

Appendix 1

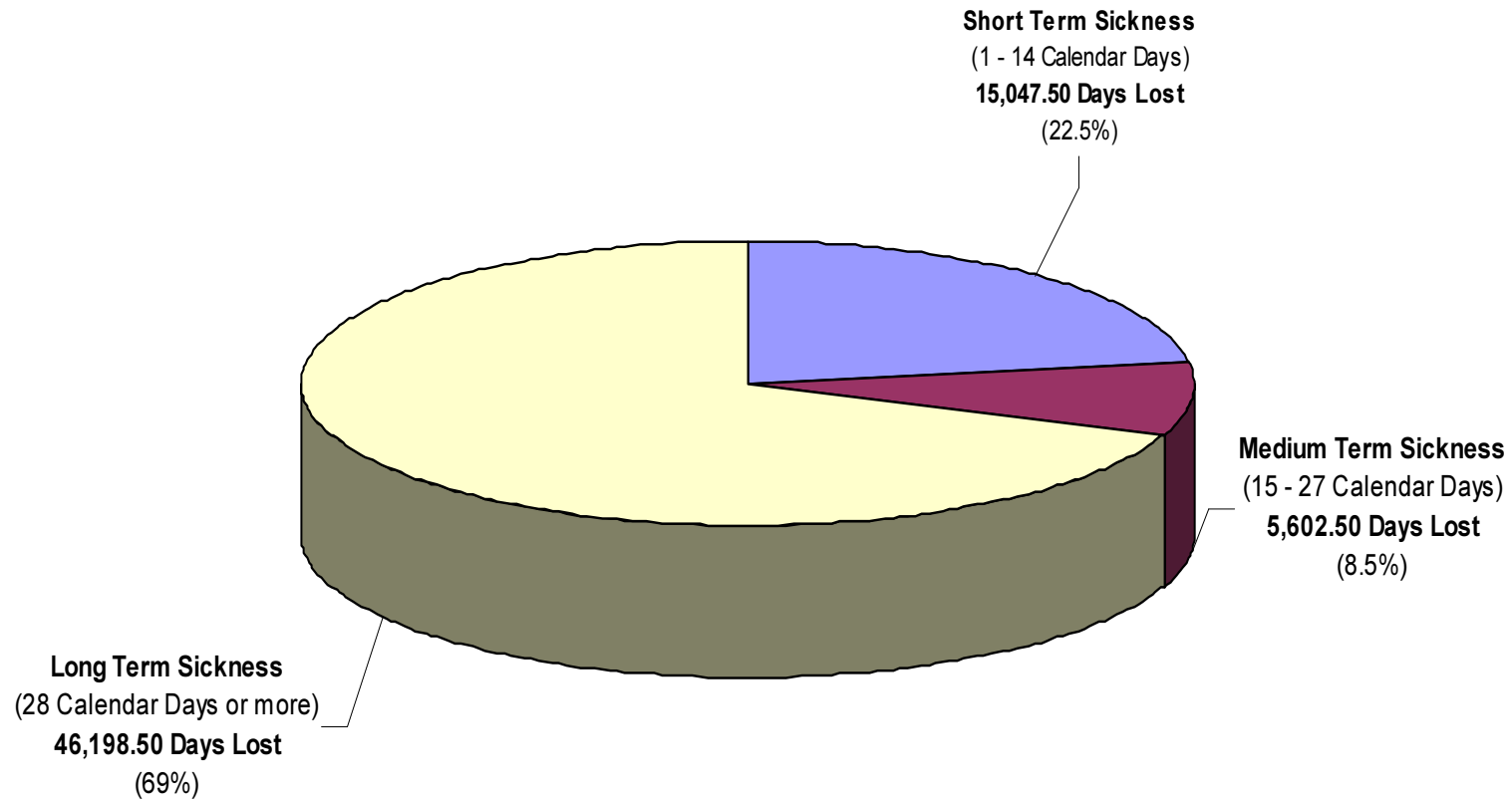
Sickness Absence 2013/14

Overall Sickness (Including Teachers)	2009/10	2010/11	2011/12	2012/13	2013/14
The number of working days/shifts per full time equivalent (FTE) local authority employee lost due to sickness absence.	11.3	9.59	10.07	9.65	9.19

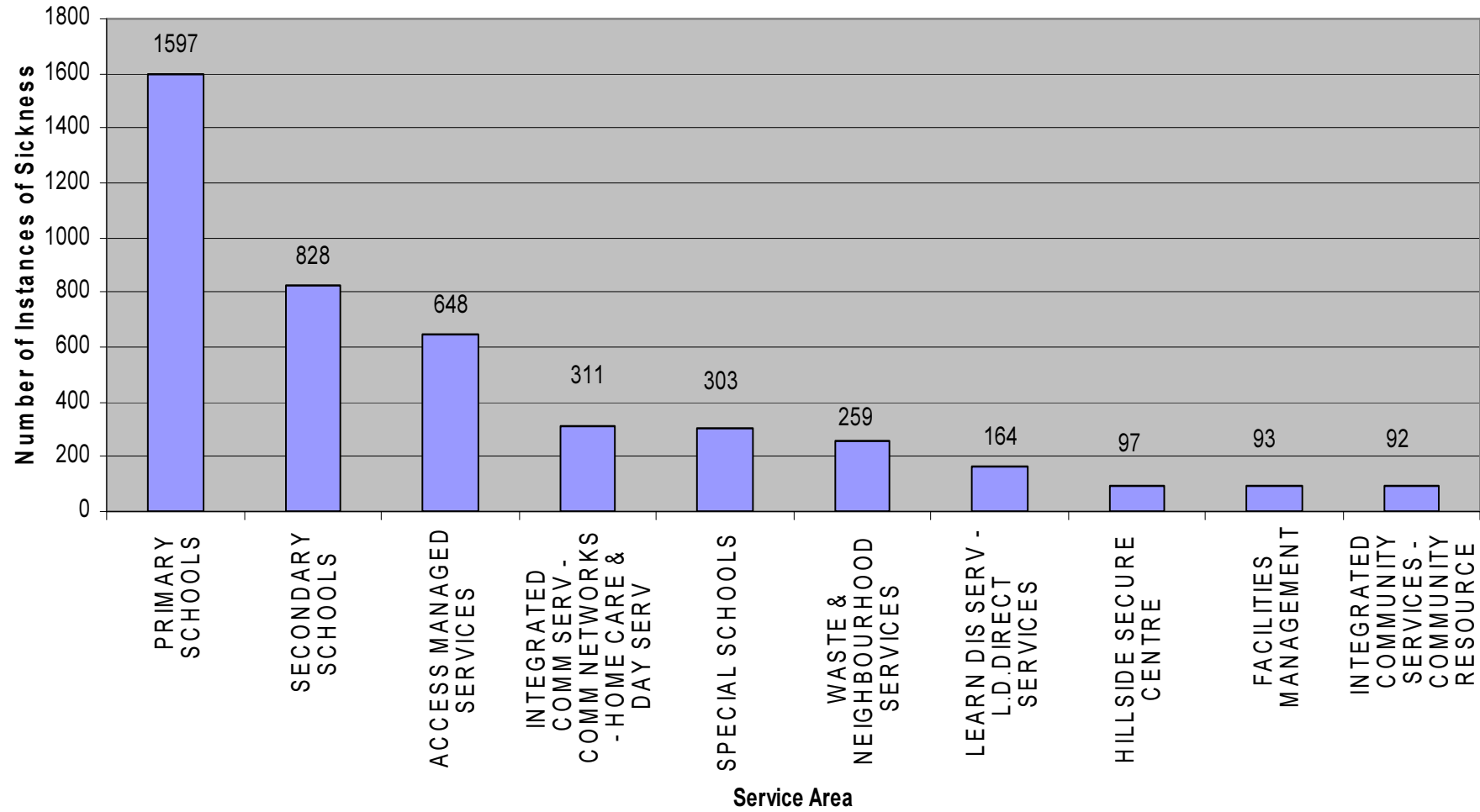
Days lost by employees who have 3 or more instances in a 12 month period (excluding teachers)	2009/10	2010/11	2011/12	2012/13	2013/14
Number of employees (posts) with 3 or more instances of sickness within the last year	1,477	943	830	886	665
Number of working days/shifts lost for those employees with 3 or more instances of sickness in the year	39,533	22,763	19,448	20,157	15,390

Long Term Sickness (excluding teachers)	2009/10	2010/11	2011/12	2012/13	2013/14
Number of employees (posts) who are consecutively sick for 28 days or more as at 31st March each year	150	140	139	129	128

NPTCBC Sickness Absence - Working Days Lost
Short, Medium and Long Term Sickness
1st April 2013 to 31st March 2014



NPTCBC Sickness Absence (Excluding Teachers)
Top Ten Service Areas
(1st April 2013 to 31st March 2014)



Average Sick Days Lost per Head of Service
1st April 2013 to 31st March 2014

Service Area	FTE Days Lost	FTE Employees as at 31.3.2014	Average FTE Sick Days
Corporate Strategy and Democratic Services	299.11	64.79	4.6
Human Resources	526.81	67.84	7.8
Education – Partnership and Community Development	3105.44	309.72	10.0
Education – Schools (and School Inclusion)	19912.06	2343.66	8.5
Education – Support Services and Commissioning	4541.23	371.8	12.2
Financial Services	904.08	184.79	4.9
ICT	397.53	106.14	3.7
Legal and Democratic	254.94	73.97	3.4
Business Strategy and Public Protection	1216	170.87	7.1
Children and Young People’s Services	3168.14	284.54	11.1
Community Care and Housing	8415.97	647.37	12.5
Engineering and Transport	1653.18	143.02	11.6
Planning	286.34	69.19	4.1
Property and Regeneration	1851.04	196.52	9.4
SWTRA	563.25	108.07	5.2
Street Care	5621.92	495.85	11.3

FTE Sick Days Lost across the Council

- 2013/14 average days lost per employee is 9.19 days (a total of 52,561 FTE days lost across the council).
- A 0.5 day FTE sick day reduction per employee equates to 2,840 council FTE days saved.
- The 2014/15 5% sickness reduction target equates to an average 8.73 FTE days lost per employee.

Case Study 1 – Work Related Stress

Employee 1

8th February 2013
Incident in the workplace

11th February 2013
Employee went on sick –
work related stress

14th February 2013
Manager referred
employee to Occupational
Health

28th March 2013
Occupational
Health 1st meeting
with employee –
advised that
employee was not
fit to return to work

8th May 2013
Management met with
Occupational Health who said
the employee was fit to return
to work, date of proposed
return was set for 15th July

15th July 2013
Employee returned to
work (after 154 days of
sickness)

25th July 2013
Employee went off sick
with a viral infection for
58 days

During Sickness Absence
Employee handed in
resignation

**End of September
2013**
Employee left the
employment of the
Authority

Case Study 2 – Stress Outside of Work

Employee 2

26th January 2012
Sickness started due to
brother's terminal illness
– became a bereavement

Employee supported by son's
employer (Tata Steel) and
chose to receive counselling
support from them.
Bereavement turned to stress
then depression.

5th April 2012
Referral made
to Occupational
Health

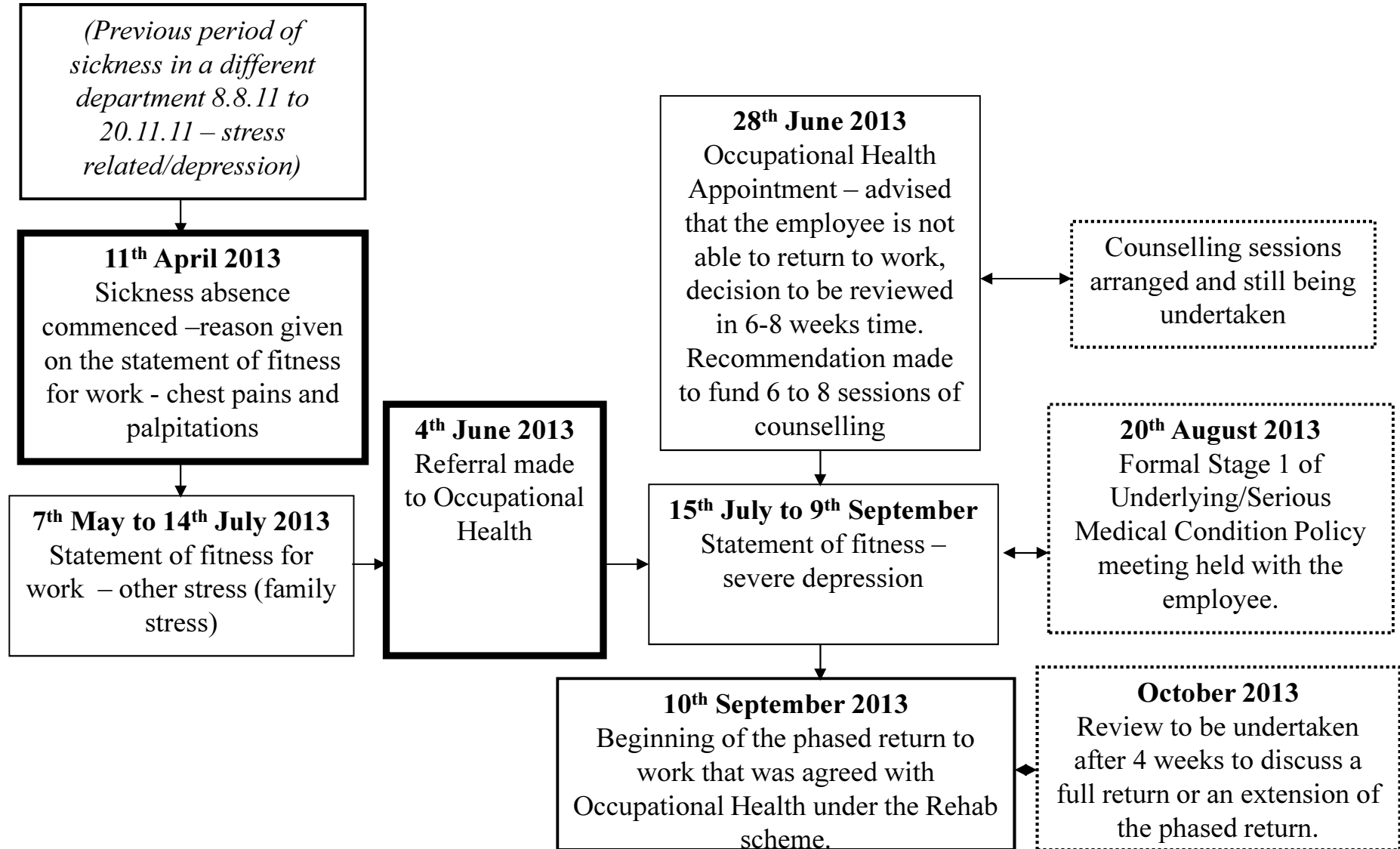
17th April 2012
Occupational Health
appointment –
assisted the
employee and line
manager to put a
strategy in place to
return to work with
the relevant support

25th April 2012
Staged return to work
commenced:

Week 1 – 2 day week
Week 2 – 3 day week
Week 3 – 4 day week
Week 4 – Full return

**No sickness absence
since return.**

Case Study 3 – Stress Outside of Work



For Consideration

- Management Capacity or Capability?
- Invest to Save?