

Please find attached a variety of absence statistics up to August 2009. Further summaries and overviews are below.

Year on Year

Overall sickness absence figures for August are again reducing and are getting nearer to the target figure of 7.5 days. The projected figure is now 8.74 days which is less than last years total figure. However this figure may not give a true reflection as it only covers 5 months of the year.

Based on current forecasted figures by HR, 5 departments still have a current forecast which is higher than our target of 7.5 days. [Please see Annex A]

Looking at the month by month figures [please see Annex B] August is the lowest figure for 4 years which is very promising.

Short Term Absence (STA) within RDC (under 4 weeks) [Please see Annex C]

Short term absence for the month of August (56.87 days) has again decreased and is now the lowest figure since May 2007.

Out of 18 departments (which include the Partnerships and CMT and SMT), 4 of these have had no short term sickness absence in the period April to August 2009. These are Corporate Management and Support, Health and Environment, Human Resources and Senior Management Team.

Further information on the actual number of days absence by department can be seen at Annex C. Further analysis of this will be done in the next report.

Long Term Sick (LTS) within RDC (over 4 weeks) [Please see Annex C]

Economy and Community Services, Facilities and Emergency Planning and Streetscene Services were running with officers on LTS in August 2009, totalling 4 employees. 1 of these employees returned to work during August and 2 of these employees have been granted ill health retirement.

Sickness Absence Reasons [Please see Annex E]

The highest absence reason for short term absence for the period April to August 2009 is 'Other musculo-skeletal problems (does not include back)' (93.69 days), the next highest is 'Infections (including influenza, colds, coughs and throat infections)' (89.59 days) and this absence reason rose significantly in August 2009.

The highest absence reasons for long term absence for this period is also 'Other musculo-skeletal problems (does not include back)' (184.6 days). The next highest reason is 'Stress, Depression and Anxiety' which is 104.5 days.

Trigger Points

Trigger information for August 2009 is not yet available due to timing of the report. This will be available in next months report.

Way forward

Comments are still awaited for UNISON on the revised procedures.