



SICKNESS RATES: ADULT SERVICES AND HEALTH DIRECTORATE

Summary

1. The Head of Adult Social Care and the Senior Human Resources Adviser for the Adult Services and Health Directorate have been invited to discuss staff sickness rates.

Background

2. At its meeting on 1 July 2014, the Adult Care and Well Being Overview and Scrutiny Panel considered performance for the Directorate of Adult Services and Health (DASH) for the year 2013/14.

3. For the year ending 31 March 2014, the Council set all Directorates a target of no more than 7 days sickness per person (full time equivalent). In DASH, although the direction of travel was improving, the actual number of sickness days per person was on average 9.1, taken over an average of 1.12 episodes

4. In comparison, when looking at these figures against other parts of the organisation, the average number of sickness days was 6.93 (full time equivalent).

5. Members commented on the impact of sickness, especially in relation to employees working with vulnerable people and agreed that they would wish to have further information.

6. The attached Appendix provides further detail of sickness absence rates in Adult Social Care, where the higher levels of sickness absence are, and have traditionally been, experienced. In summary the following points may be made:

- a) Sickness absence rates for 2013/14 were higher than target across Adult Social Care, and below target in all other parts of the Directorate
- b) Sickness absence rates across Adult Social Care have steadily fallen year on year - having reduced by 39% since 2009/10
- c) Worcestershire is below the national average sickness rate within adult social care
- d) Small numbers of cases of long term sickness absence account for high average rates in some teams
- e) Reasons for absence across Adult Social Care are fairly typical of the rest of the Council
- f) There is no evidence at the moment that stress is leading to increased sickness absence
- g) Management actions are in place to manage sickness absence, and the position is kept under review

Purpose of this Meeting

7. Members are invited to comment on the Directorate's sickness performance levels and consider what the Directorate is doing to support staff and to bring the rates down in Adult Social Care. The Panel is asked to determine if:

- it would like to make any comments to the Cabinet Member
 - any further action is required.
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- Appendix – Sickness Rates: Adult Services and Health Directorate

Supporting Papers

Contact Points

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Specific Contact Points for this Report:

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Background Papers

In the opinion of the proper officer (in this case the Director of Resources) the following are the background papers relating to the subject matter of this report:

Agendas and Minutes of:

Adult Care and Well Being Overview and Scrutiny Panel on 1 July 2014

[All agendas and minutes can be found on the Council's website](#)