

Sickness Absence Update

The information below provides an update on sickness absence for all Shared Services across Bromsgrove and Redditch. Amendments to the presentation of the report have been made in line with recommendations from Overview & Scrutiny. The report includes comparative data, departmental headcount information, data in respect of work related stress and has removed information relating to Housing services, as this is a Redditch based Service only.

It should be noted that the absence data used for this report relates to shared services as the sickness levels across both authorities has a direct impact on both Councils in terms on service delivery, cost and working environment for employees.

Section 2 of the report provides data relating to BDC Sickness only.

Sickness Absence data is available on the Dashboard and updated on a monthly basis.

Section 1

Current Sickness Figures

The graph below show the days lost for RBC & BDC by service area between April 2016 and September 2016. The data shows that the average days lost to date are 5.76 days per FTE.

Shared Services for Bromsgrove and Redditch 2016 - 17

HEADCOUNT @ 30/09/16	Service Area	Apr	May	Jun	Jul	Aug	Sept
47	Business Transformation	20.46	16.02	11.36	39.20	23.86	19.84
129	Community Services	82.09	84.59	66.23	78.56	89.30	69.10
107	Customer Services	140.17	63.41	99.54	78.59	57.65	53.30
227	Environmental	95.48	102.30	114.85	103.42	106.02	61.38
24	Legal, Equalities & Democratic	0.00	0.00	0.00	3.10	9.30	0.00
60	Planning & Regeneration	2.70	5.71	1.51	6.82	0.00	9.34
34	Chief Executives Unit	38.61	28.79	10.99	3.99	1.86	5.04
70	WRS	31.99	51.93	37.82	15.25	23.93	27.96
144	Leisure & Cultural	7.23	3.25	1.14	2.26	3.30	5.03
30	Finance	16.91	22.06	12.60	16.71	17.33	15.97
							5.76

Comparator Data

The graph overleaf show the comparative days lost for RBC & BDC by service area between April 2015 and September 2015. The data shows that the average days lost were 5.31 per FTE.

Shared Services for Bromsgrove and Redditch 2015-16

Headcount @ 31 March 2016	Service Area	Apr	May	Jun	Jul	Aug	Sept
44	Business Transformation	21.97	25.67	19.07	22	4.19	7.44
150	Community Services	119.32	100.42	87.81	136.58	129.42	158.67
111	Customer Services	96.65	66.47	82.53	70.92	49.17	51.15
224	Environmental	132.06	162.44	184.14	222.58	96.1	125.82
25	Legal, Equalities & Democratic	0.62	0.08	0.5	0.62	17.36	22.64
59	Planning & Regeneration	5.58	19.1	9.95	3.1	1.86	21.27
32	Chief Executives Unit	22.63	0	0	1.24	0	1.24
83	WRS	40.92	20.46	20.21	19.22	1.24	4.38
115	Leisure & Cultural	64.19	58.97	44.26	36.44	49.91	26.64
28	Finance	8.11	1.86	9.65	2.48	0	0.62
							5.31

Absence Reasons

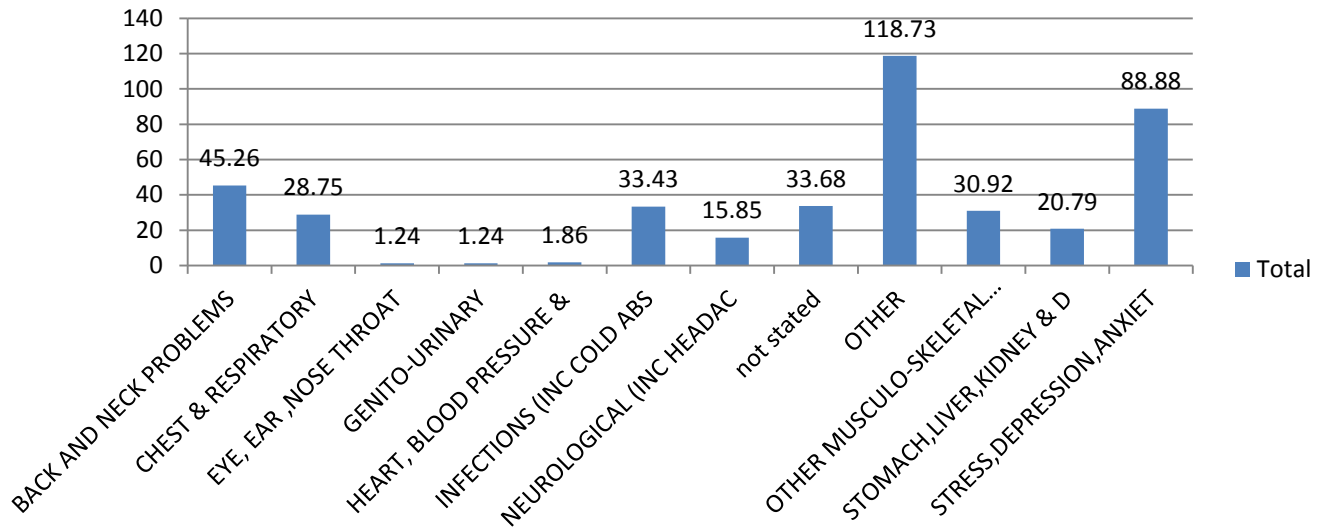
The following graphs show the reasons for absence on a month by month basis across both Authorities (excluding Housing)

The data shows that 'Other' and 'Stress related' absence are the top reasons for absence. Further work will be undertaken with Managers and HR Officers to understand further the breakdown of absence that are categorised as 'Other'.

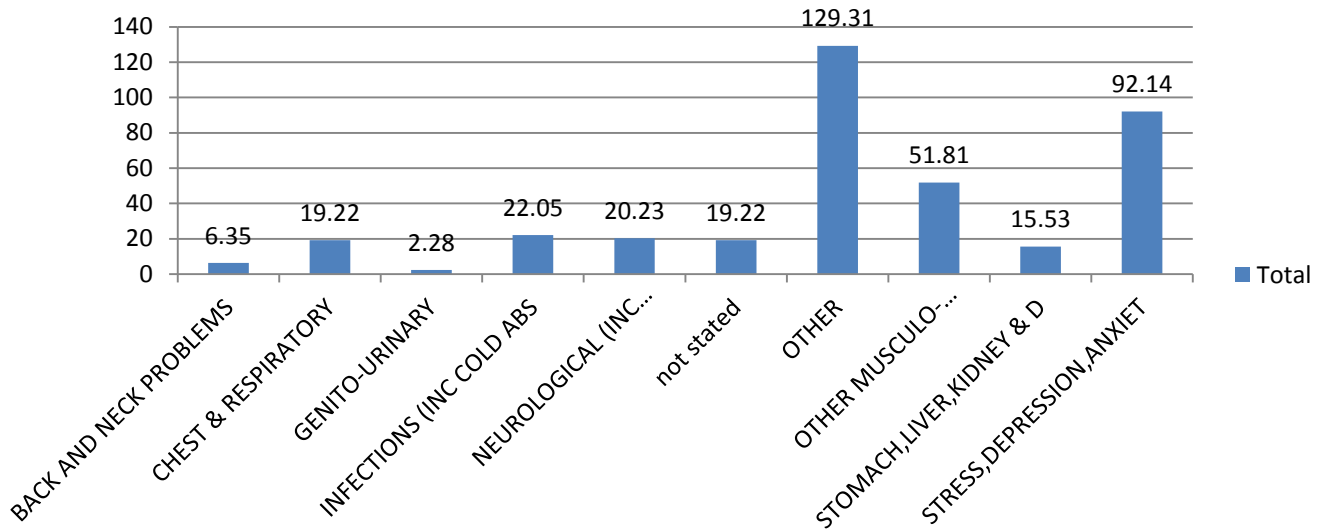
September has seen a spike in 'Infections' which is not uncommon for the end of a summer period and by the nature the illness can impact in the working environment.

Stress related absence was the second highest category for sickness over the 6 month period. Further details relating to Stress related absence are covered later in this report.

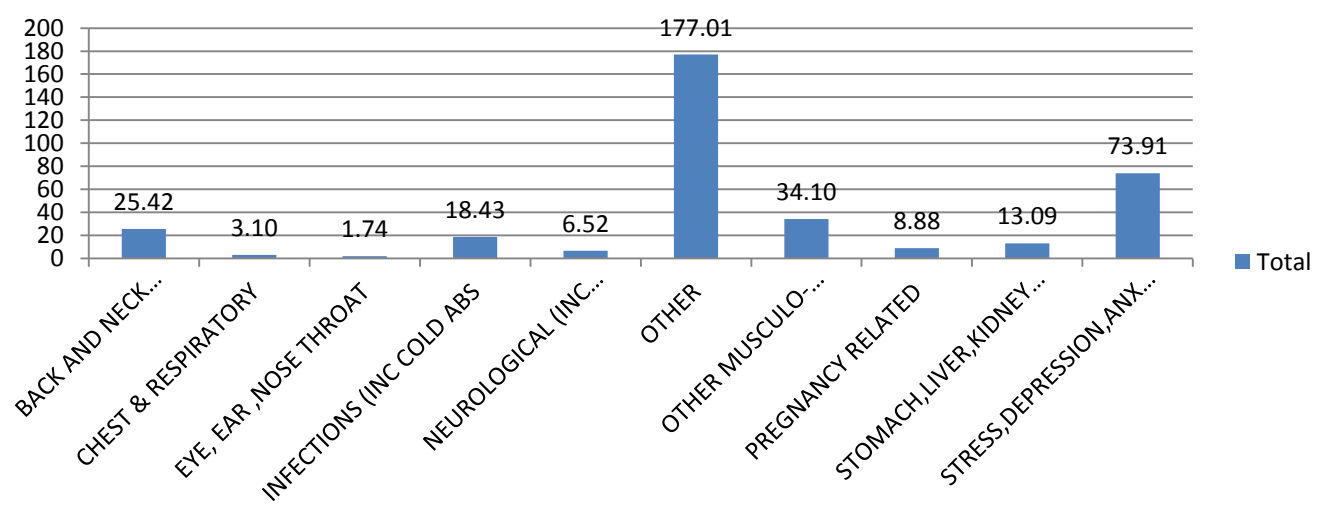
April 16



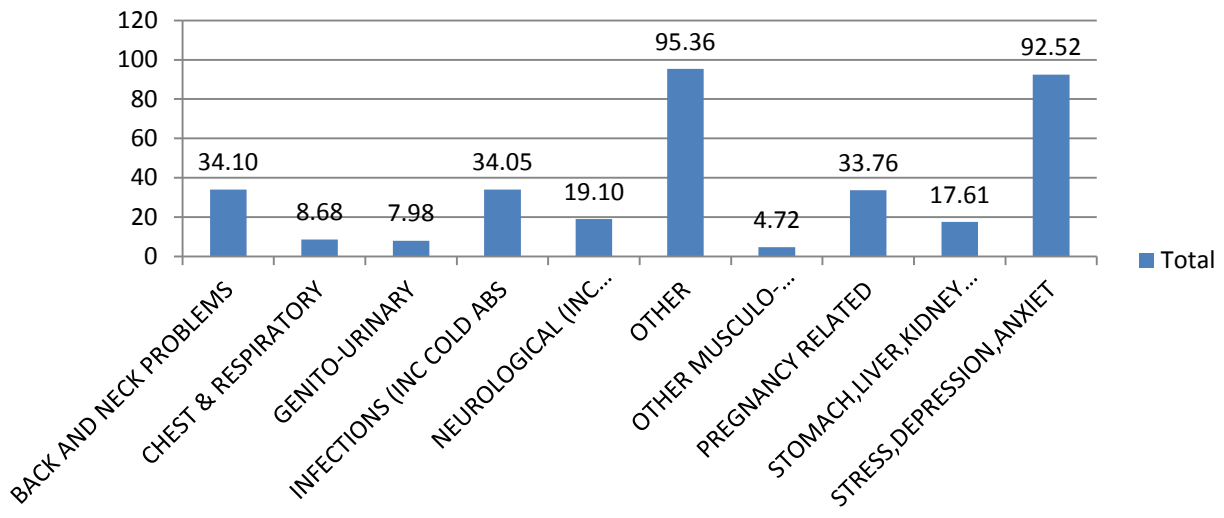
May 16



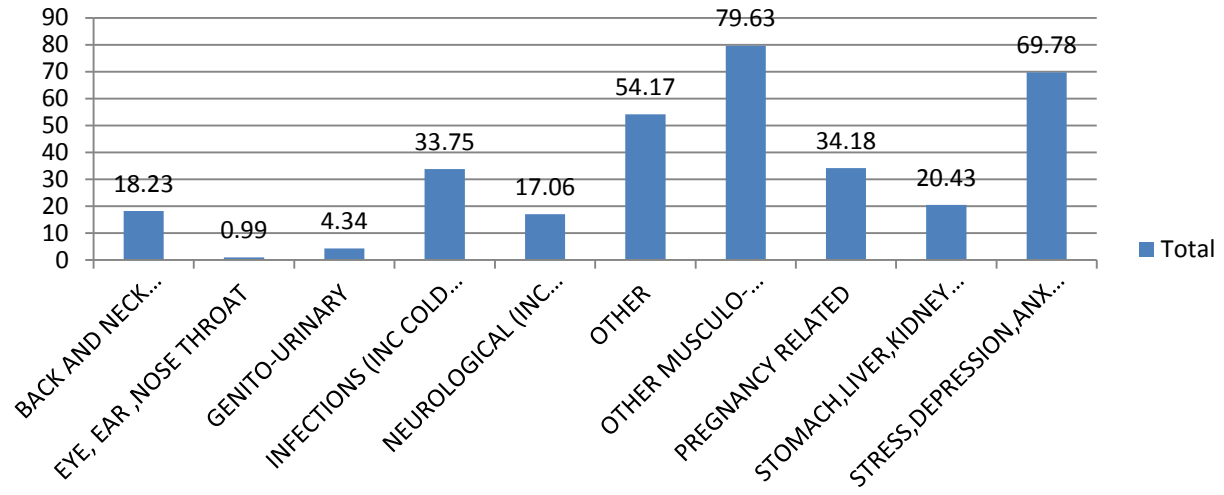
June 16

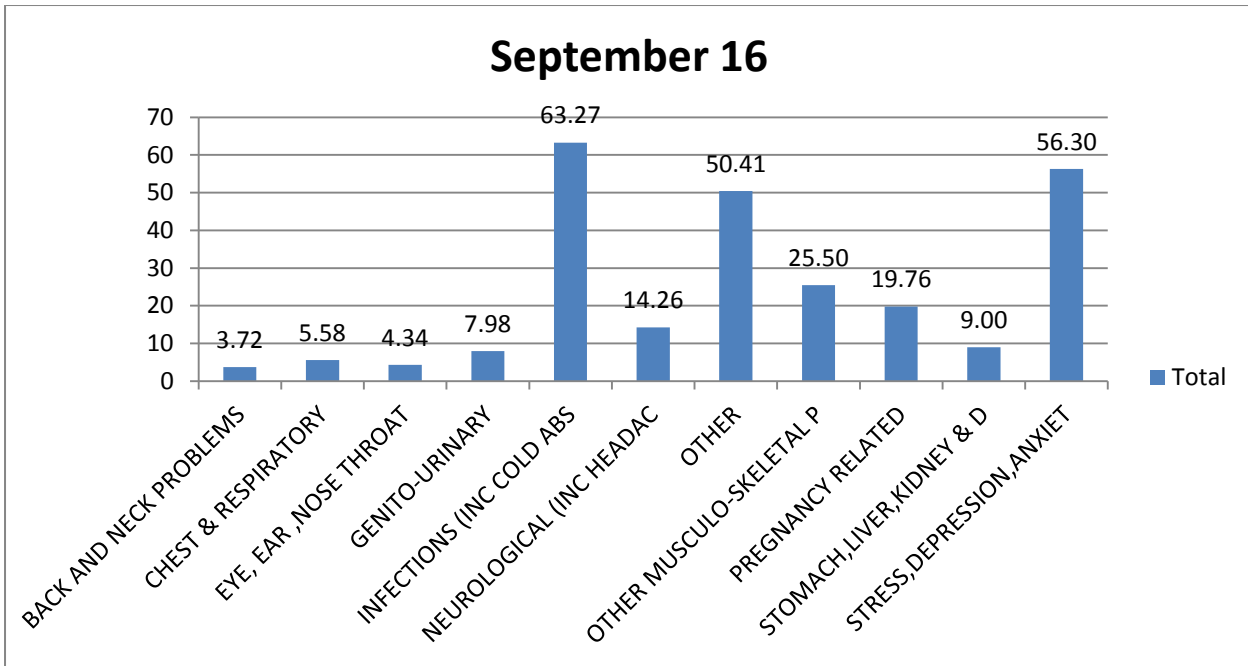


July 16



August 16





Stress Related Absence

The following graphs show stress related absence broken down by Service area on a monthly basis.

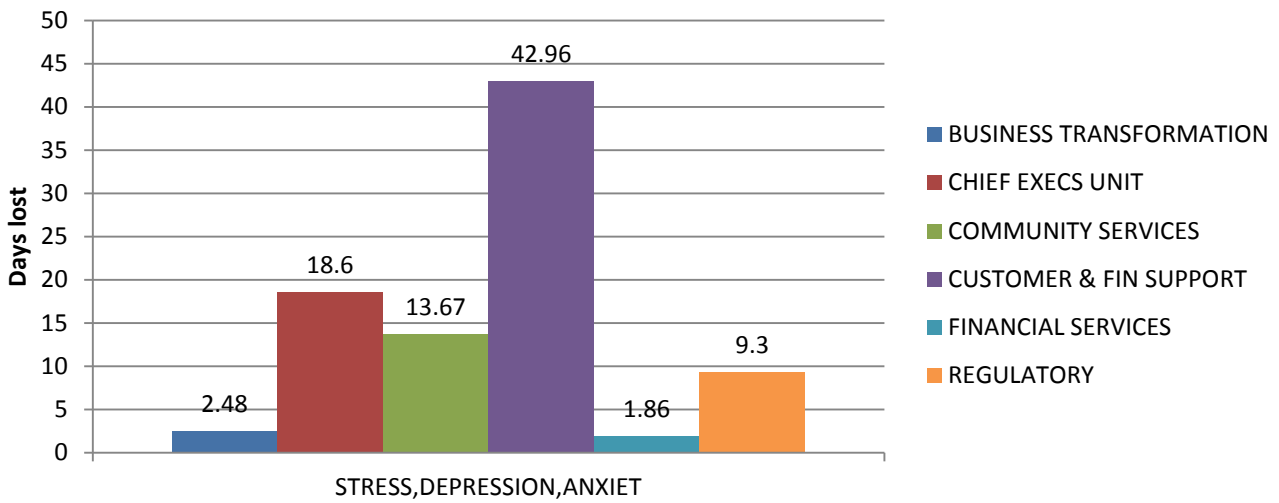
The data shows that there is no one service area that consecutively reports the highest levels of Stress Related Absence. However, there are several services that report stress related absence each month during the 6 month period.

The Council is working hard to support employees with stress related illness, both of a personal or work related nature through the Time to Talk initiative and other initiatives such as the Phone a Friend. The Phone a Friend initiative is in the process of being relaunched and further volunteers have been trained to support employees who access this service.

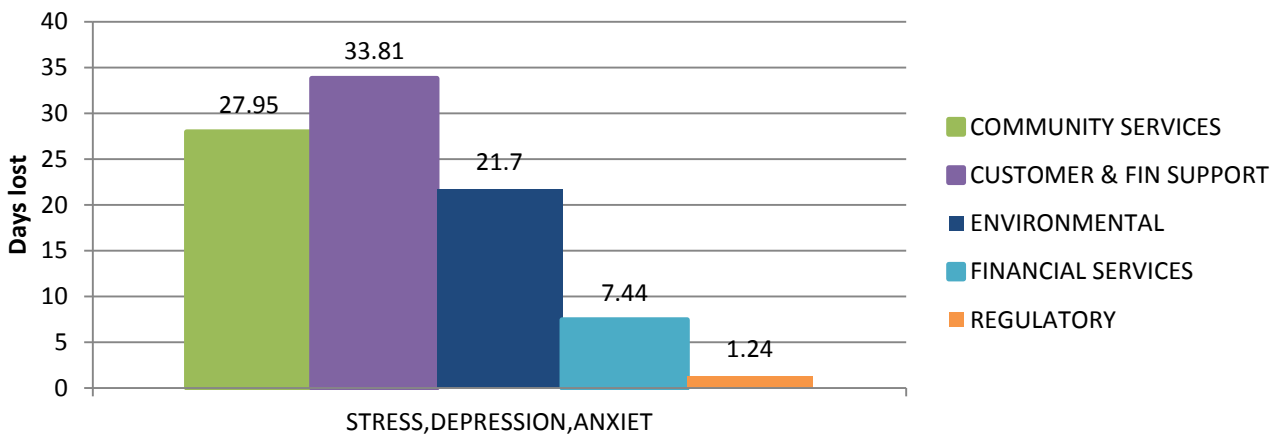
In addition the Council has invested in a more comprehensive Employee Support Programme, (EAP) which offers a completely confidential advice and counselling service to support its employees with any issues of concern, whether it is personal or work related. We have received increasingly positive feedback from employees who have used this service and we will continue to promote the service to support employees with stress related illnesses.

Between July 2015 and June 2016 23 employees directly accessed EAP for counselling support and 16 for work life issues. In addition there have been 1,865 web hits where employees can access online support and advice.

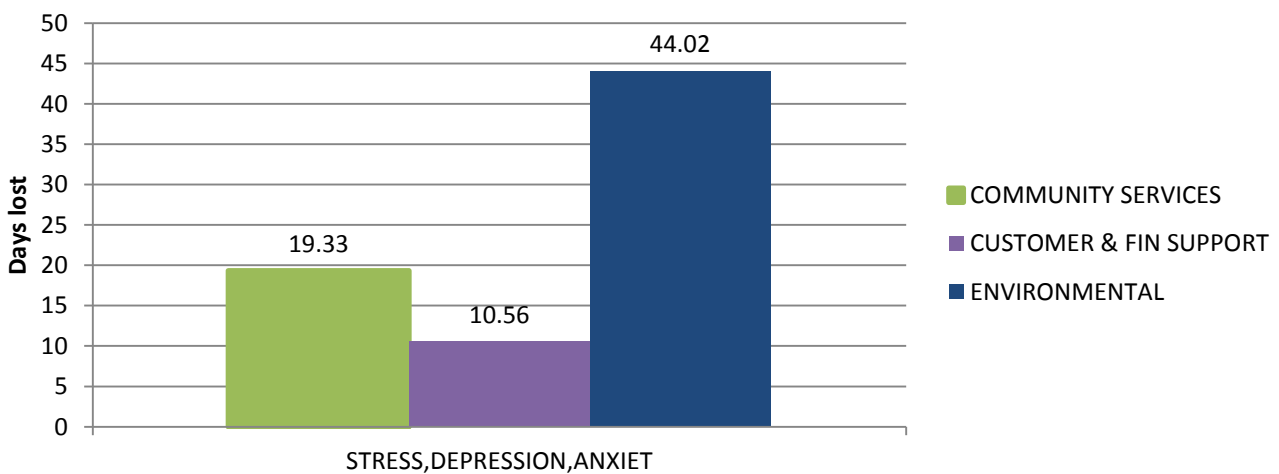
Apr-16



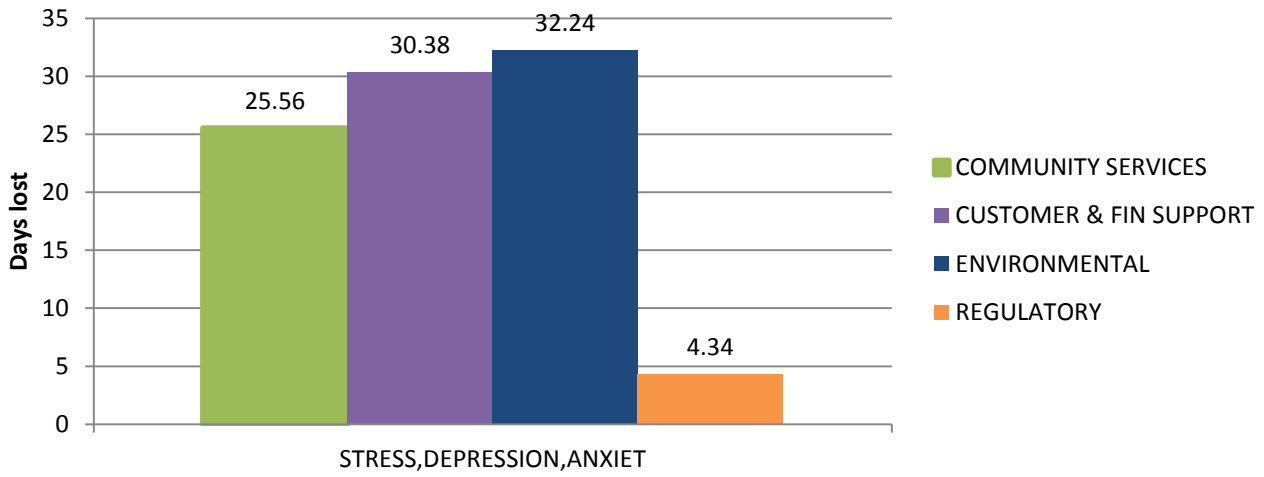
May-16



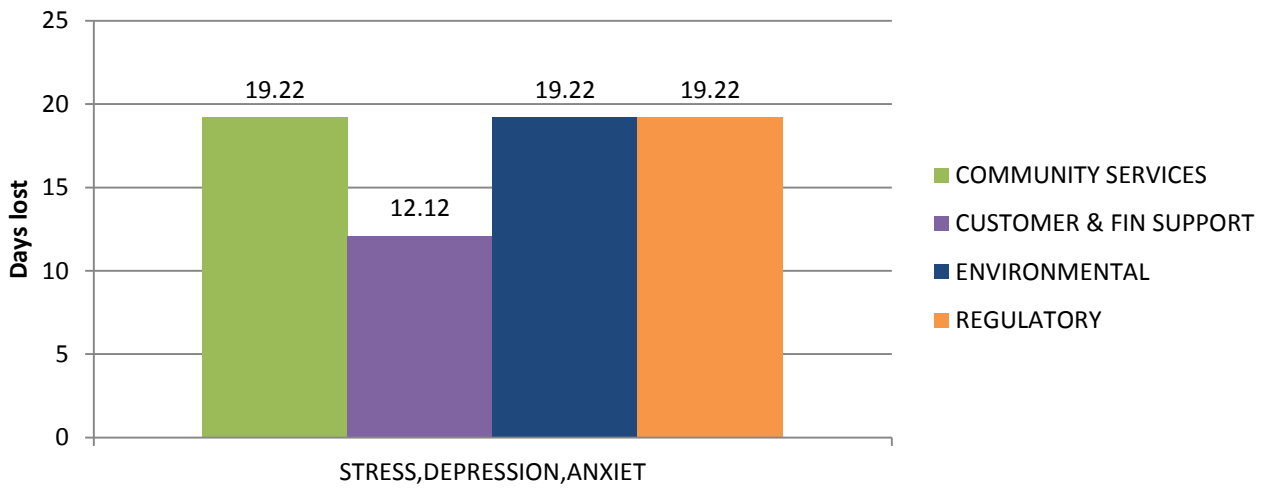
Jun-16



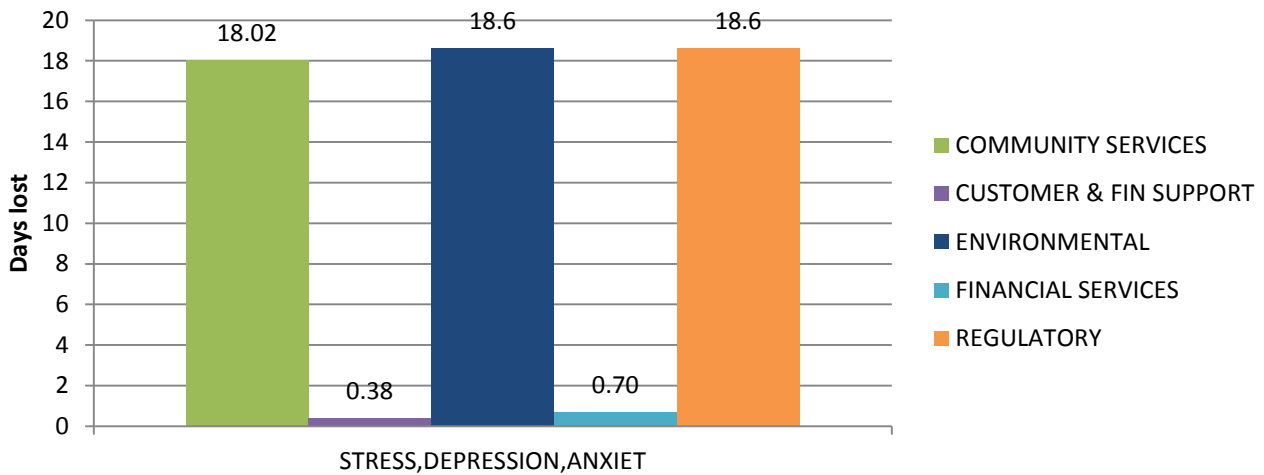
Jul-16



Aug-16



Sept-16

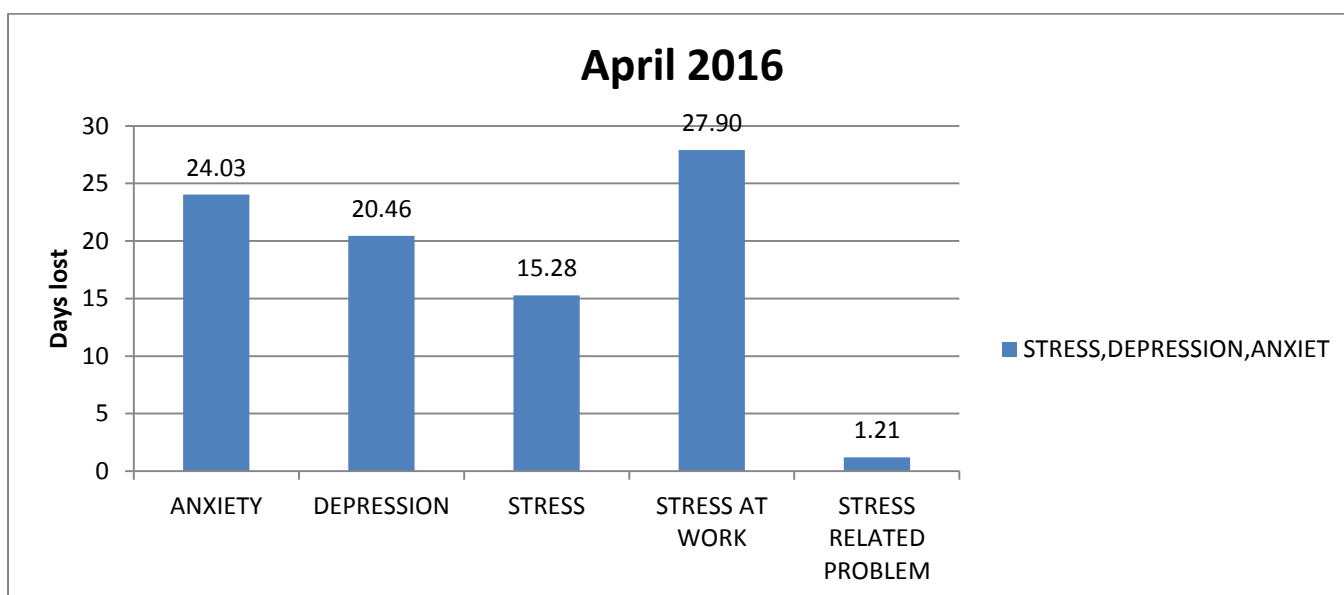


Stress Related Absence / Work Related Absence

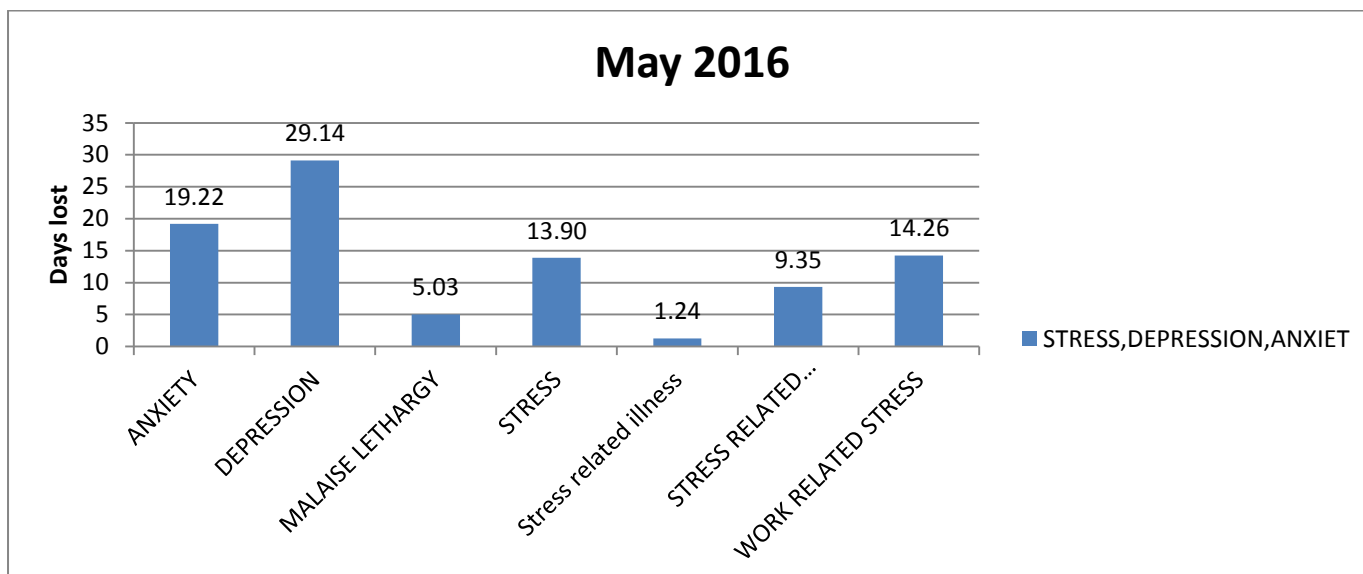
The data below shows 'work related stress' is consistently one of the main reasons for stress related absence reported by employees. It is also acknowledged that there may be work related stress absence within the other sickness categories, as not all employees report absence as work related stress.

The work undertaken with the Time to Talk initiative encourages employees to seek support and promote better conversations in the workplace to help remove the stigma related to mental health.

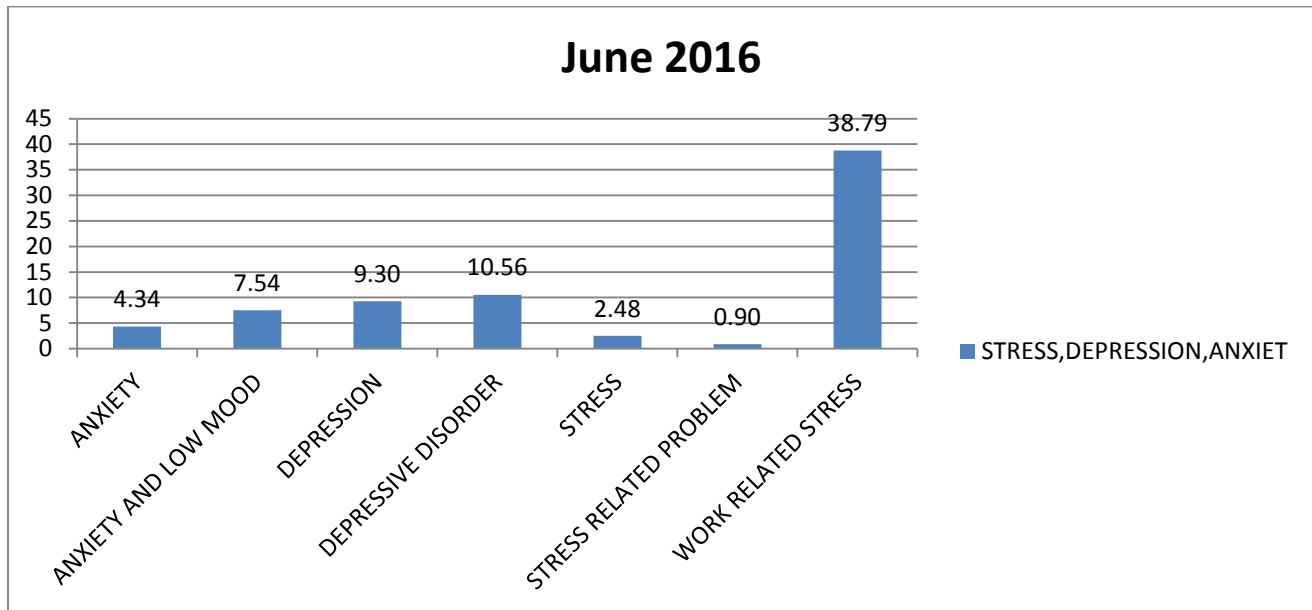
Further work is being undertaken in conjunction with Managers, Human Resources and Health and Safety to ensure that employees who return to work following a stress related absence undertake a stress risk assessment with their Manager. Work is being undertaken to ensure that Managers have the skills not only to support employees who have returned following a stress related absence but also to help recognise the early signs of stress in order to reduce the effects.



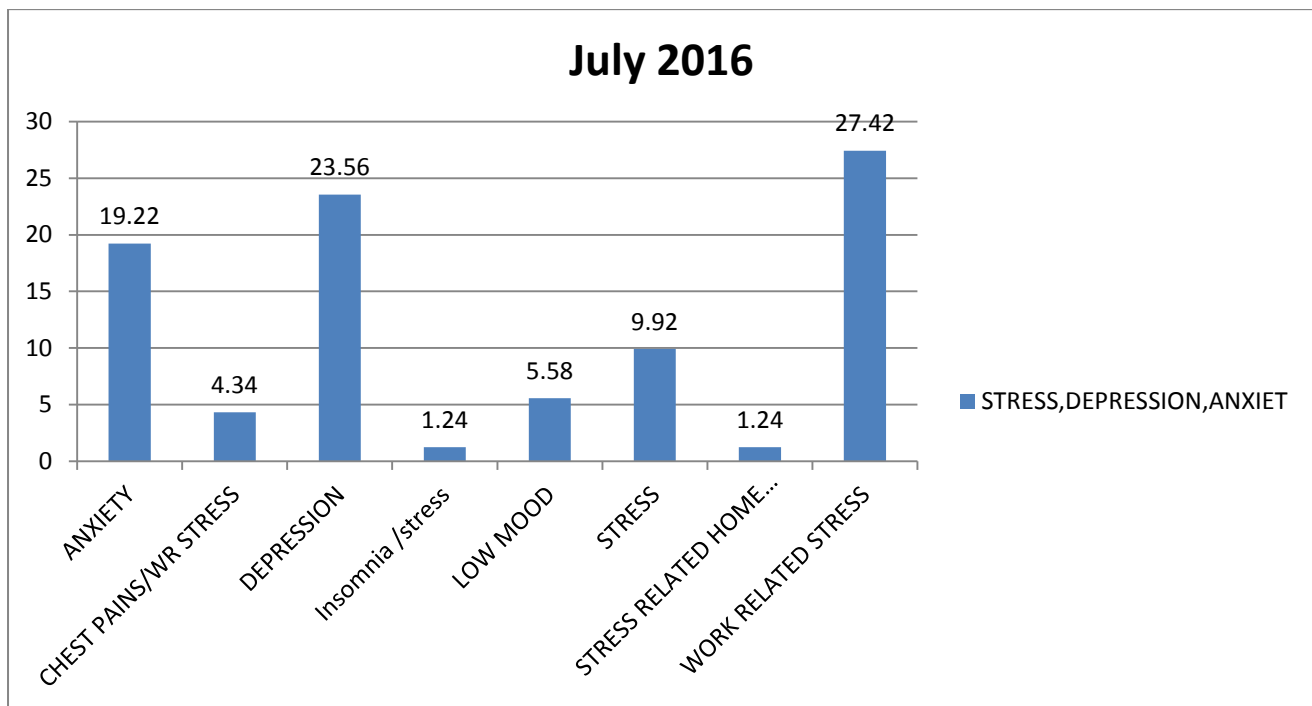
There was a total of 10 employees absent due to Stress, Depression or Anxiety during April, 2 employees absence was recorded as Work Related Stress.



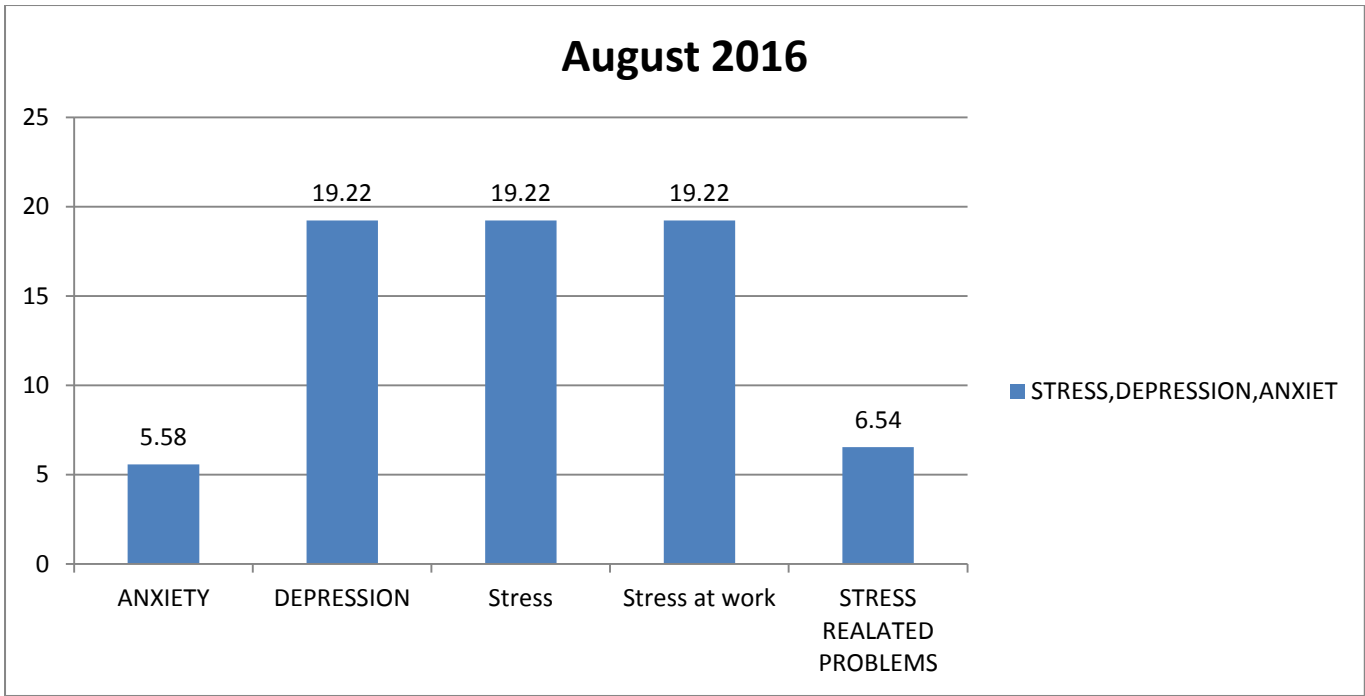
There was a total of 11 employees absent due to Stress, Depression or Anxiety during May, 1 employees absence was recorded as Work Related Stress.



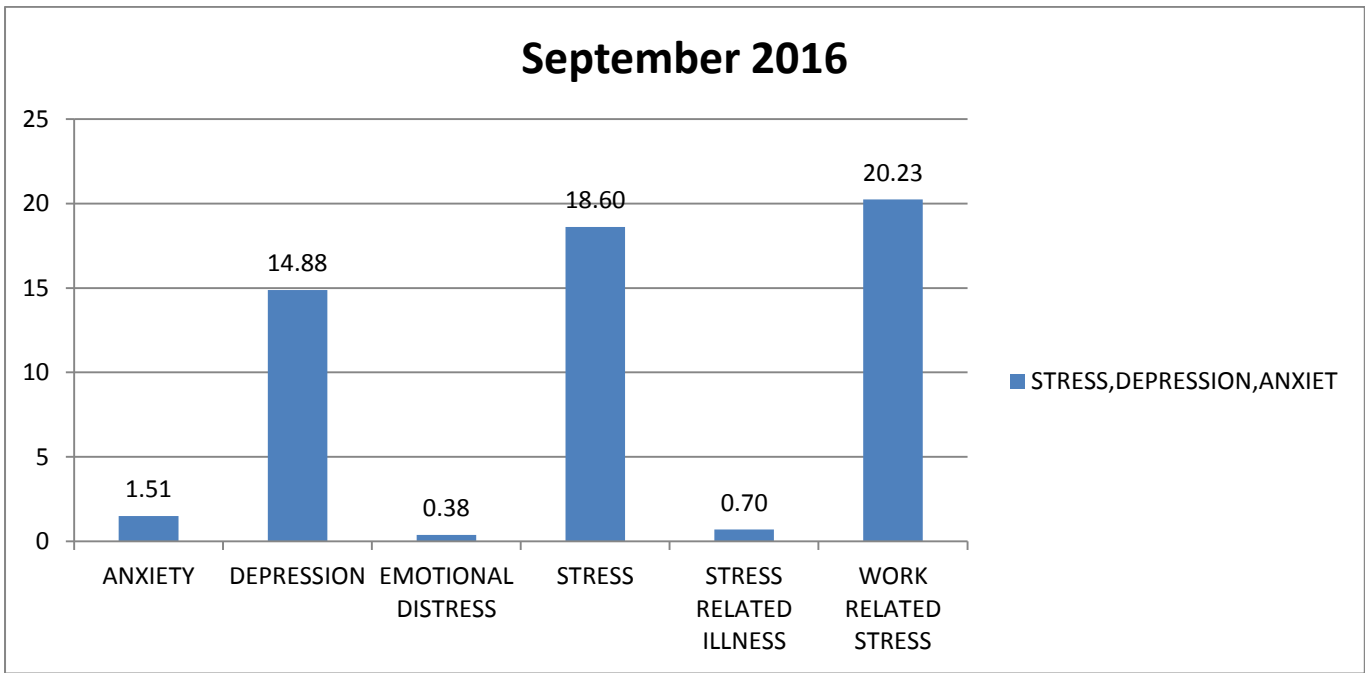
There was a total of 8 employees absent due to Stress, Depression or Anxiety during June, 3 employees absence was recorded as Work Related Stress.



There was a total of 12 employees absent due to Stress, Depression or Anxiety during July, 5 employees absence was recorded as Work Related Stress.



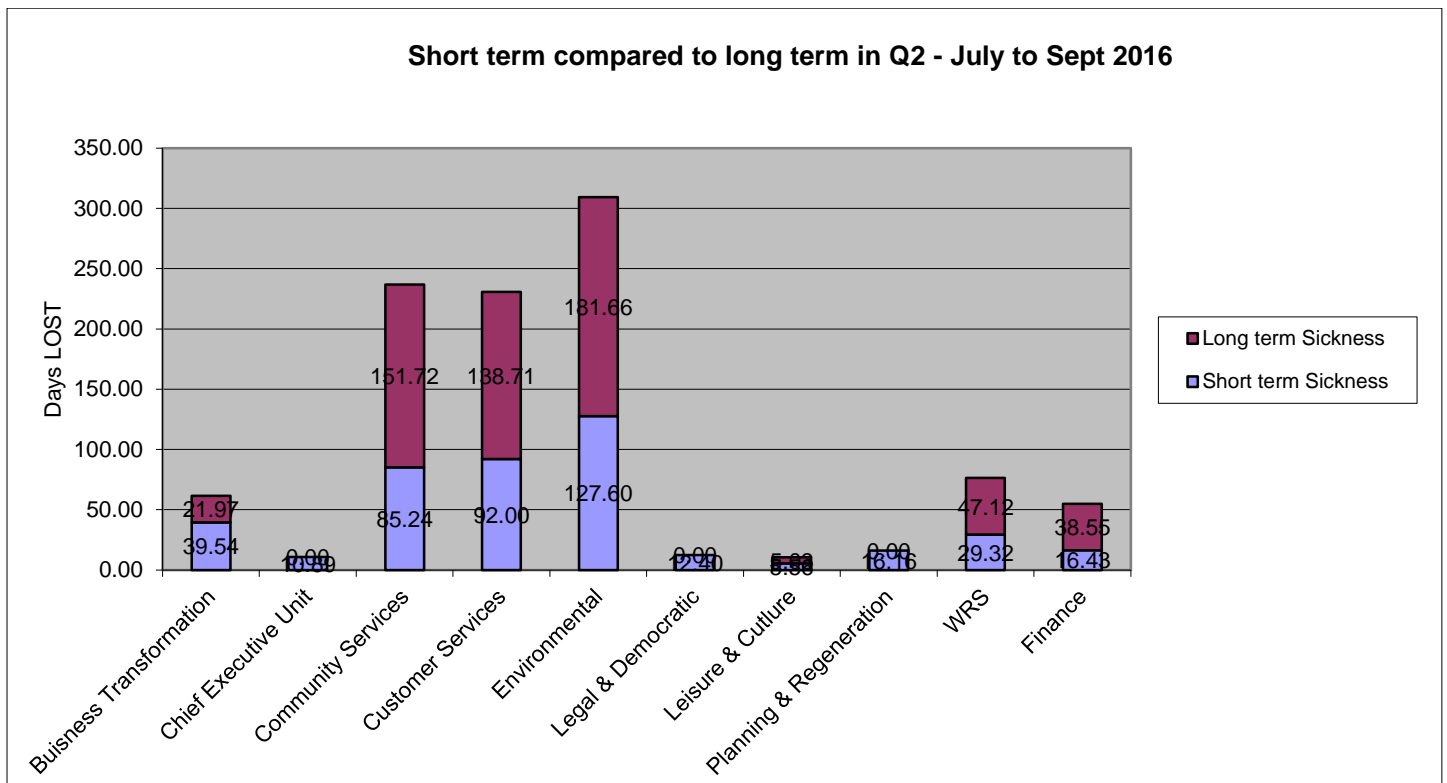
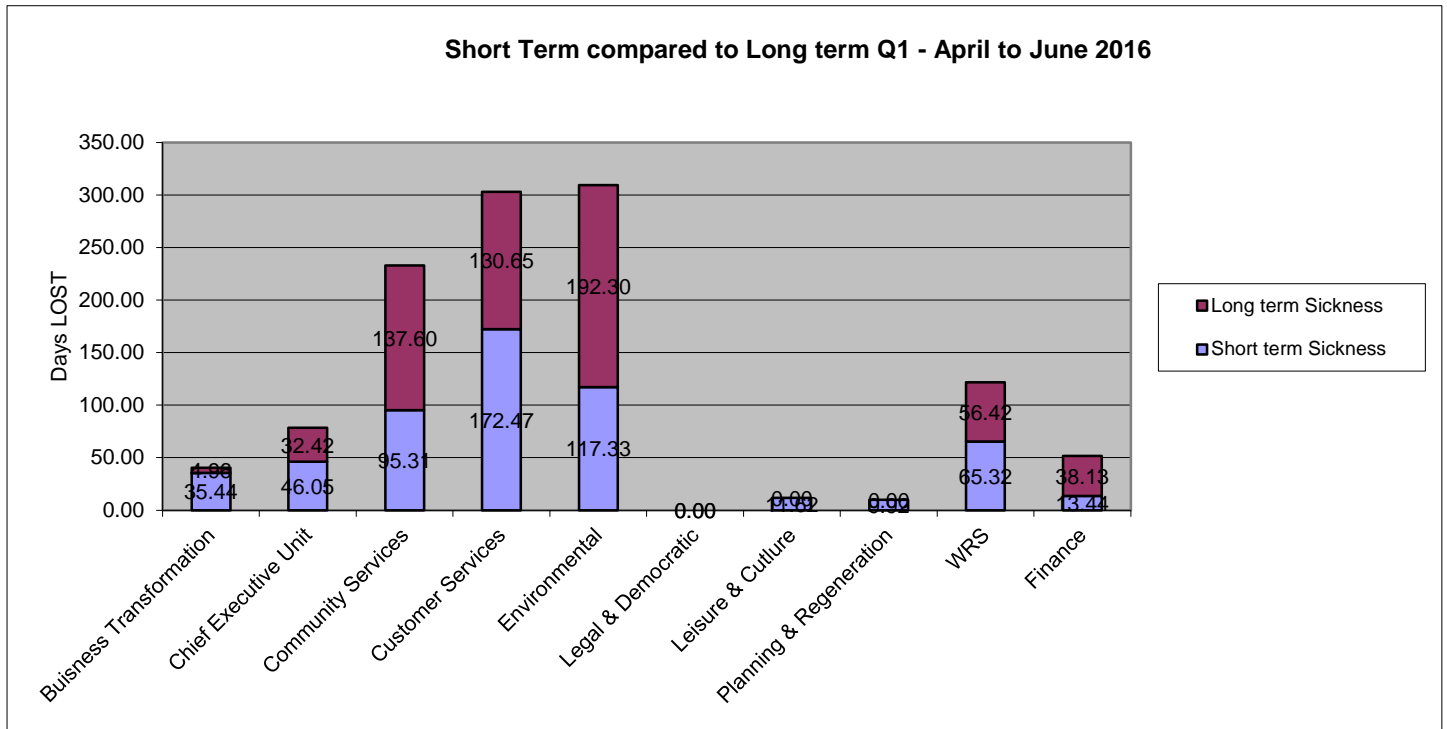
There was a total of 5 employees absent due to Stress, Depression or Anxiety during August, 1 employees absence was recorded as Work Related Stress.



There was a total of 7 employees absent due to Stress, Depression or Anxiety during September, 2 employees absence was recorded as Work Related Stress.

Short Term / Long Term

The graphs below shows the days lost for Long Term and Short Term sickness absence. There has been a decrease in short term absence in quarter 2 compared with quarter 1 with long term absence remaining broadly similar.

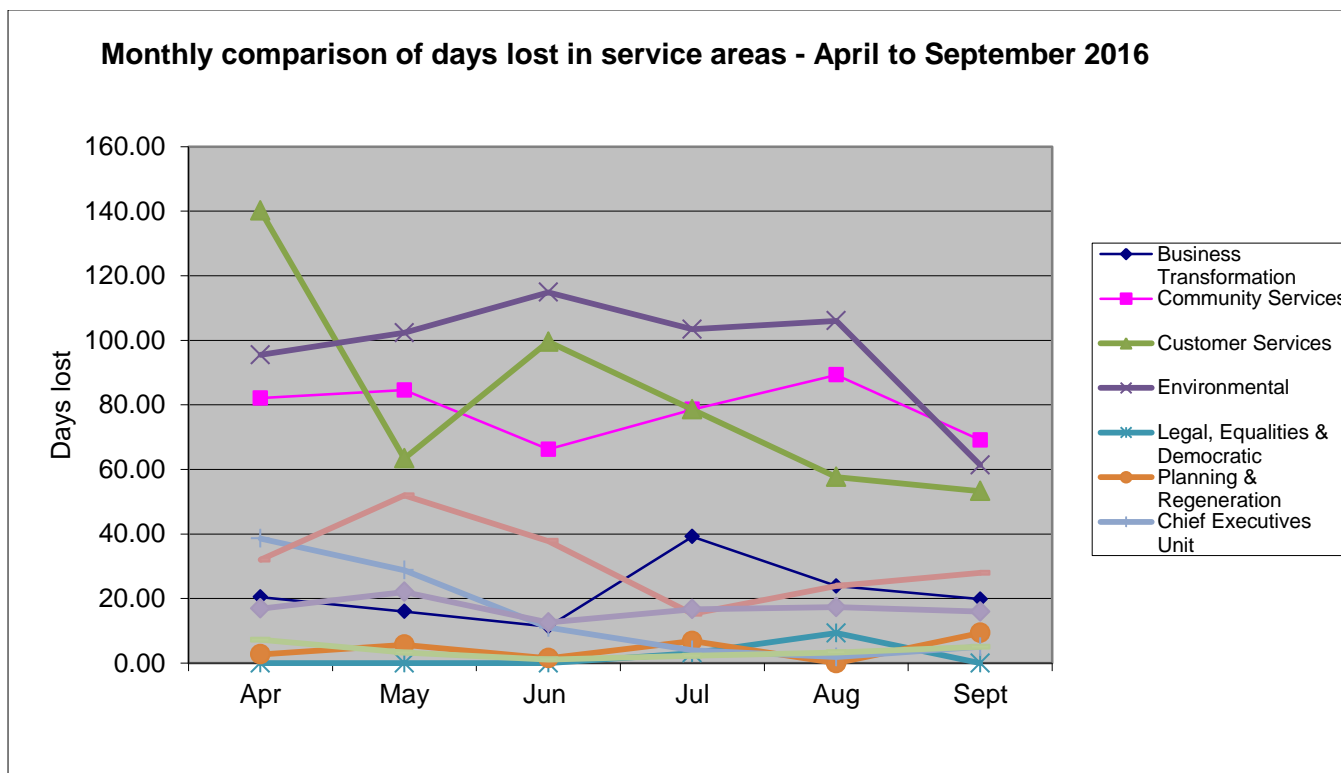


Section 2

The graph below shows the average days lost were 2.44 per FTE for Bromsgrove District Council.

BDC 2016-17

HEADCOUNT @ 30/09/16	Service Area	Apr	May	Jun	Jul	Aug	Sept	total
31	Business Transformation	20.46	14.16	5.58	12.09	19.84	19.84	91.97
12	Community Services	0.00	0.00	0.62	0.00	0.00	0.00	0.62
21	Customer Services	41.15	21.70	22.37	29.41	16.74	0.00	131.37
227	Environmental	95.48	102.30	114.85	103.42	106.02	61.38	583.45
24	Legal, Equalities & Democratic	0.00	0.00	0.00	3.10	9.30	0.00	12.40
44	Planning & Regeneration	2.28	3.10	1.51	5.58	0.00	0.00	12.47
15	Chief Executives Unit	0.00	8.68	4.96	0.00	0.00	0.00	13.64
70	WRS	31.99	51.93	37.82	15.25	23.93	27.96	188.88
444.00	total FTE	426.59	428.81	422.58	420.86	423.86	421.23	1034.80
								2.44



Development with sickness absence recording

Over a period of time we have reviewed the sickness data to identify how it can be used effectively to support the organisation. It was identified that a core problem is the lack of real time recording which means that the data we hold may not be accurate. As a result a trial has been undertaken in a number of services whereby they have been directly inputting sickness absence into the HR/Payroll system. The benefits of the trial have been;

- Real time data
- Managers have access to electronic sickness absence data to help manage and understand their services
- Reduced administrative processes

The trial will be further extended, building on what we have learnt so far. Guidance and training will be given to managers to use the HR/Payroll system. HR Officers will be working very closely with managers to implement the changes and to assist managers to analyse data.

Sickness absence will be combined with other data set to further explore trends and issues. We are currently working to ensure that all relevant sickness data will be available on the Dashboard over the forthcoming weeks.