

# WEST DUNBARTONSHIRE COUNCIL

## Report by Director of Corporate Services

### Audit & Performance Review Committee – 8<sup>th</sup> March 2006

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**Subject:      Sickness Absence Statistics**  
**Quarter 3 (October - December) 2005/2006**

**1.      Purpose:**

- 1.1      To advise the Audit & Performance Review Committee on the levels of employee absence during the 3 month period 1<sup>st</sup> October to 31<sup>st</sup> December 2005.

**2.      Quarter 3:**

- 2.1      Quarter 3 departmental absence statistics are summarised in Appendix 1. Unauthorised absence is reported for management information but is not included in the statutory indicator return to Audit Scotland. A summary for the Council is shown below:-

***Table 1: Quarter 3 2005/2006***

<b>Group</b>	<b>Quarter 3 Oct - Dec</b>
Local Government Employees	6.2
Craft	4.4
Teachers	4.4
<b>OVERALL</b>	<b>5.9%</b>

- 2.2      The absence rates for the same period in the previous year were as follows:

***Table 2: Quarter 3 2004/2005***

<b>Group</b>	<b>Quarter 3 Oct - Dec</b>
Local Government Employees	6.6
Craft	9.8
Teachers	3.8
<b>OVERALL</b>	<b>6.1%</b>

- 2.3      The absence levels in the Council for Quarter 3 are 0.2% lower for this year compared to the same period last year.

### 3. Underlying Reasons for Absence

- 3.1 The table below outlines the underlying reasons for absence during Quarter 3 (2005/2006) and shows that psychological and musculoskeletal absences account for 49% of days lost.

Code	Reason	Total Days Lost (Q3)	% Q3
C1	Stomach/Bowel/Blood 7& Metabolic Disorder	2583	13.3
C2	Cardiovascular	549	2.8
C3	Psychological	4984	25.6
C4	Musculoskeletal & Joint Disorders	4475	23.0
C5	Respiratory	941	4.8
C6	Cancer	425	2.2
C7	Neurological & Endocrine	945	4.9
C8	Gynaelological/Urological	1280	6.6
C9	Skin	135	0.7
C10	Ear/Nose/Throat/Mouth/Eye	1352	7.0
C11	Infectious Diseases	1781	9.2
	<b>Total</b>	19450	100.0

### 4. Long and Short-Term Absence

- 4.1 Attached to Appendix 1 are tables showing a) departmental detail on the absence codes, and b) the number of occasions of absence associated with each duration category.
- 4.2 The overall absence figures in Quarter 3 demonstrates medically certificated absence remains the most significant contributor to the Council's absence statistics with 70% of days lost being medically certificated.

### 5. Recommendation

- 5.1 Committee is asked to note the contents of this report.



**Gerry McInerney**  
**Director of Corporate Services**

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**Person to Contact:** Karen Bell, Personnel Officer, Corporate Services Personnel  
(01389) 737933