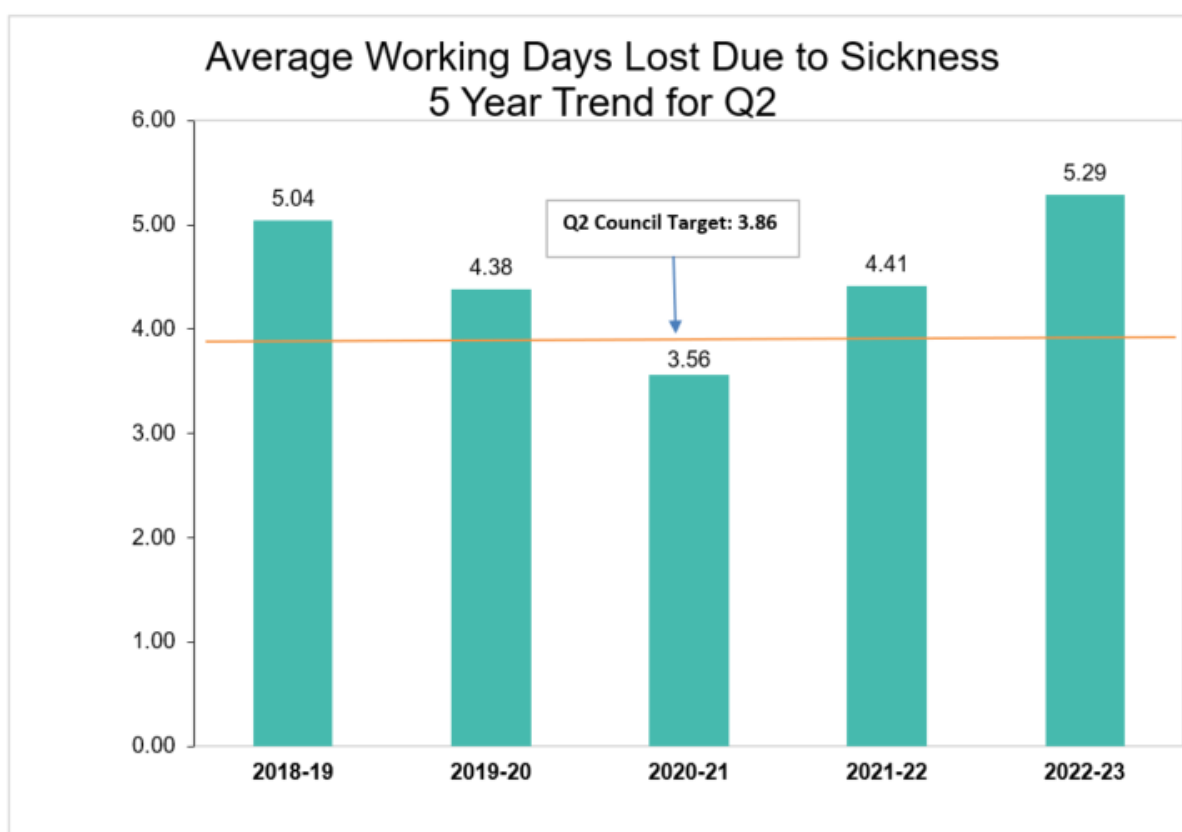


# Quarterly Sickness Absence Monitoring

Leadership Team (25-Oct-22)

## Headline Q2 Outturn

An average of **5.29** working days per employee were lost due to sickness at the end of Q2 this year compared to **4.41** days during Q2 last year. This represents an increase of **0.88** days and is the highest Q2 outturn for the last 5 consecutive years. An average of **2.74** working days per employee were lost due to sickness during Q1 in comparison to the council target 2.24. Q1 was 0.50 days above the threshold:



## Performance compared to Q2 target

The corporate cumulative quarterly sickness target was last reviewed in 2018-19 and is still ongoing and is as follows:

Quarter 1 = 2.24 days

Quarter 2 = 3.86 days

Quarter 3 = 6.21 days

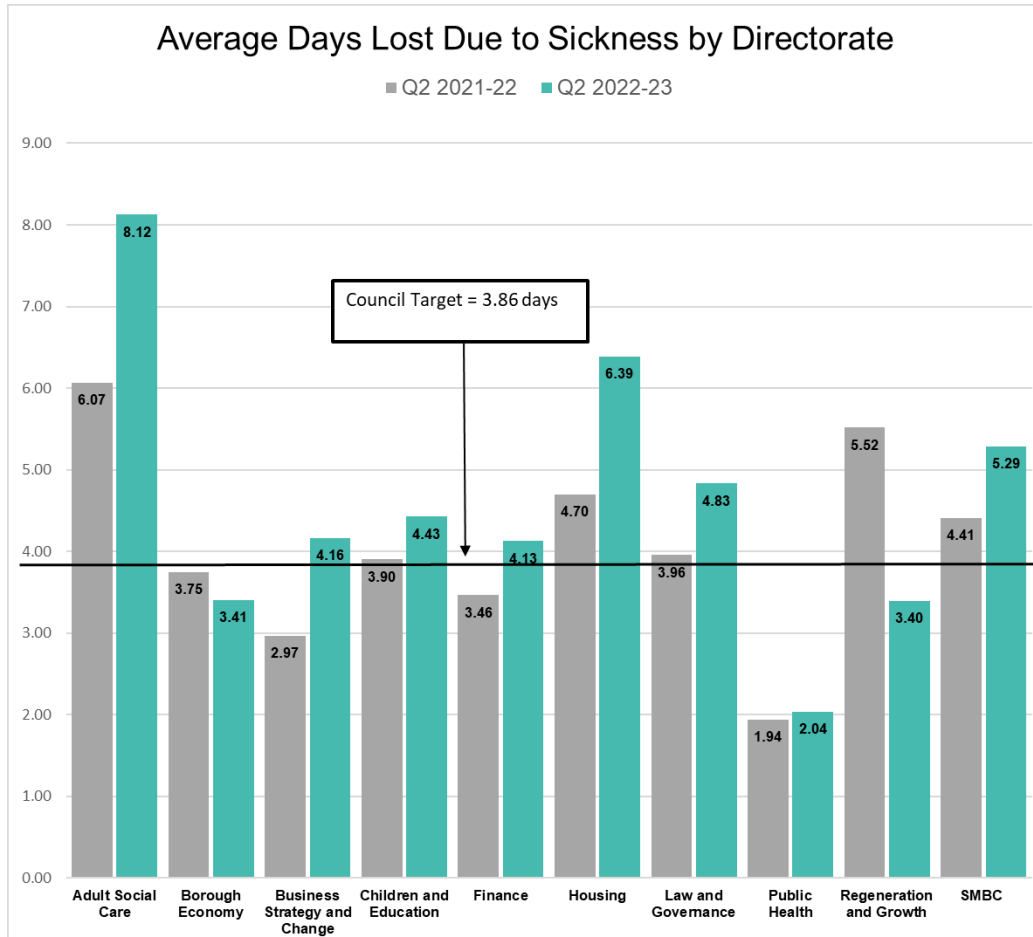
Quarter 4 = 8.70 days

Performance at the end of Q2 this year was **1.43** days above the threshold for the quarter. There are currently no Directorate level targets in place. Directorates, should aim to be within the corporate target. If this is not in reach, then Directorates

should set their own targets/ aim for continuous improvement when compared to the same period last year.

## Outturn by Directorate

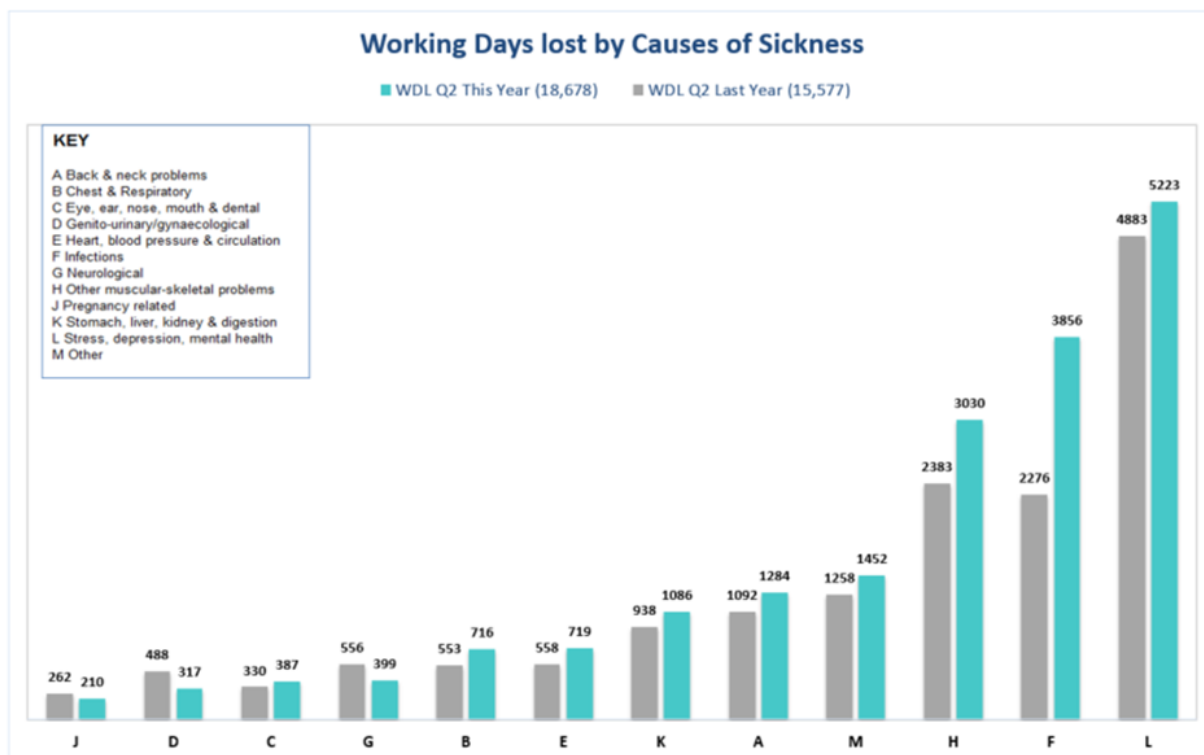
Outturn by Directorates this year compared to Q2 last year shows that all Directorates, except Regeneration and Growth and Borough Economy have seen an increase in sickness levels:



Directorate	Trend Compared to Q2 last year
Adult Social Care	2.06
Borough Economy	-0.34
Business Strategy and Change	1.20
Children & Education	0.52
Finance	0.66
Housing	1.69
Law and Governance	0.87
Public Health	0.10
Regeneration and Growth	-2.12
<b>Sandwell Council</b>	<b>0.88</b>

## Total Working Days Lost by Cause of Sickness

The total working days lost at the end of Q2 this year was **18,678** compared to **15,577** for the same period last year. This represents an increase of just over **3,100** days (**19.9%**). The underlying data by causes of sickness, shows an **increase in Infections by 1,580 (69%)** working days lost. This significant increase moved Infections from third to the second leading cause of sickness. **Stress, depression, mental health increased by 340 working days (7.0%)** and remains as the leading cause of sickness. **Other muscular skeletal problems increased by 647 (27%)** and moved down to the third leading cause behind Infections.



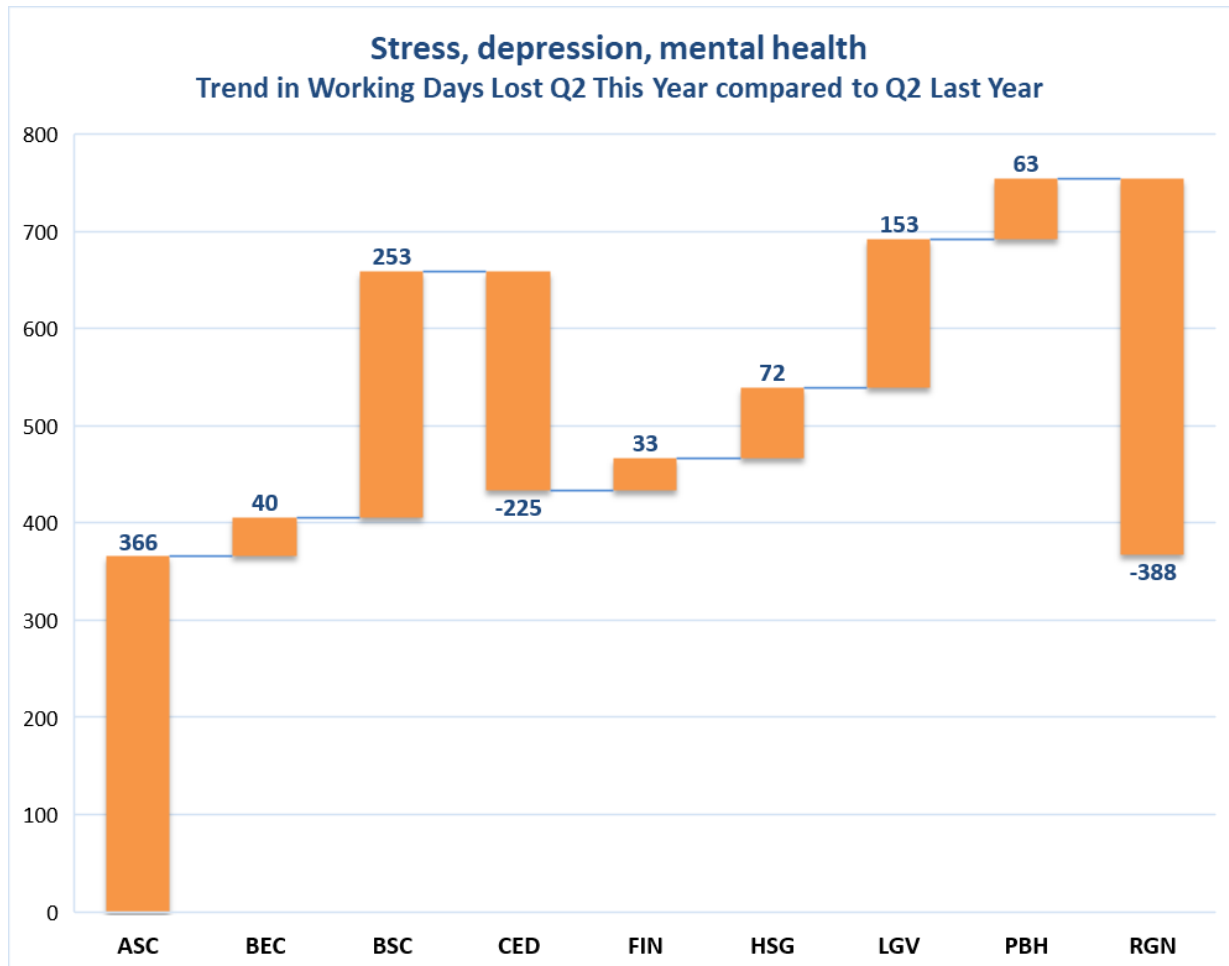
A heatmap summary of the total working days by Directorate is as follows:

Directorate	A	B	C	D	E	F	G	H	J	K	L	M	All Causes
Adult Social Care	460	178	130	134	260	889	145	756	6	230	1635	367	5191
Borough Economy	71	160	62	32	18	415	13	350		82	363	25	1591
Business Strategy and Change	20	12	24	12	11	230	29	64	58	163	604	137	1365
Children and Education	119	24	34	33	160	488	38	209	16	144	269	416	1950
Finance	41	118	39	52		239	18	167	19	113	446	122	1373
Housing	413	217	53	32	192	1239	113	1272	109	268	1278	265	5451
Law and Governance	30		11	17	20	156	17	74	1	65	367	46	804
Public Health			10			26	4			7	63	15	125
Regeneration and Growth	130	6	23	6	57	174	24	138		14	197	59	829
<b>Grand Total</b>	<b>1284</b>	<b>716</b>	<b>387</b>	<b>317</b>	<b>719</b>	<b>3856</b>	<b>399</b>	<b>3030</b>	<b>210</b>	<b>1086</b>	<b>5223</b>	<b>1452</b>	<b>18678</b>

The red, amber, green coding is auto-generated in Excel and is dependent upon the set of values in each row (Directorate). The higher the value the deeper the strength of the colour coding.

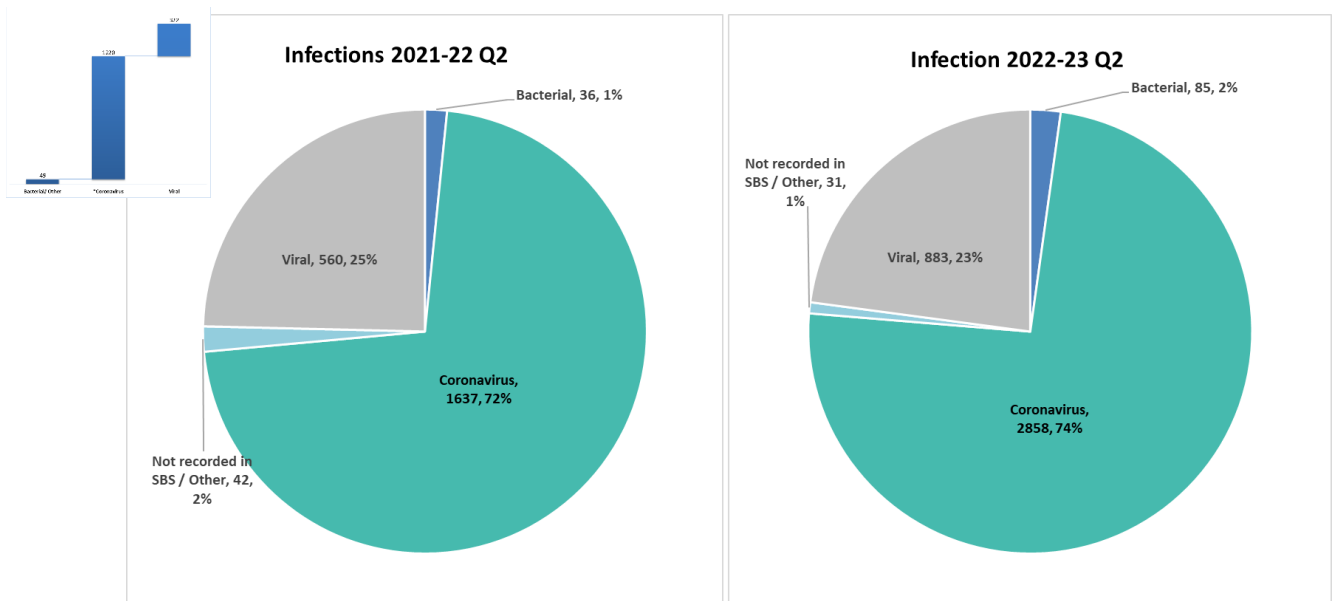
## Trend in Stress, Depression and Mental Health by Directorate

Regeneration and Growth and Children and Education were the only directorates with a reduction in working days lost due to stress, depression and mental health. All other directorates had seen an increase compared to Q2 last year:



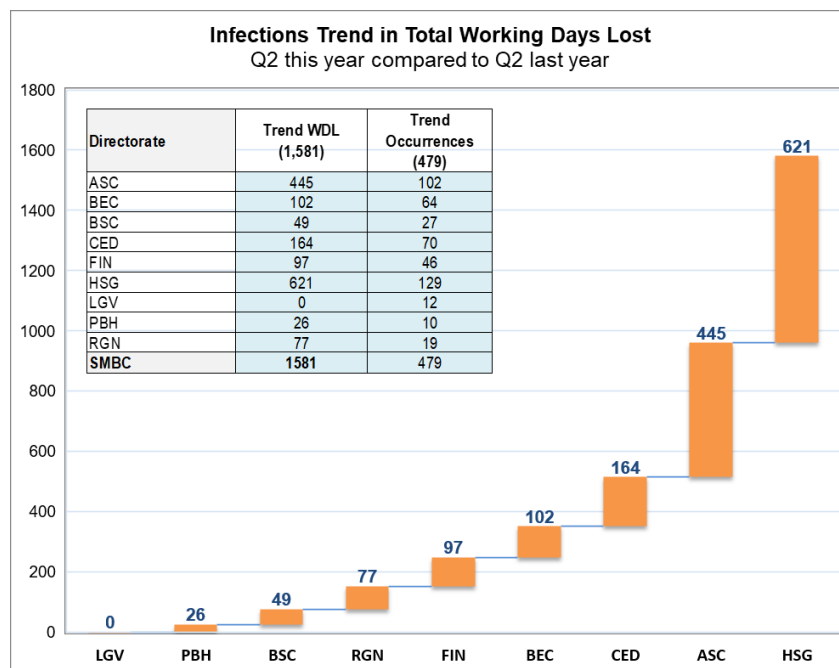
## Breakdown and trend for Infections

Coronavirus was the biggest cause of the increase in Infections and accounts for over 70% of the working days lost due to Infections:



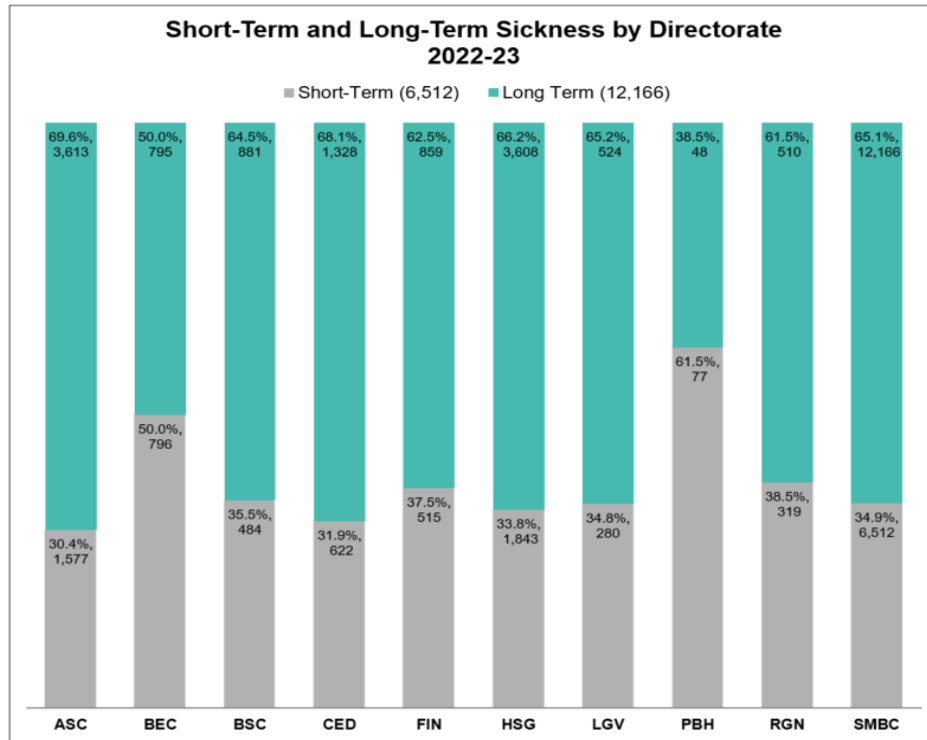
## Breakdown of Infections by Directorate

The most significant increase in working days lost due to Infections was for the Housing Directorate followed by Adult Social Care:

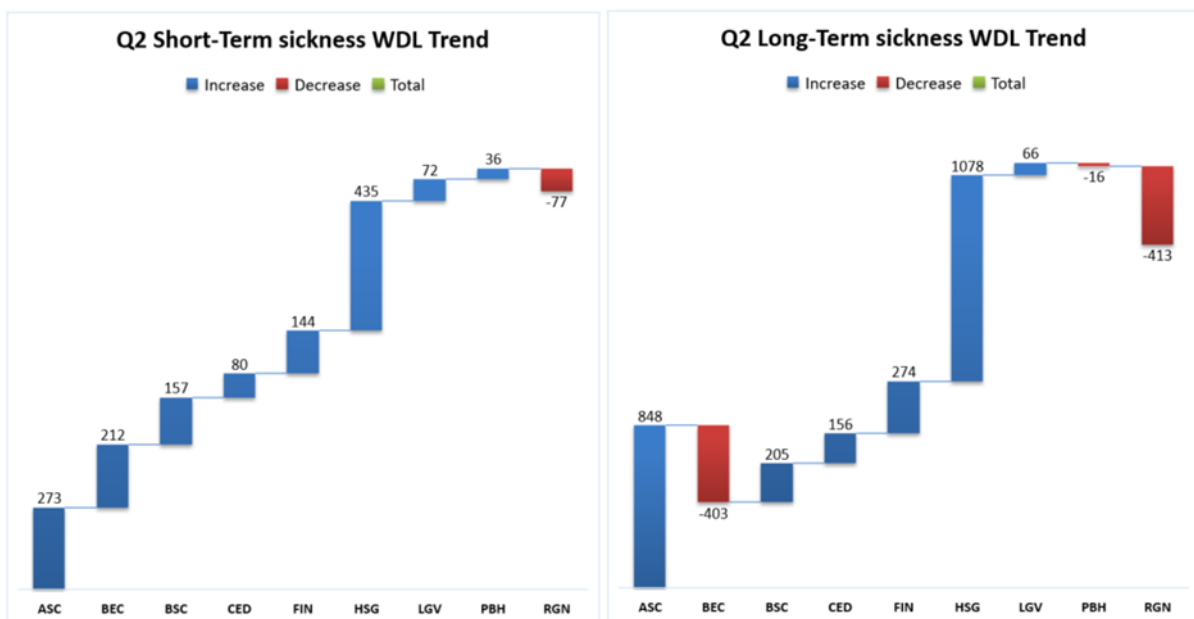


## Short-Term / Long-term Sickness by Directorate

Just over one third (35%) of all sickness to the end of Q2 this year was short-term and two-thirds (65%) long-term. Long-term sickness is continuous absence of 20 working days or more. A summary of short-term and long-term sickness by Directorates is as follows:

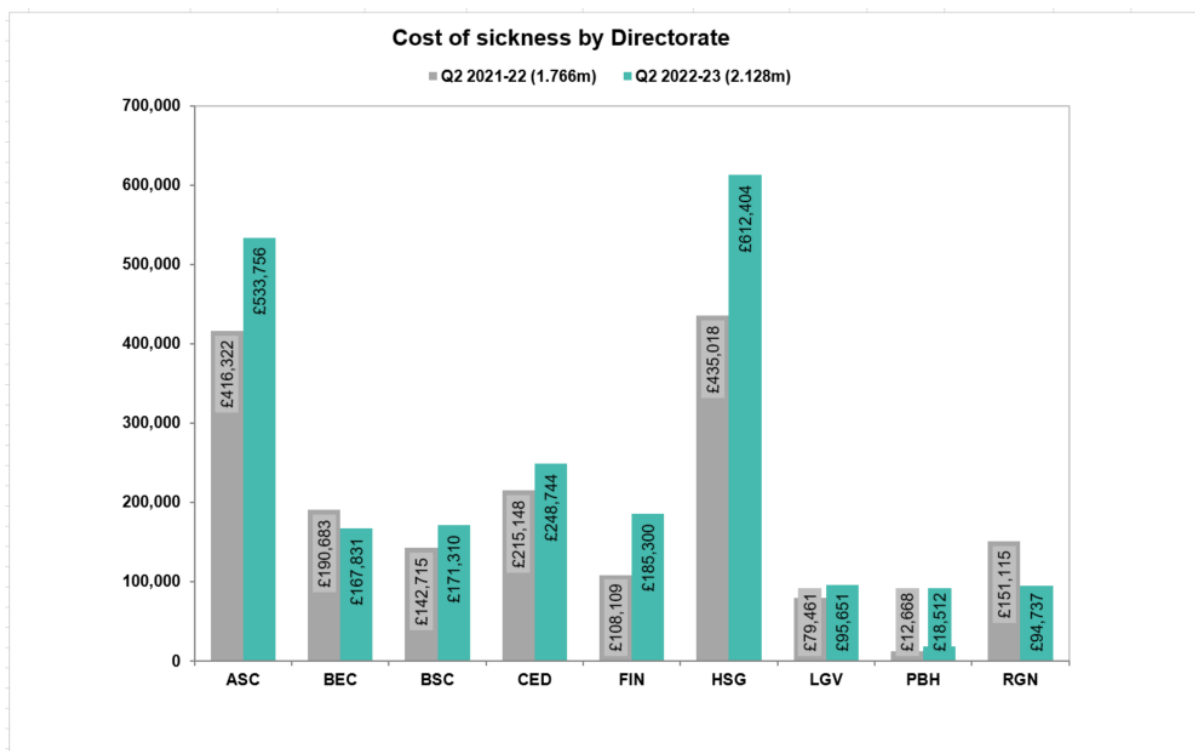


Total working days lost due to **short-term sickness have increased by 1,333 (26%)** and **Long-term by 1,769 (17%)**. The trend by Directorate is as follows:



## Cost of sickness by Directorate

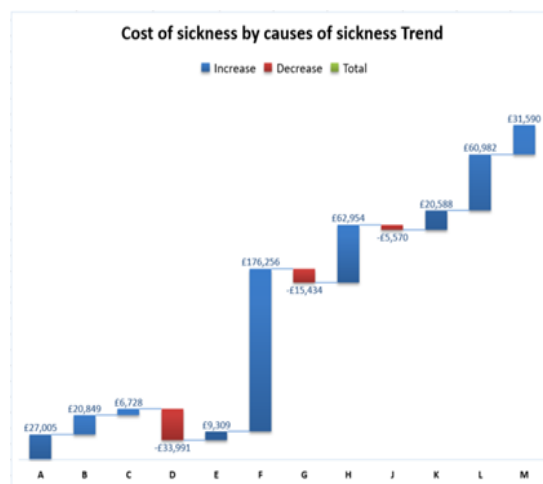
The cost of sickness is measured as loss of productive time for each absence due to sickness. At the end of Q2 this year the **cost of sickness was £2.128m compared to £1.766m for the same period last year**. This is an increase of **£361K** and is summarised by Directorates as follows:



## Cost of sickness by Cause

The cost of sickness by cause at the end of Q2 for the last two years is as follows and shows a significant increase due to **Infections**:

Cause of Sickness	Q2 2021-22	Q2 2022-23	Trend
A Back & neck problems	£115,860	£142,865	£27,005
B Chest & Respiratory	£58,243	£79,092	£20,849
C Eye, ear, nose, mouth & dental	£36,123	£42,850	£6,728
D Genito-urinary/gynaecological	£68,879	£34,888	-\$33,991
E Heart, blood pressure & circulation	£64,147	£73,456	£9,309
F Infections	£263,834	£440,090	£176,256
G Neurological	£62,517	£47,083	-\$15,434
H Other muscular-skeletal problems	£250,319	£313,272	£62,954
J Pregnancy related	£28,697	£23,127	-\$5,570
K Stomach, liver, kidney & digestion	£101,321	£121,909	£20,588
L Stress, depression, mental health	£574,168	£635,150	£60,982
M Other	£142,872	£174,463	£31,590
SMBC	£1,766,980	£2,128,245	£361,266



## Further Q2 Sickness Data/ Dashboards

Directorate level sickness absence summaries are now available to Directorates via their HR Business Partners. Sickness Dashboards will follow at the end of October.

**Vickie Lee, Head of Human Resources**