

# WIRRAL COUNCIL

## CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY

26 JANUARY 2012

<b>SUBJECT:</b>	<b>SICKNESS ABSENCE TRENDS IN CHILDREN AND YOUNG PEOPLE'S DEPARTMENT</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>ACTING DIRECTOR OF CHILDREN'S SERVICES</b>
<b>RESPONSIBLE PORTFOLIO HOLDER:</b>	<b>COUNCILLOR ANN MCLACHLAN</b>
<b>KEY DECISION?</b>	<b>NO</b>

### 1.0 EXECUTIVE SUMMARY

- 1.1 This report was requested by the Overview and Scrutiny Committee to provide and analyse the levels of staff absence in Children and Young People's Department (CYPD) over a 12 month period and identify any trends in levels and type of sickness absence in comparison to the Council average.

### 2.0 RECOMMENDATION/S

- 2.1 The Overview and Scrutiny Committee to note the contents of the report.

### 3.0 REASON/S FOR RECOMMENDATION/S

- 3.1 To ensure that the continued gradual decrease in sickness absence in CYPD is maintained.

### 4.0 BACKGROUND AND KEY ISSUES

- 4.1 The Council have been recording and reporting on the levels of sickness absence in departments through the best value performance indicators.
- 4.2 The levels of sickness absence have been monitored closely by CYPD over the last few years, and steps have been taken to reduce the level of sickness absence. The department are working with managers to support staff with identified health issues to by offering early intervention to remain in work and /or reduce the amount of time taken off due to sickness absence.
- 4.3 Over the last 12 month CYPD have reduced staffing numbers by 327 employees, who were released under the Councils EVR Scheme. Many staff left on 31<sup>st</sup> December 2010, and other key staff leaving dates were delayed until either 31<sup>st</sup> March 2011 or 30<sup>th</sup> June 2011.

- 4.4 The analysis of the sickness absence report of the last 12 months indicates that there has been a gradual overall reduction in levels of sickness absence in CYPD over the last 12 months.
- 4.5 The level of sickness absence in CYPD is not significantly higher than the council average over the last 6 quarters i.e. April 10 – Sept 11 (Appendix 1).
- 4.6 The level of mental health related illness indicates that CYPD (including schools) has a slightly lower percentage of days lost than the Council average i.e. 0.54%. In addition the overall trend indicates a slight decrease in the number of days lost due to mental health in the last 12 months. (Appendix 2)
- 4.7 The number of sickness absence days lost in the last 12 months in the Children's Social Care branch indicates higher levels of sickness absence than in other Branches, some of which is attributable to Stress/Depression (Mental Health) related illness.

## **5.0 RELEVANT RISKS**

- 5.1 If the level of sickness absence in the department raised significantly this would have an impact on both front line service delivery and increase the staffing costs to the department through increased costs for supply staff to cover absent frontline staff.

## **6.0 OTHER OPTIONS CONSIDERED**

None arising from this report.

## **7.0 CONSULTATION**

None arising from this report.

## **8.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

None from this report.

## **9.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

- 9.1 Frontline services such as early years and social care do require to be covered when off work due to ill health, which places increased pressures on the CYPD budget to pay for supply staff to cover.

## **10.0 LEGAL IMPLICATIONS**

- 10.1 None arising from this report.

## **11.0 EQUALITIES IMPLICATIONS**

- 11.1 The department ensure that they meet the requirements of the Disability Discrimination Act, when dealing the staff that have ongoing health problems relating to a disability.

- 11.2 Equality Impact Assessment (EIA)

- (a) Is an EIA required? No  
(b) If 'yes', has one been completed? n/a

## 12.0 CARBON REDUCTION IMPLICATIONS

12.1 None arising from this report.

## 13.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS

13.1 None arising from this report.

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## APPENDICES

### Appendix 1

Absence Figures by Quarter for Council and Children and Young People's Department based on BVPI formula (10th Oct 2011)

### Appendix 2

Number of sickness absence days lost due to mental health

## REFERENCE MATERIAL

HR People Management Information - Absence Figures by Quarter for Council Departments based on BVPI formula (10th Oct 2011)

## SUBJECT HISTORY (last 3 years)

Council Meeting	Date
none	N/a