

[The following information was requested by Members at the Audit and Governance Committee meeting of 10 May 2016]

Up to date data on sickness absence

Please note that the reported 8.4 days for 2015/16 did include the schools buying our payroll services, but was an estimate at the time of producing the report – the figures below have been produced by the council's 'KPI machine' and are final figures. Without schools the figure is 10.1 days per employee.

Employee Sickness Absence

Average Days Lost per FTE

	2015/16
Children's Services, Education & Skills	8.7
City & Environmental Services	10.1
Communities & Neighbourhoods	8.1
Customer & Business Support Services	8.5
Health & Wellbeing	15.9
Office of the Chief Executive	6.5
Directorates Total	10.1
Schools	5.7
Total City of York Council	8.1

Average Days Lost per FTE due to Stress

Children's Services, Education & Skills	1.6
City & Environmental Services	1.8
Communities & Neighbourhoods	1.0
Customer & Business Support Services	2.5
Health & Wellbeing	4.2
Office of the Chief Executive	4.2
Directorates Total	2.3
Schools	1.3
Total City of York Council	1.9

With schools the % of days absence relating to stress was 27.7%, without schools the % relating to stress was 22.7%.

Stress

The requested benchmarking information on sickness and stress related illness from other former LGYH authorities will be published as soon as available.

On the national position see attached Personnel Today article (from October 2015) and the following extract:

The trend continues with this year's figures, with public-sector organisations experiencing a median of 3.5% of working time lost due to sickness absence – equivalent to 8.1 days per employee – while private-sector services organisations lost a median of 2.2% of working time, translating as 5.1 days per employee.

<http://www.personneltoday.com/hr/sickness-absence-rates-and-costs-revealed-in-uks-largest-survey/>

On stress, see the Health & Safety Executive's website and the following extract:

- *In 2014/15 stress accounted for 35% of all work related ill health cases and 43% of all working days lost due to ill health.*
- *Stress is more prevalent in public service industries, such as education; health and social care; and public administration and defence.*
- *By occupation, jobs that are common across public service industries (such as health; teaching; business, media and public service professionals) show higher levels of stress as compared to all jobs.*

<http://www.hse.gov.uk/statistics/causdis/stress/index.htm>

Details of the Workforce Wellbeing Charter can be found at:

<http://wellbeingcharter.org.uk/index.php>