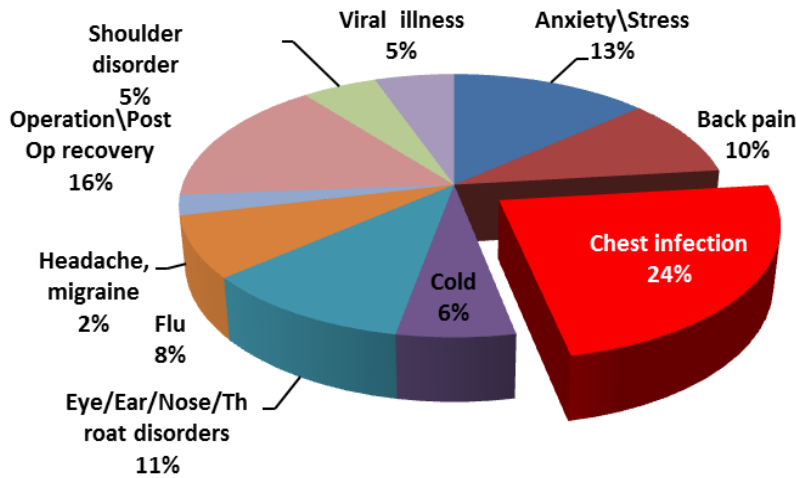
The chart below shows a breakdown by department.

Sickness % Split across EEBC 2015-16



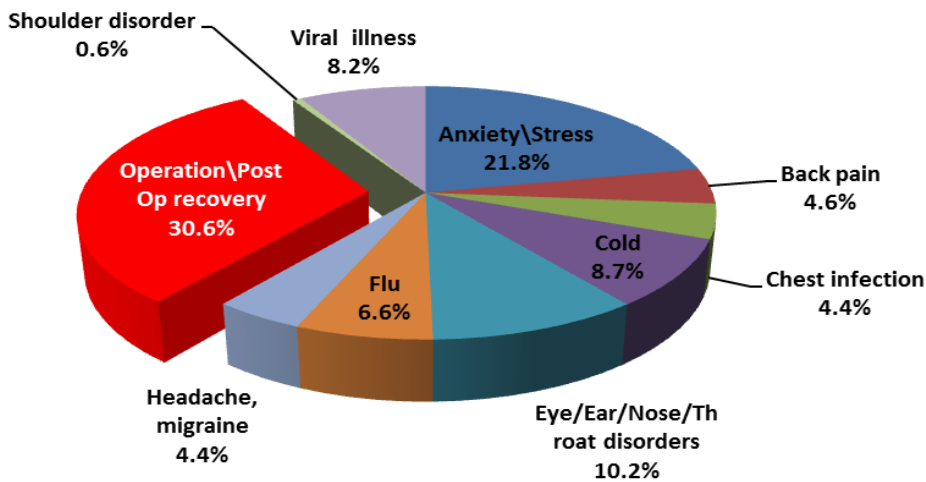
Just over half of the sickness is attributed to Operational Services which makes up a large part of the Council's workforce. This particular group of staff undertake manual work which can impact on sickness levels. Both Revenues & Benefits and Housing & Environmental Health have larger percentages of sickness absence. This can be attributed to a number of long term cases.

Top 10 Absence Reasons -2015-2016



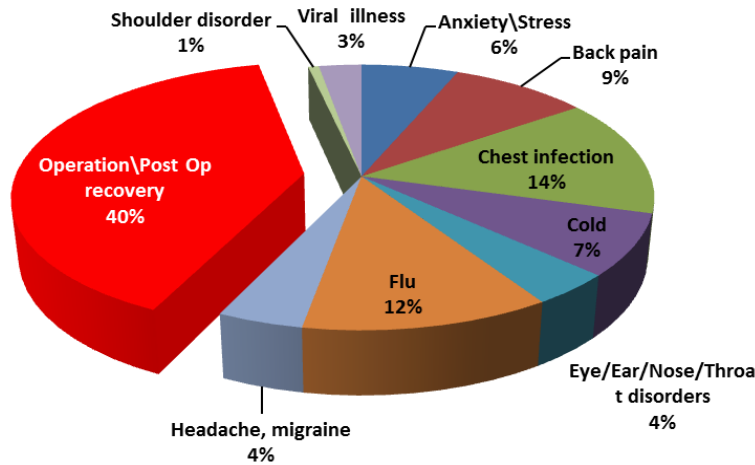
Chest Infections has risen in 2015-2016 by 19% this mainly attributed to one case of long term sick

Top 10 Absence Reasons - 2014-2015



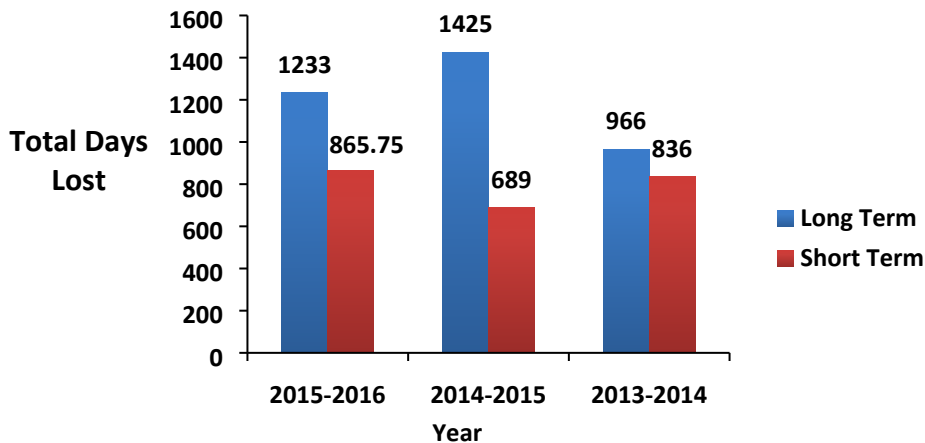
Absence Type	2015-2016 Total number of Days Lost	2015-2016 Average Days Lost per Employee	2014-2015 Total Number of Days Lost	2014-2015 Average Days Lost per Employee	2013-2014 Total Number of Days Lost	2013-2014 Average Days Lost per Employee
Long Term	1233	3.94	1425	2.2	966	3.07
Short Term	865.75	2.77	689	4.5	839.5	2.67

Top 10 Absence Reasons - 2013-2014



The chart below shows the breakdown between long term and short term sickness for the past three years

Long & Short Term Sickness - Last 3 Years



During 2015/16 there were 35 employees that had a long term absence which is an increase of 8 from 27 employees in 2014/15. The average long term absence was 22.5 days down from 32.40 days in 2014/15.

Out of the 35 employees 7 had 2 episodes of long term sick and 2 had 3 episodes of long term sick

As of report date 4 employees are on long term sick for which 2 employees are absent due to anxiety. HR is working with these individuals and occupational health to support their return to work as soon as possible.

The chart below shows the average number of days lost per employee by month for both long and short term sickness.

Average Days Lost per Employee

