

Minute 188 – Corporate Plan Task and Finish Group Final Report Update on sickness and absence figures

The statistic we use, which is consistent with many other organisations, is the number of working days lost to sickness during the period concerned divided by the number of FTEs and includes leavers - these figures are shown on Covalent.. We breakdown figures further to short-term and long-term sickness absence (long-term is defined as 20 days or more).

We have done careful analysis of CDC's sickness absence figures for the last complete year (2016-17) which ended with an average figure of 9.24 days per employee per annum (our most recent figures were 9.24 days for October 2017 and 9.42 days for November 2017). During the review year, 2016-17, 26 employees had more than 50 days sickness and as of November 2017 the employment of 11 of the 26 had been terminated. We do manage long sickness absence cases very actively. In line with other local authorities and the wider public sector CDC has a supportive sick pay scheme that allows staff with more than 5 years' service to benefit if need be from up to 6 months full sick pay and 6 months half pay. However staff with long term sickness cannot regard the sick pay scheme as an entitlement to be exhausted and unless there is a genuine prospect of an employee returning to work management will formally Caution staff under the Absence Management Policy and move towards termination of employment. Terminal illness cases are however treated differently to this. Where the employee has a disability (which does cover a broad range of longer term conditions) then there is a greater tolerance of sickness absence as part of the reasonable adjustments required for staff with a disability under the Equality Act 2010 and in line with employment best practice. CDC's long term sickness cases do obviously affect our sickness figures significantly as the table below shows, which includes as highlighted the figures without the long-term sickness cases. We benchmark mainly with other local government and wider public sector employers.

CDC average sickness days December 2015 - November 2017

| Month | Long Term | Short Term | Total |
|---------------|------------------|-------------------|--------------|
| Nov-17 | 6.4 | 3.02 | 9.42 |
| Oct-17 | 2.92 | 6.32 | 9.24 |
| Sep-17 | 6.37 | 2.85 | 9.22 |
| Aug-17 | 6.54 | 2.74 | 9.28 |
| Jul-17 | 6.54 | 2.8 | 9.34 |
| Jun-17 | 6.48 | 2.73 | 9.21 |
| May-17 | 6.62 | 2.7 | 9.32 |
| Apr-17 | 6.7 | 2.77 | 9.47 |
| Mar-17 | 2.67 | 6.57 | 9.24 |
| Feb-17 | 6.38 | 2.83 | 9.21 |
| Jan-17 | 6.02 | 2.98 | 9 |
| Dec-16 | 6.07 | 3.22 | 9.29 |
| Nov-16 | 5.88 | 3.11 | 8.99 |
| Oct-16 | 6.01 | 3 | 9.01 |
| Sep-16 | 5.93 | 2.87 | 8.8 |
| Aug-16 | 5.86 | 2.74 | 8.6 |
| Jul-16 | 5.78 | 2.99 | 8.77 |
| Jun-16 | 5.86 | 2.75 | 8.61 |
| May-16 | 5.4 | 2.96 | 8.36 |
| Apr-16 | 5.11 | 2.56 | 7.67 |
| Mar-16 | 4.5 | 2.92 | 7.42 |
| Feb-16 | 4.59 | 2.62 | 7.21 |
| Jan-16 | 4.24 | 2.88 | 7.12 |
| Dec-15 | 4.67 | 3.03 | 7.7 |