

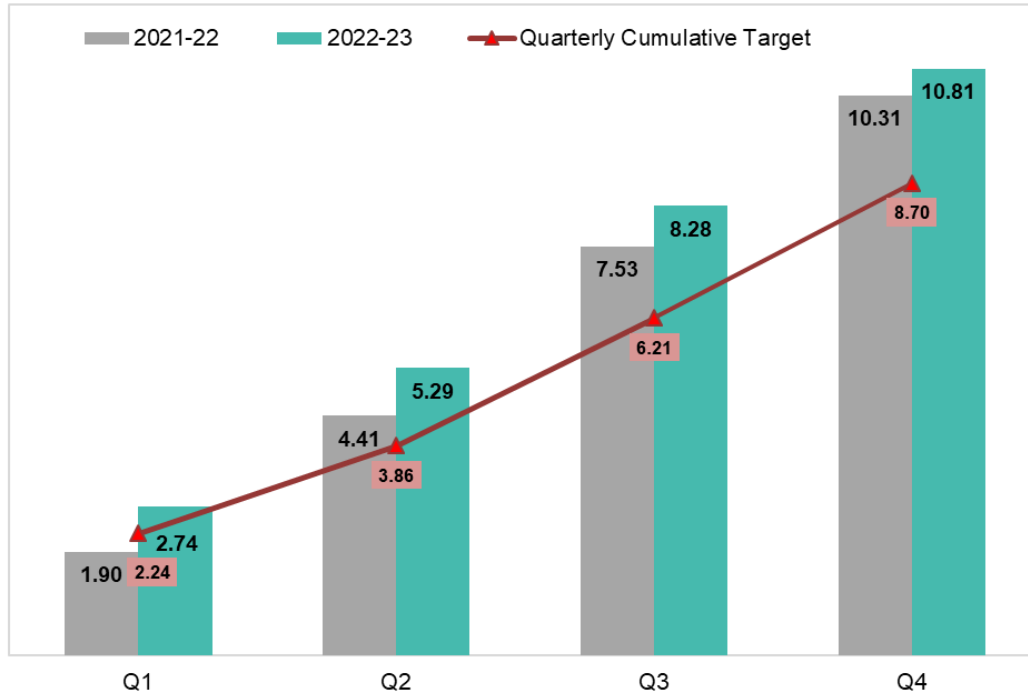
# Budget and Corporate Scrutiny Board - 27 July 2023

Appendix to report

SMBC Sickness Absence Outturn  
2022-23

# Headline Summary

## Average Working Days Lost Due to Sickness



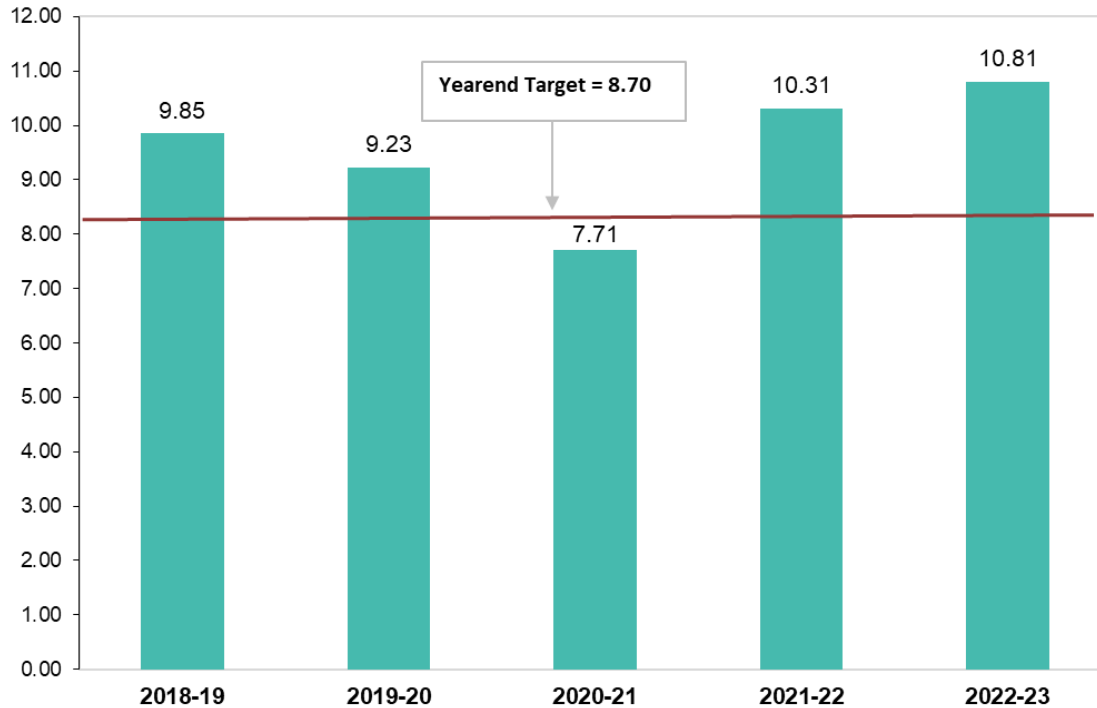
Average days lost per employee due to sickness this year was 10.81 compared to 10.31 days last year, which is an increase of 0.5 days.

Performance was missing the target at the end of each consecutive quarter and 2.1 days at yearend.

The quarterly cumulative target of 8.7 days is ongoing from 2017-18 and was set to be inline with the 2016 CIPD public sector average.

# Headline Summary

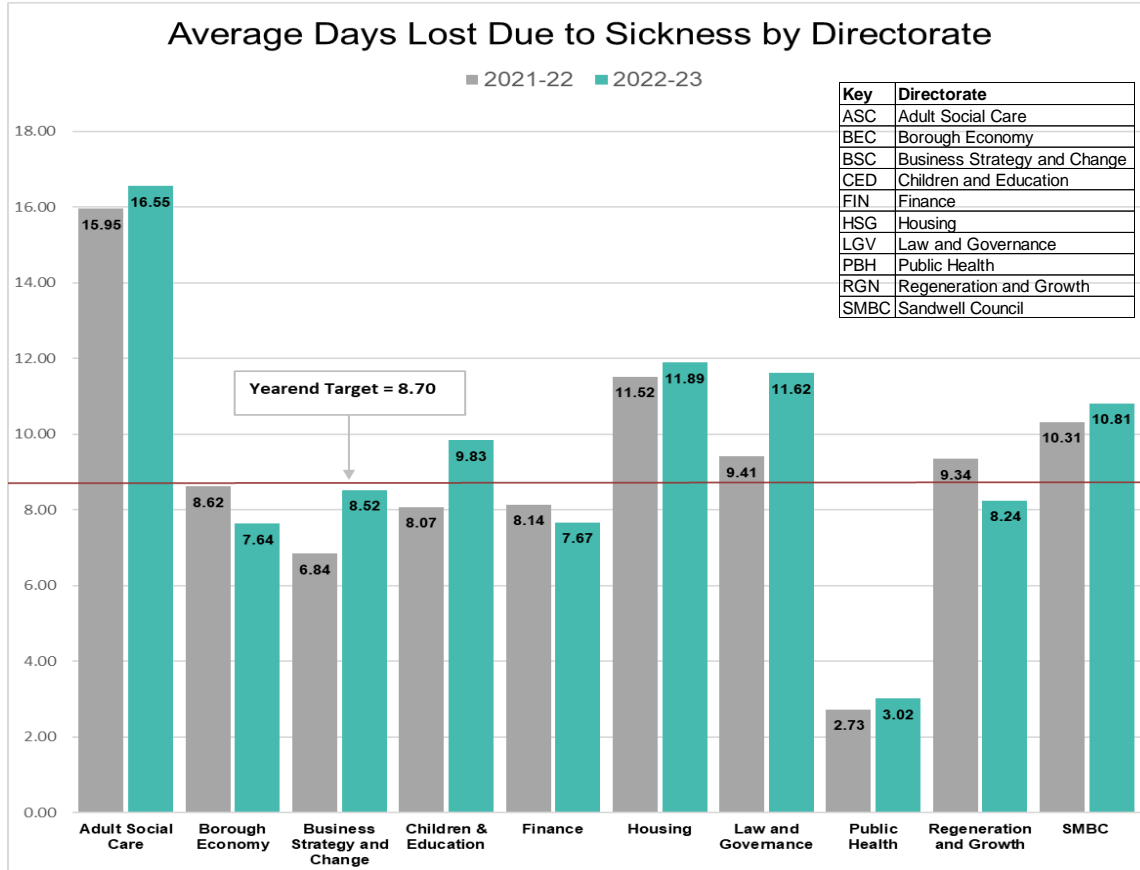
Average Working Days Lost Due to Sickness  
5 Year Trend



Sickness levels have increased for the last two consecutive years since the coronavirus pandemic began in 2020-21.

During the first year of the coronavirus pandemic, strict lockdown measures were in place. As a result sickness outturn was much lower, compared to the pre-pandemic years.

# Sickness Levels by Directorate



Key	Directorate
ASC	Adult Social Care
BEC	Borough Economy
BSC	Business Strategy and Change
CED	Children and Education
FIN	Finance
HSG	Housing
LGV	Law and Governance
PBH	Public Health
RGN	Regeneration and Growth
SMBC	Sandwell Council

Borough Economy; Finance and Regeneration and Growth have achieved a reduction in sickness compared to last year.

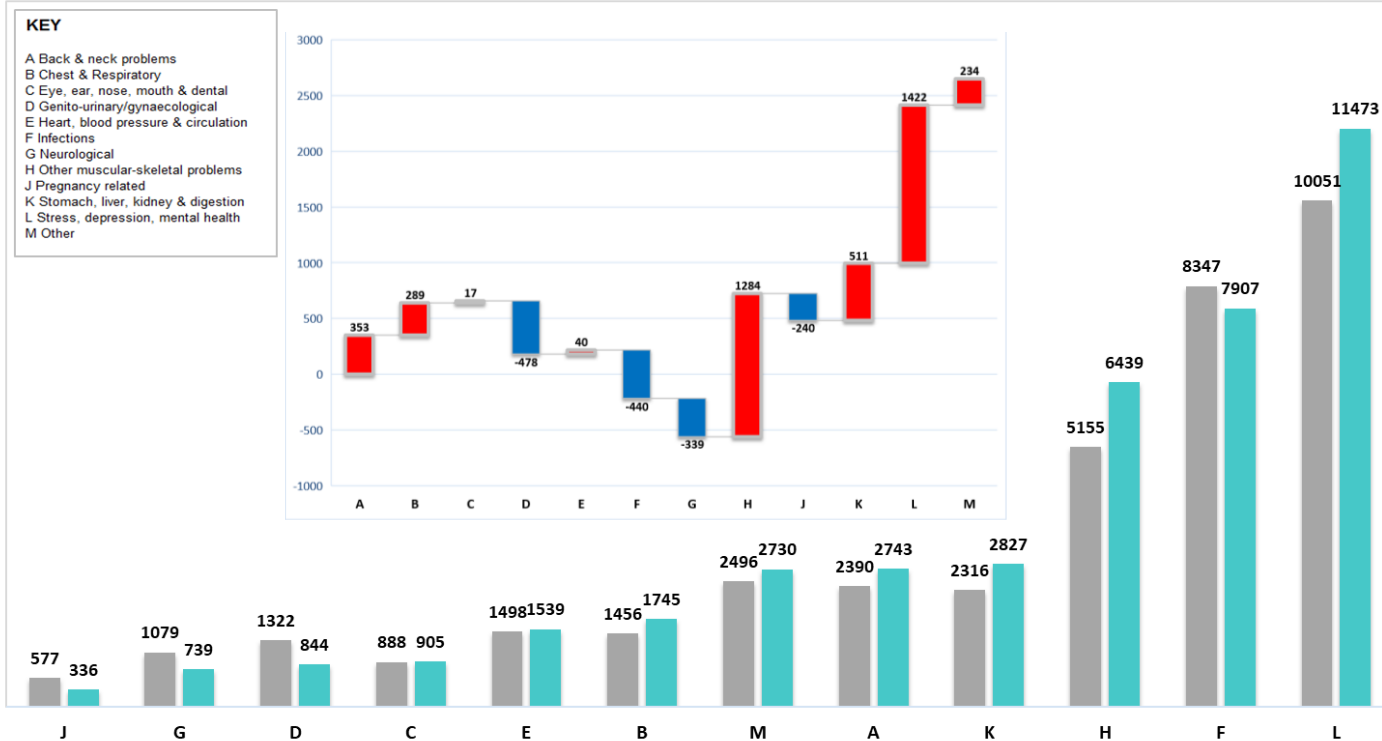
All other directorates have seen an increase and the highest increase was for Law and Governance.

Directorate	2021-22	2022-23	Compared to last year
ASC	15.95	16.55	0.60
BEC	8.62	7.64	-0.98
BSC	6.84	8.52	1.68
CED	8.07	9.83	1.77
FIN	8.14	7.67	-0.47
HSG	11.52	11.89	0.37
LGV	9.41	11.62	2.20
PBH	2.73	3.02	0.29
RGN	9.34	8.24	-1.10
<b>SMBC</b>	<b>10.31</b>	<b>10.81</b>	<b>0.49</b>

# All Causes of sickness

## Working Days Lost by Causes of Sickness

■ 2022-23 (40,227) ■ 2021-22 (37,575)

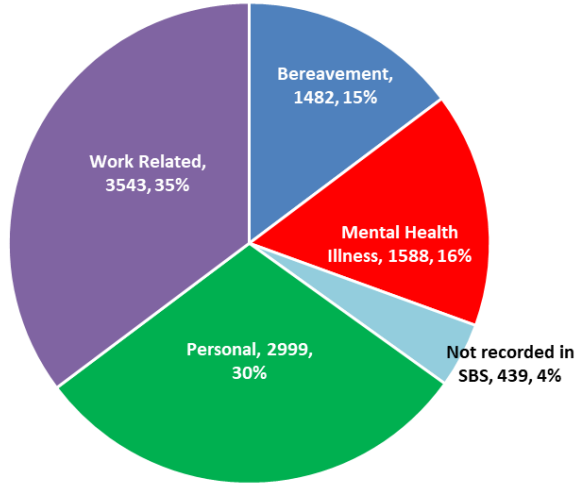


With the exception of category F (infections), working days lost for the five of the six leading causes of sickness L to M have increased compared to the previous year.

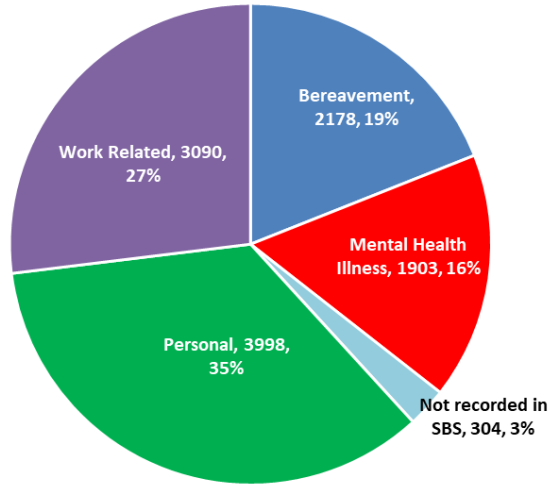
The most significant increase is for stress related sickness (+1,422) and other muscular skeletal problems (1,284).

# Stress, depression, mental health

L: Stress, depression, mental health  
2021-22  
(WDL = 10,051)



L: Stress, depression, mental health  
2022-23  
(WDL = 11,473)



Stress related sickness increased by 1,422 working days (+14.1%) compared to the previous year and the main causes of this increase were:

- bereavement (+696)
- mental health (+314)
- personal reasons (+999)

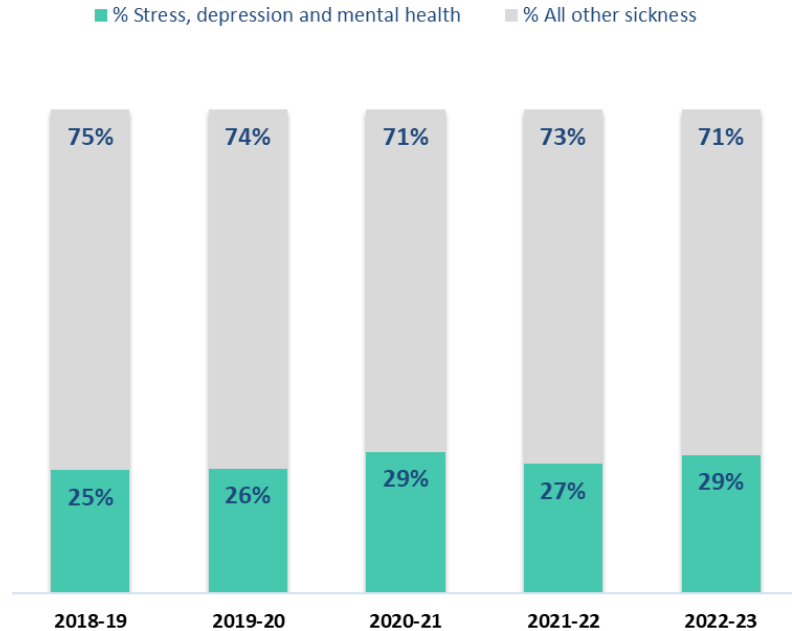
Working days lost due to work related stress decreased by 453 days compared the previous year.

The number of occurrences of stress, depression, mental health for this year was 407. This is an increase of 61 upon last year. The average per occurrence was 28 days this year compared to 29 days last year.

2022-23	Bereavement	Mental Health Illness	Not recorded in SBS	Personal	Work Related	L: Stress, depression, mental health
Working Days Lost	2178	1903	304	3998	3090	11473
Occurrences	87	61	9	150	100	407
Average Working Days Lost	25.0	31.2	33.7	26.7	30.9	28.2

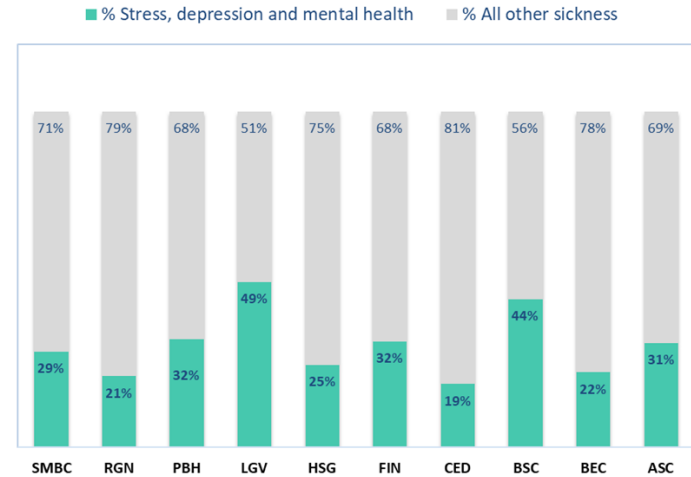
# L: Stress, depression, mental health

### Stress, depression, mental health 5 Year Trend

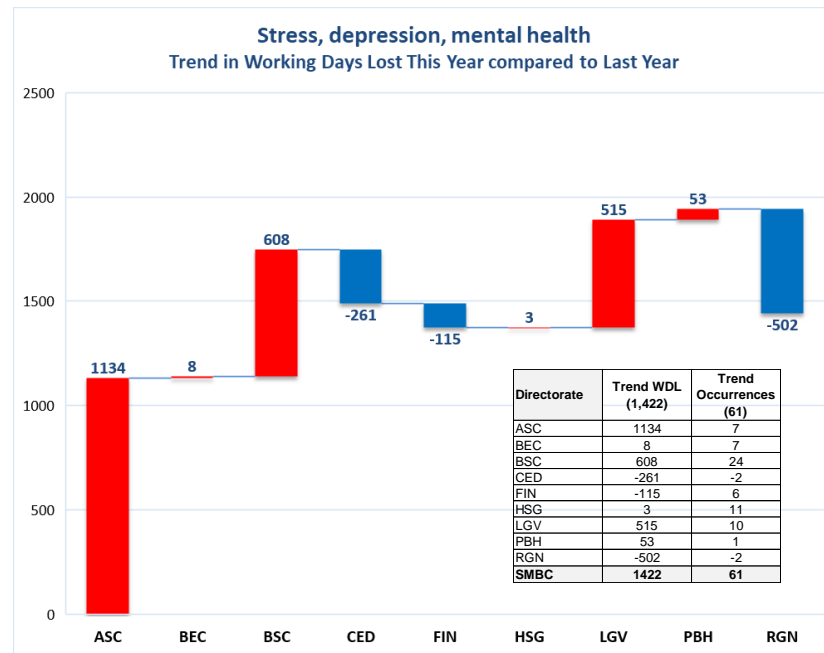
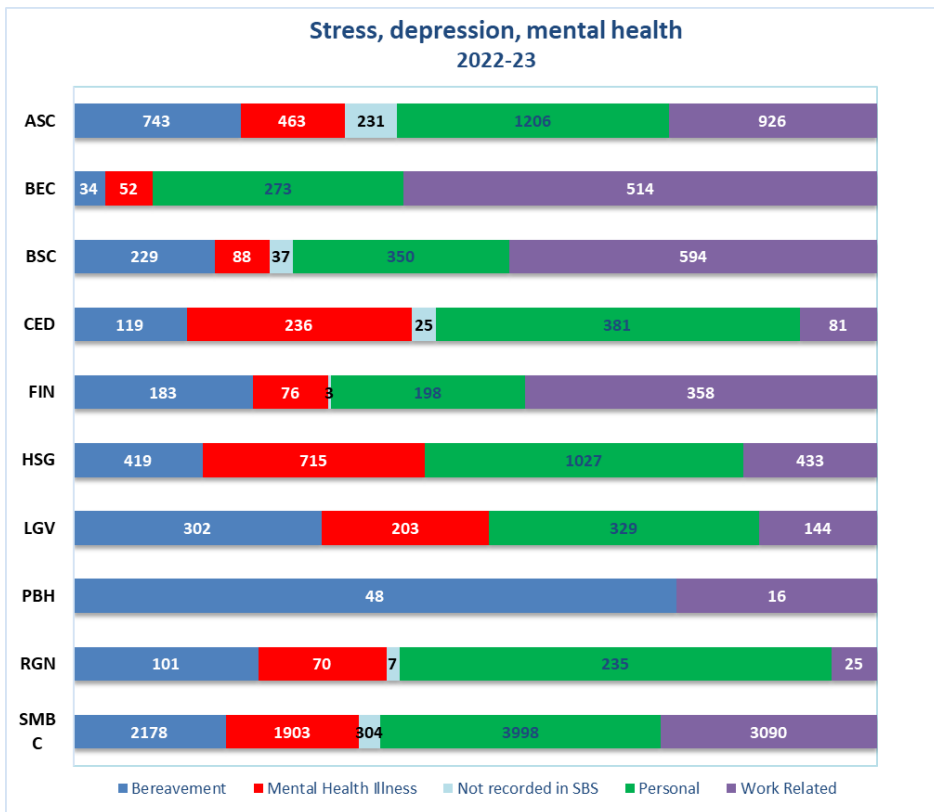


The trend in working days lost due to stress, depression and mental health over the last 5 years shows a general upward trend for Sandwell Council. The percentage makeup by directorate for 2022-23 is as follows:

### L: Stress, depression, mental health 2022-23



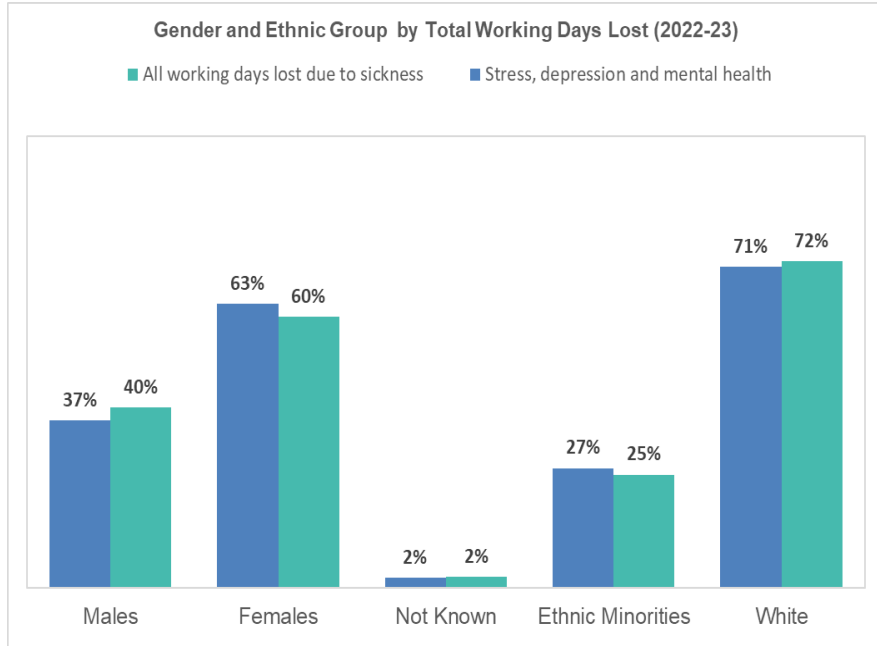
# Stress, depression, mental health



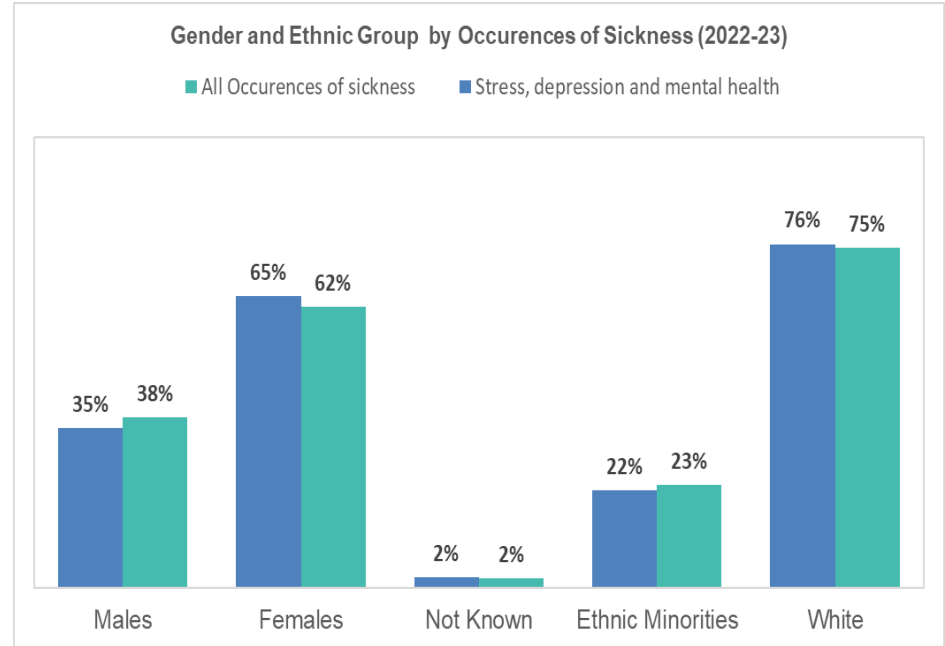
Adult Social Care, Former Business Strategy and Change and Law and Governance have seen increase in working days lost due to stress, mental health and depression.



# Stress related sickness and workforce demographics

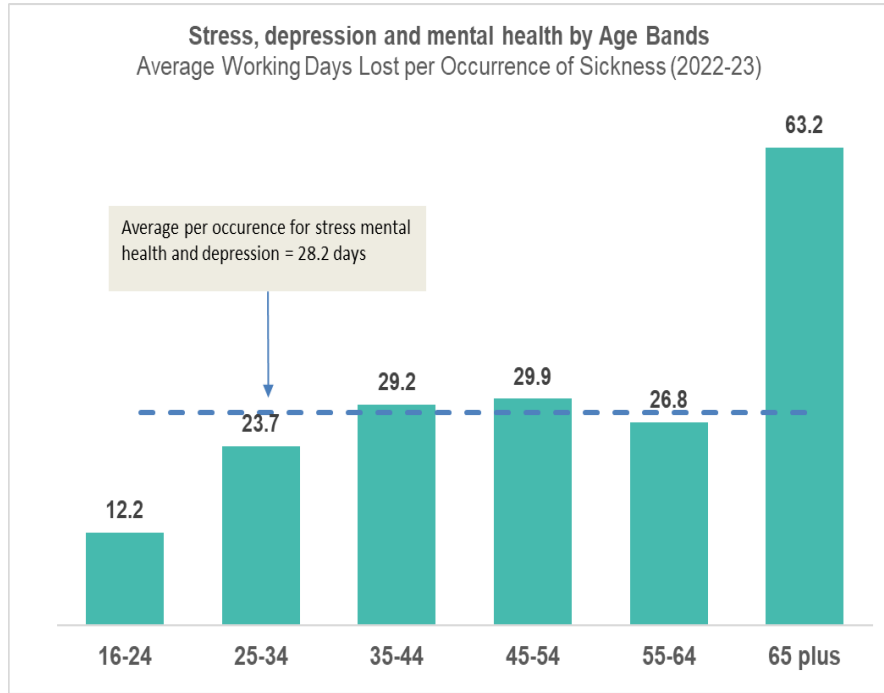


Based on total working days lost, the percentage makeup by gender and ethnic groups is similar for stress, depression and mental health compared to all sickness absence.

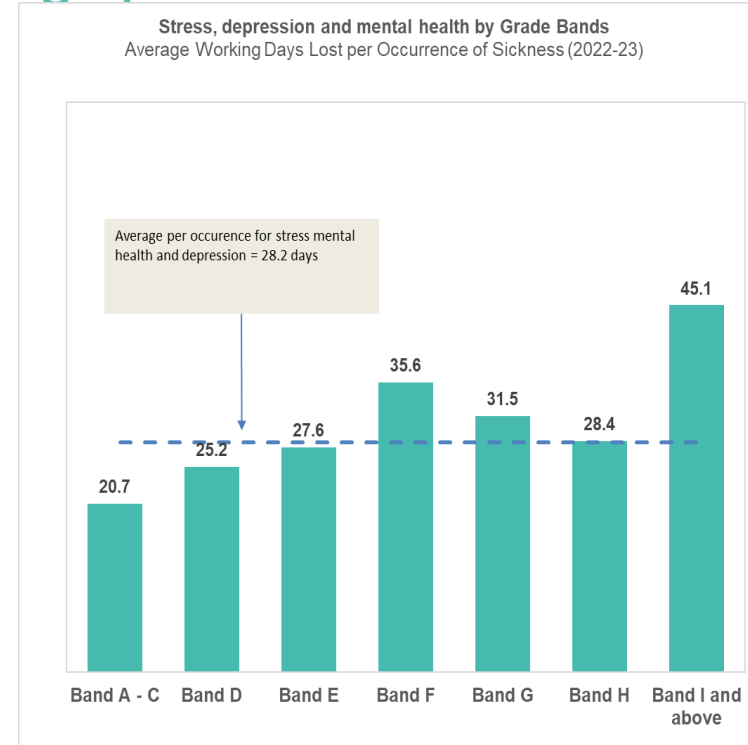


The diversity composition is also similar based on occurrences of sickness.

# Stress related sickness and workforce demographics



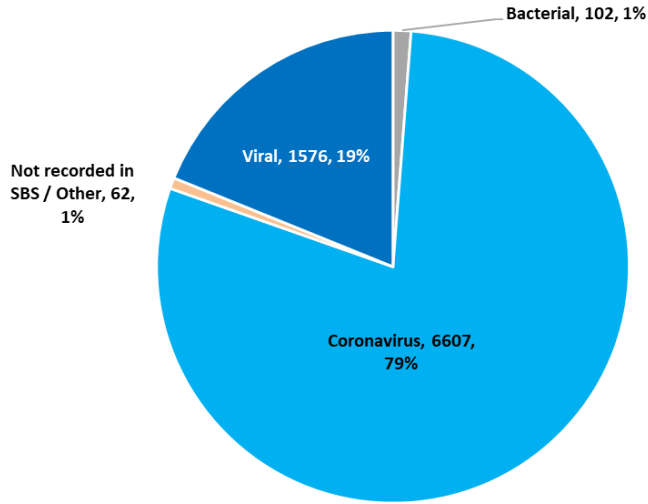
There is similarity between working days lost per occurrence of sickness across the age bands, except for the youngest and the eldest employees.



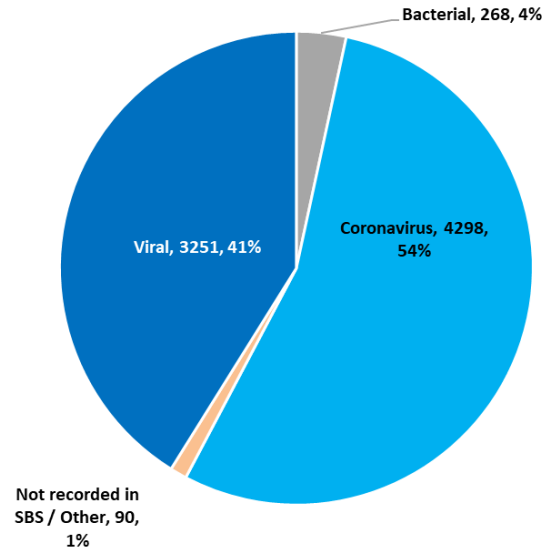
Stress related sickness by occurrence shows progressive increase up to band F, followed by a decline for middle management grades and comparatively much higher level for bands I and above.

# Infections

**Infections 2021-22**  
(WDL = 8,347)



**Infection 2022-23**  
(WDL = 7,907)



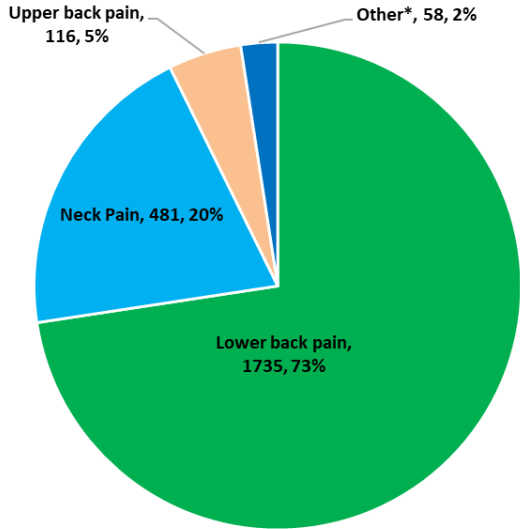
Working days lost due to infections have reduced by 440 (-5.3%).

This is due to a significant reduction due to coronavirus (-2310).

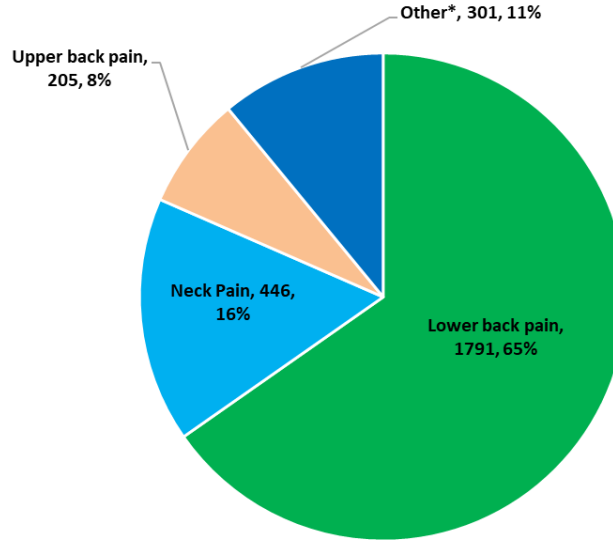
However, most of this has been offset by the expected increase in viral (+1676) and bacterial (+166) infections.

# Back and Neck

**Back and Neck  
2021-22  
WDL = (2,390)**



**Back and Neck  
2022-23  
WDL = (2,743)**



Working days lost due to back and neck have increased by 353 (15%).

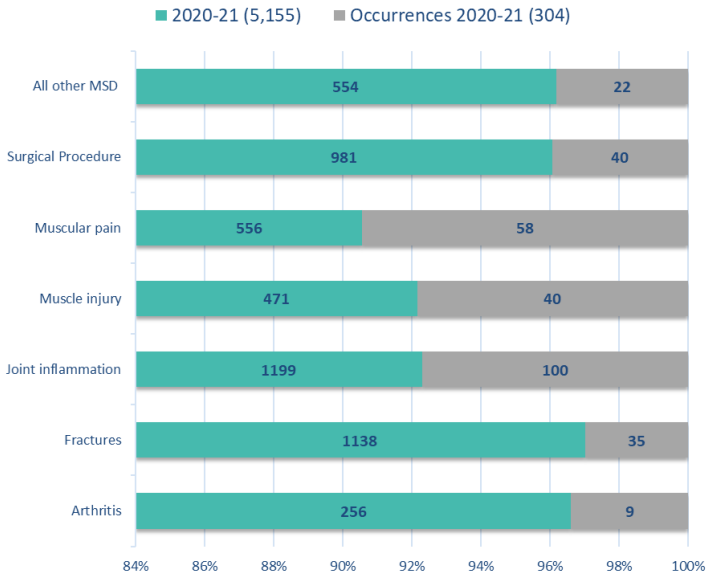
Lower back remains the leading cause of back and neck related sickness.

The overall number of occurrences due to back and neck related sickness in 2022-23 was 219, which is an increase of 24 compared to the previous year.

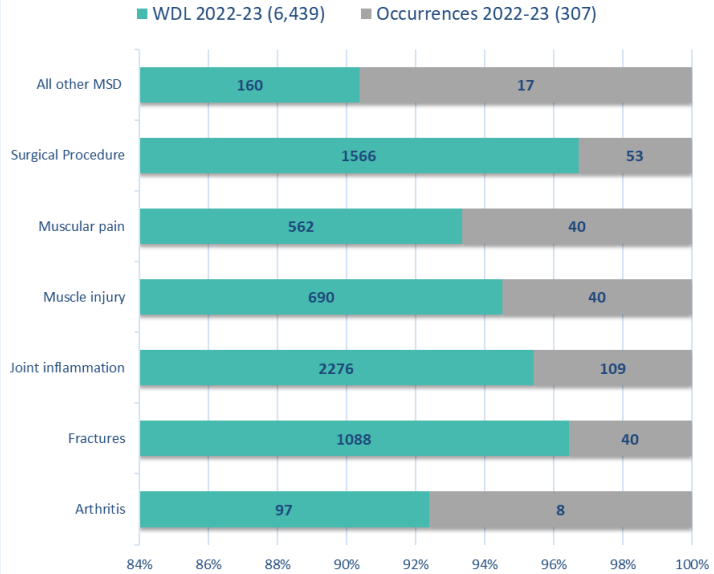
WDL = Working Days Lost (FTE)

# Other Muscular Skeletal Problems

**H: Other muscular-skeletal problems  
2021-22**



**H: Other muscular-skeletal problems  
2022-23**

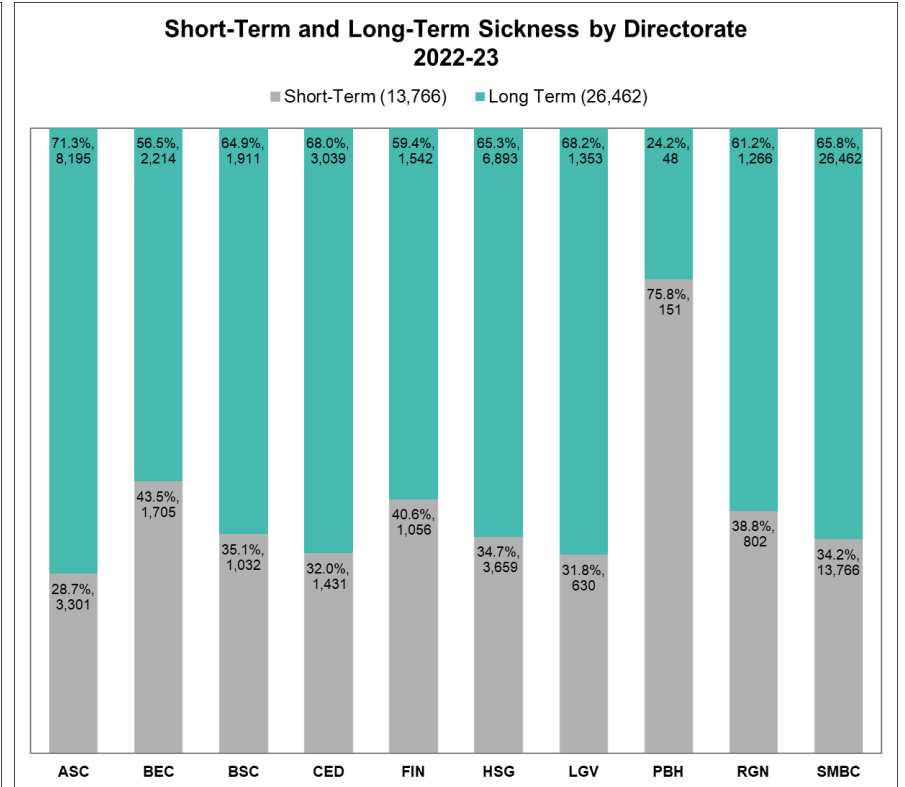
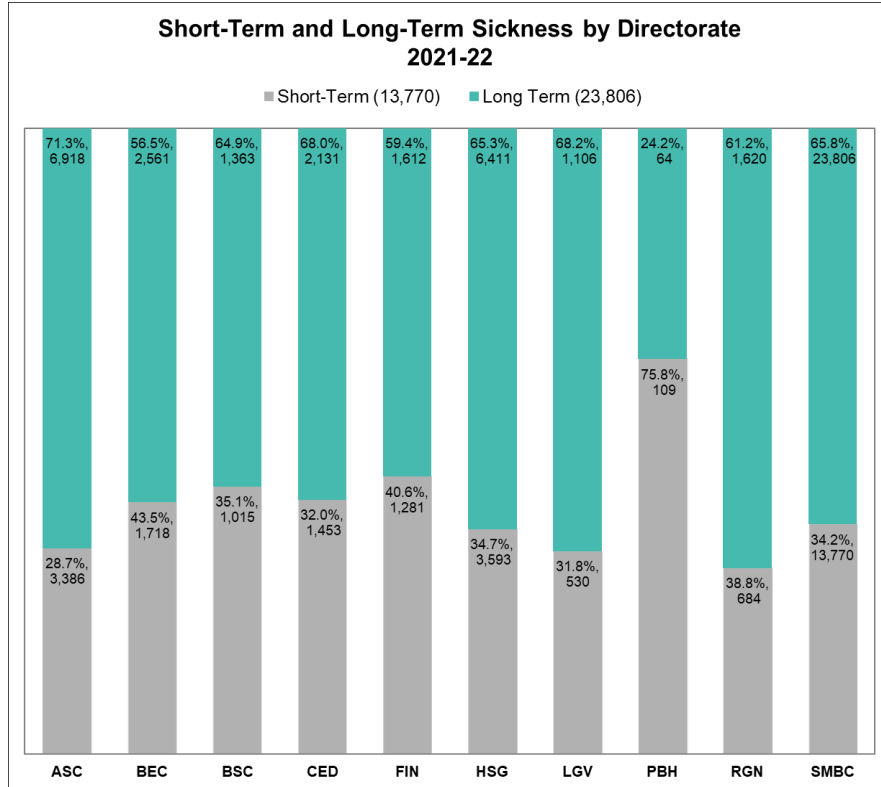


Working days lost due to other muscular skeletal problems in 2022-23 was 6,439 compared to 5,155 in 2021-22. This is an increase of 1,284 working days (25%).

Joint Inflammation; surgical procedures and fractures were the main reasons for other muscular skeletal related sickness.

The overall number of occurrences due to other muscular related problems in 2022-23 was 307 compared to 304 in the previous year.

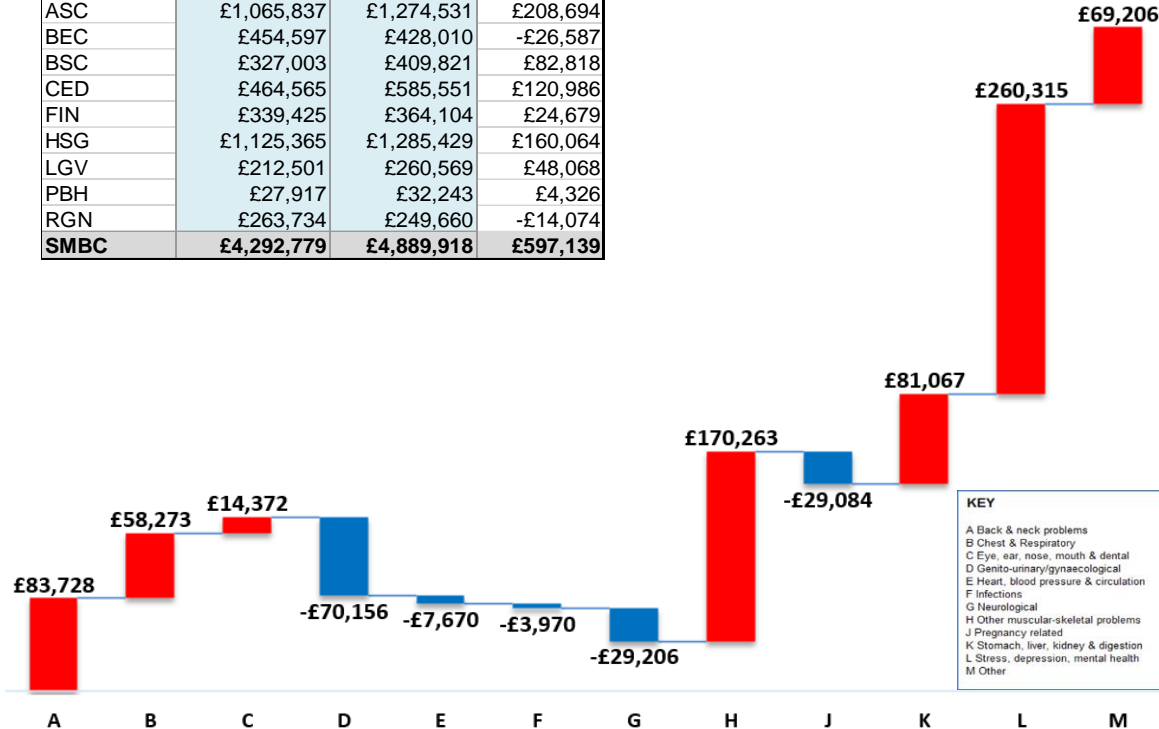
# Short-Term and Long Term Sickness



# Cost of sickness

## Cost of Sickness by Causes

Directorate	2021-22 (£4.293m)	2022-23 (£4.890m)	Trend (+£597k)
ASC	£1,065,837	£1,274,531	£208,694
BEC	£454,597	£428,010	-£26,587
BSC	£327,003	£409,821	£82,818
CED	£464,565	£585,551	£120,986
FIN	£339,425	£364,104	£24,679
HSG	£1,125,365	£1,285,429	£160,064
LGV	£212,501	£260,569	£48,068
PBH	£27,917	£32,243	£4,326
RGN	£263,734	£249,660	-£14,074
<b>SMBC</b>	<b>£4,292,779</b>	<b>£4,889,918</b>	<b>£597,139</b>



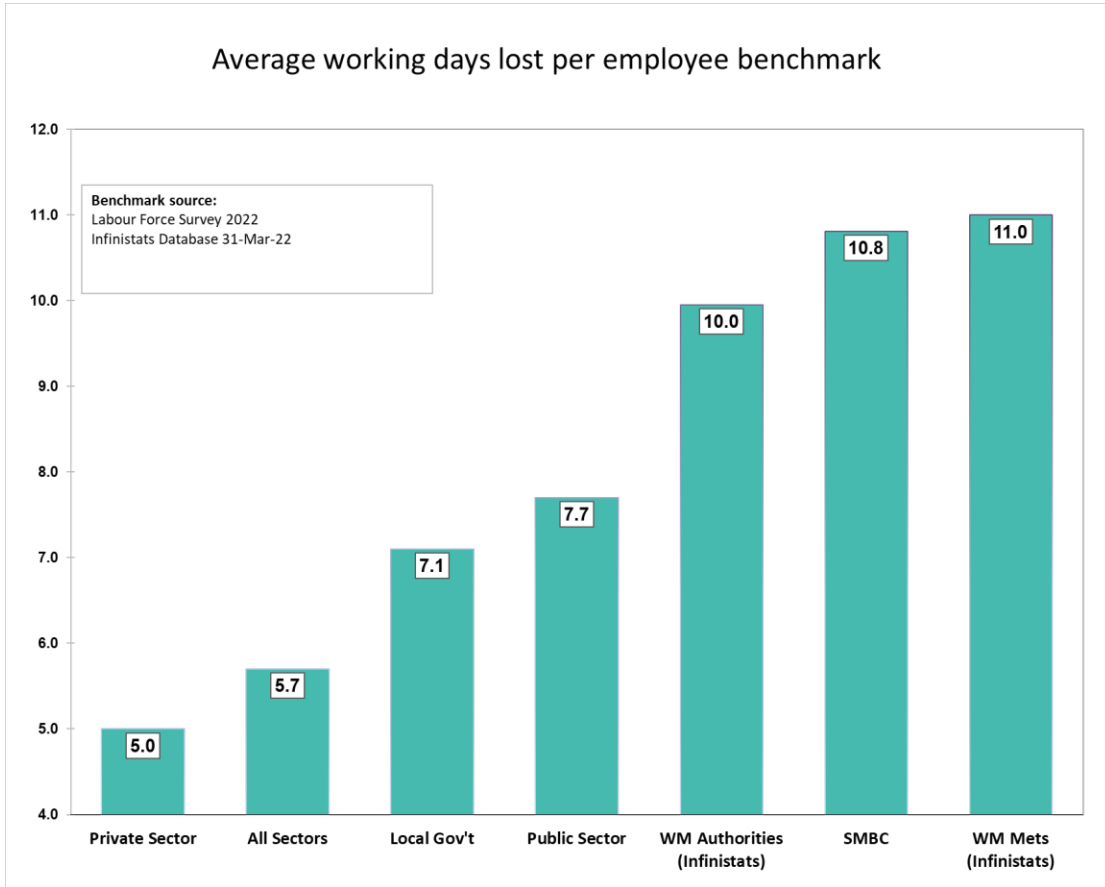
Cost of sickness in 2022-23 was £4.89m compared to £4.29m in 2021-22, this is an increase of almost £600k

A significant proportion of this increase (72%) was due to stress, depression, mental health and other muscular skeletal problems.

Cost of sickness is a measure unproductive time and is calculated as follows:

Cost of sickness = Full-time equivalent working days lost for each occurrence of sickness \* the daily rate of pay  
(Daily rate of pay = Annual salary/52/37\*7.4)

# Benchmark – average working days Lost per employee



For benchmarking two separate data sources are included: Labour Force Survey 2022 and Infinistats - Regional Benchmarking Database for West Midlands Authorities.

Sandwell is 3.7 days above the benchmark for Local Government and 0.8 days above the median for the West Midlands Authorities.

The WM Mets average is based on data for the year 2021-22 from 4 out of the 7 West Midlands Met. Authorities: Dudley (14.1); Solihull (10.8); Wolverhampton (10.7) and Sandwell (10.3)



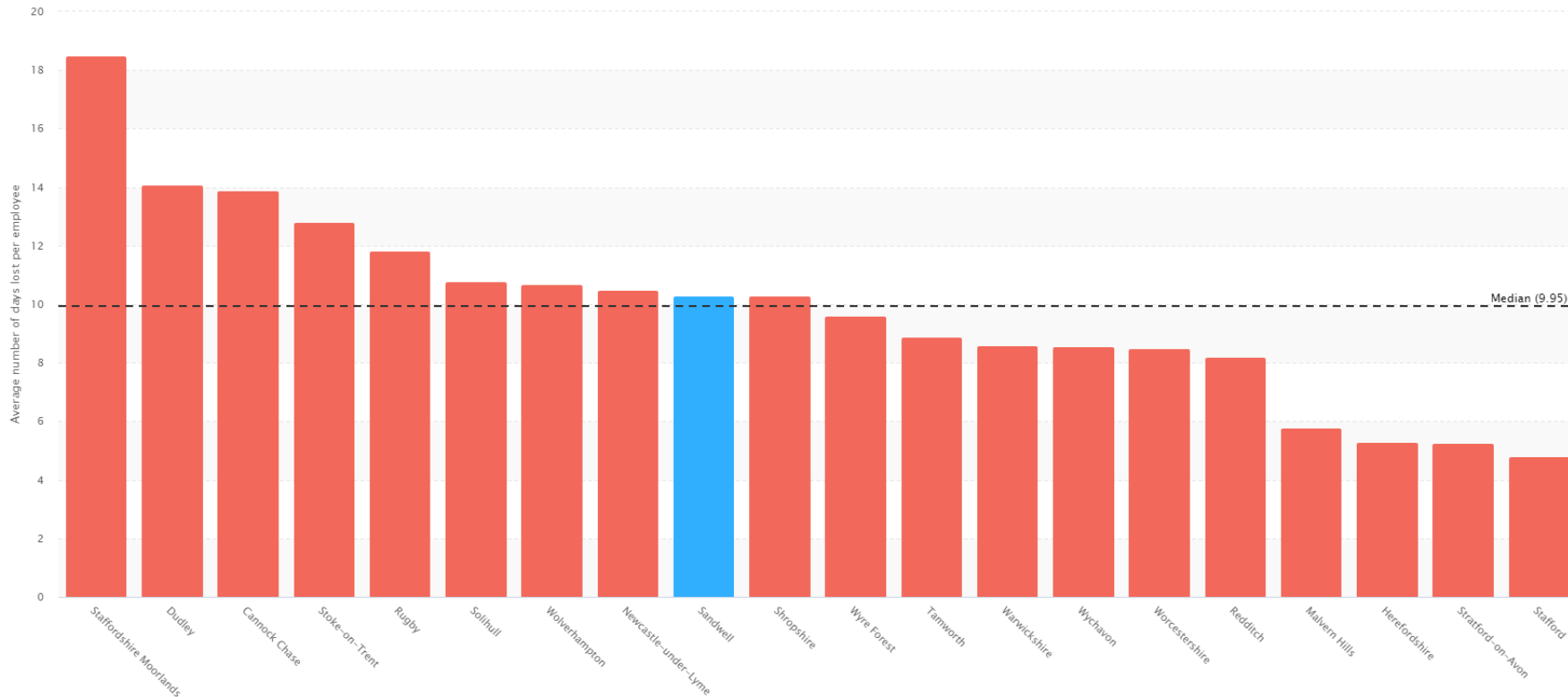
# Working days lost per employee- West Midlands Authorities

## Sickness Absence: Average number of days lost per employee ▾

12 months up to 31st March 2022 ▾

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Sandwell's average number of days lost per employee of 10.3 is the lowest in the METs. It has risen by 33.8% since the last survey in 2020/21, when it was 7.7. This compares with a median average change of +34.4% for the METs since 2020/21.



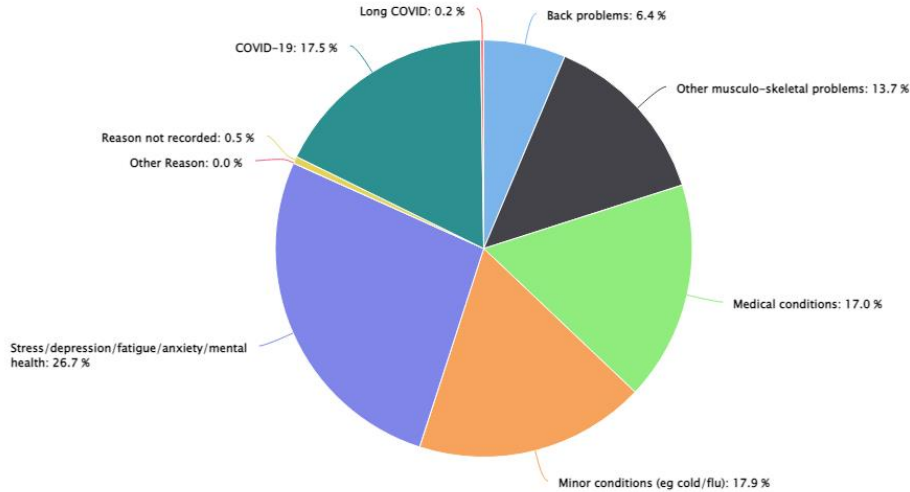
# Days Lost By Reason - West Midlands Authorities



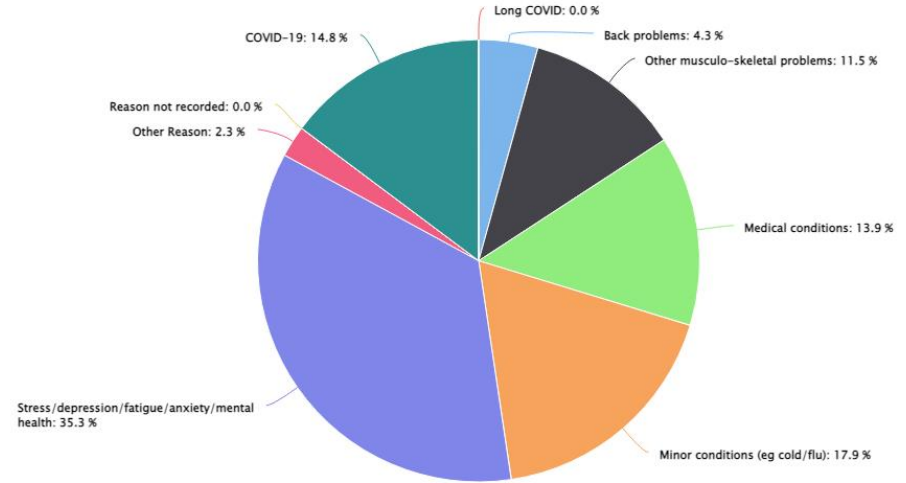
## Days lost by reason

12 months up to 31st March 2022

Sandwell's figures



## Median figures across selected respondents



The latest available data for the West Midlands (METs and District) Authorities shows that sickness due to stress, depression and mental health accounts 27% of all sickness compared to 35% for the Regional Authorities.