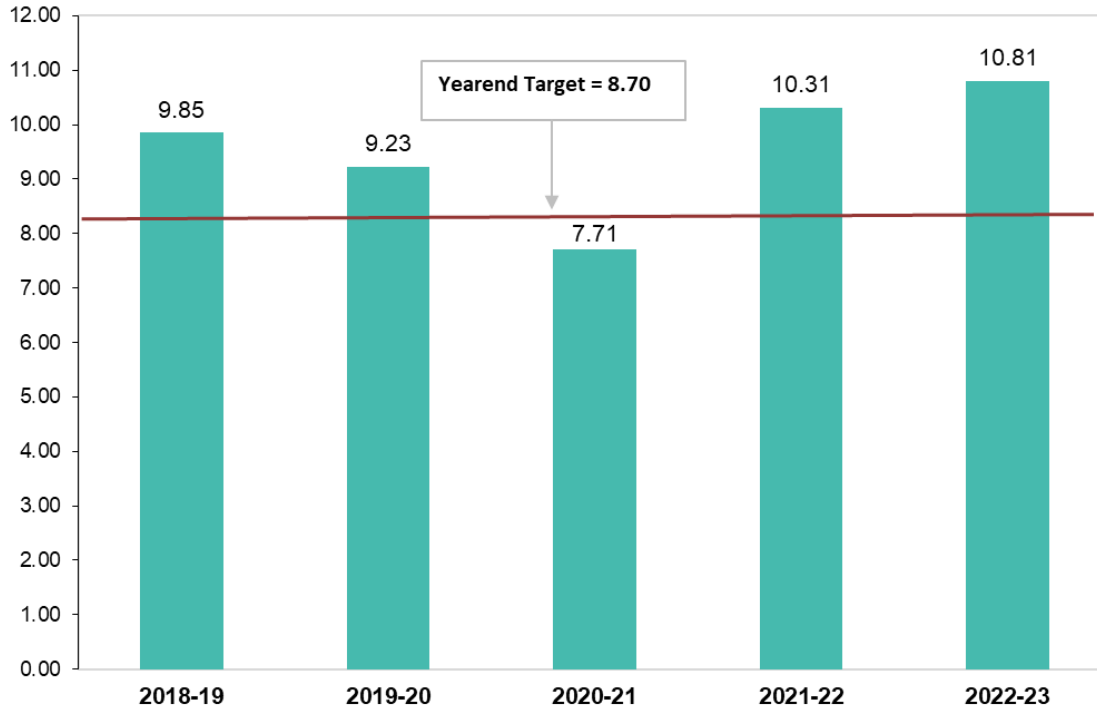


# SMBC Sickness Absence Outturn 2022-23 Summary for Budget and Corporate Scrutiny Board 27 July 2023

# Headline Summary

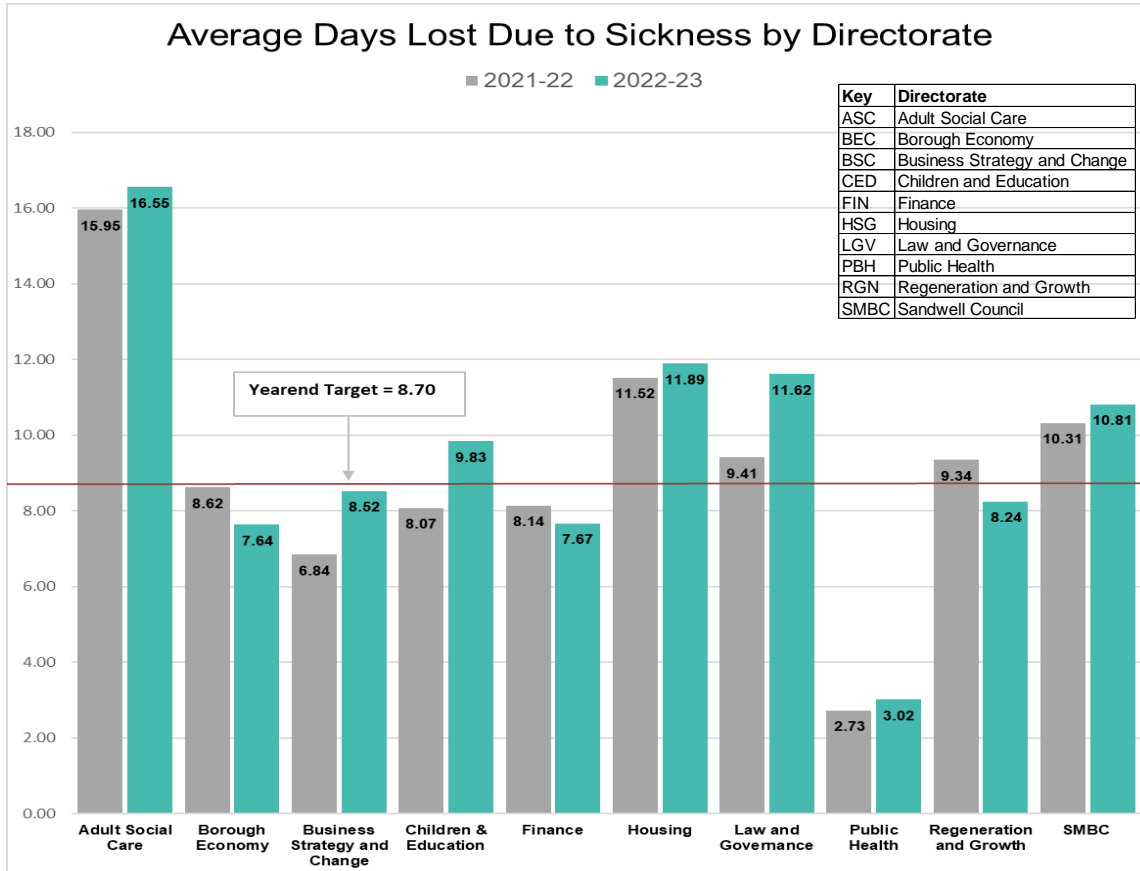
Average Working Days Lost Due to Sickness  
5 Year Trend



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>

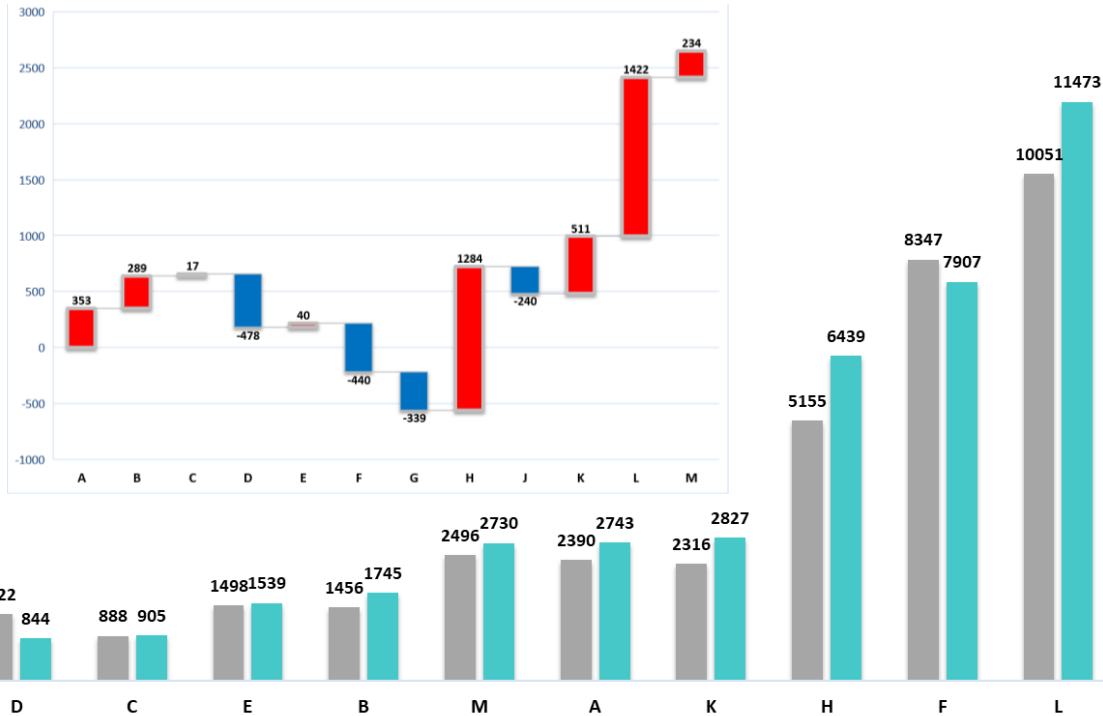
# All Causes of sickness

## Working Days Lost by Causes of Sickness

■ 2022-23 (40,227) ■ 2021-22 (37,575)

### KEY

- A Back & neck problems
- B Chest & Respiratory
- C Eye, ear, nose, mouth & dental
- D Genito-urinary/gynaecological
- E Heart, blood pressure & circulation
- F Infections
- G Neurological
- H Other muscular-skeletal problems
- J Pregnancy related
- K Stomach, liver, kidney & digestion
- L Stress, depression, mental health
- M Other

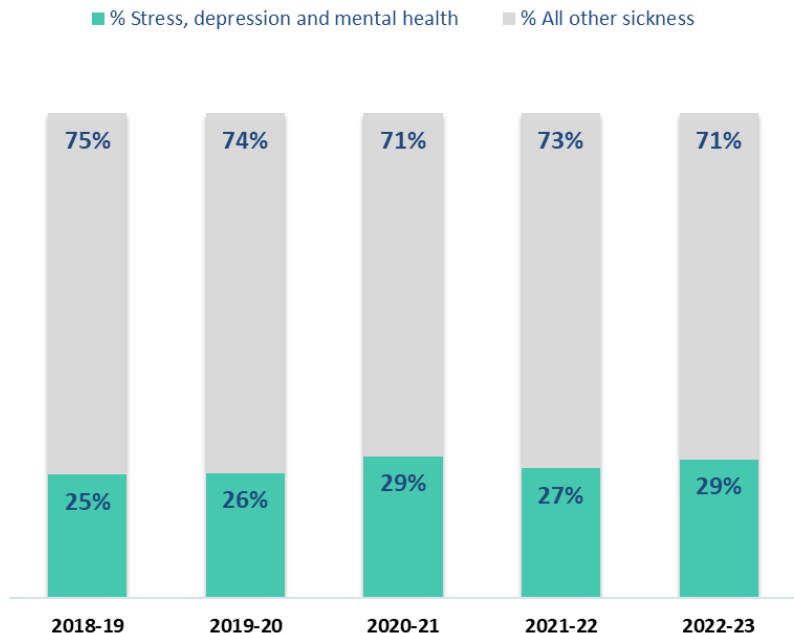


With the exception of category F (infections), working days lost for the five of the six leading causes of sickness L to M have increased compared to the previous year.

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

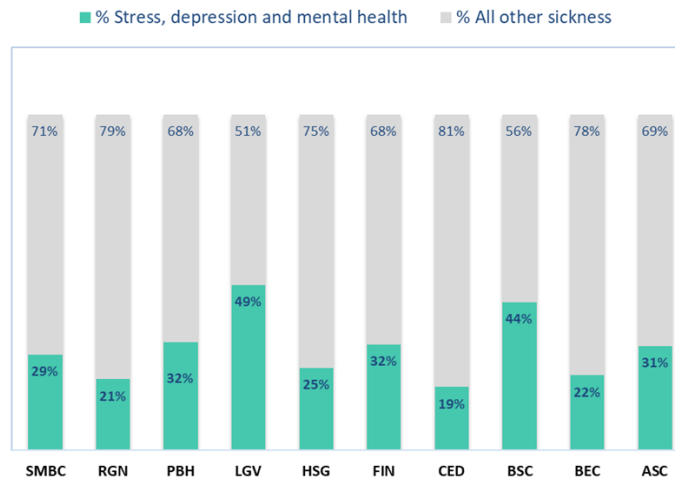
# L: Stress, depression, mental health

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

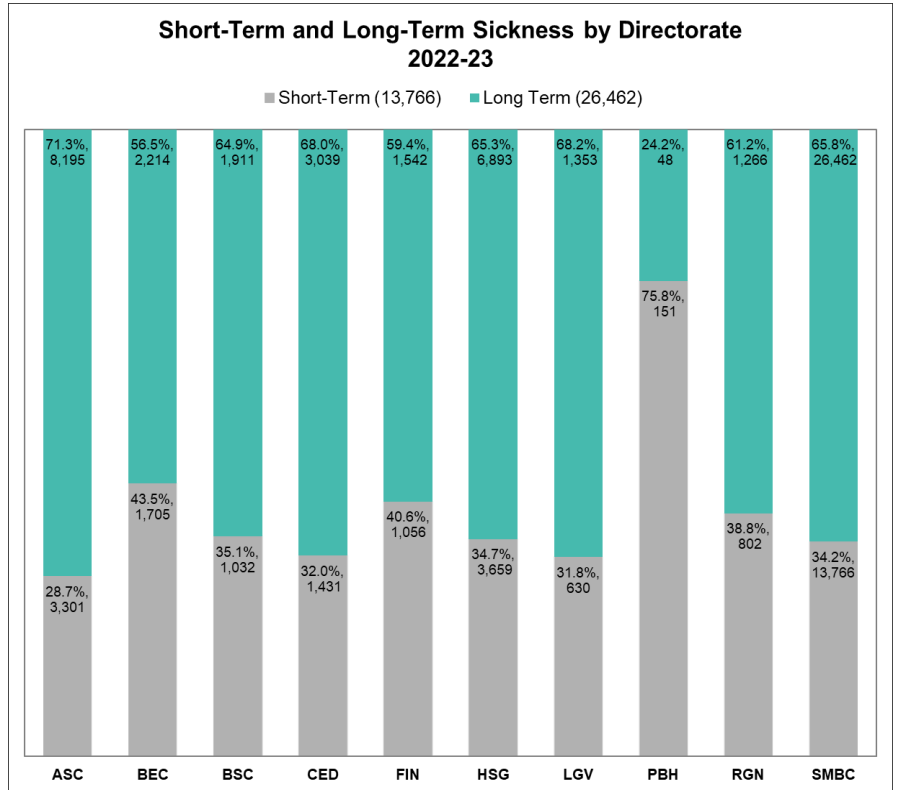
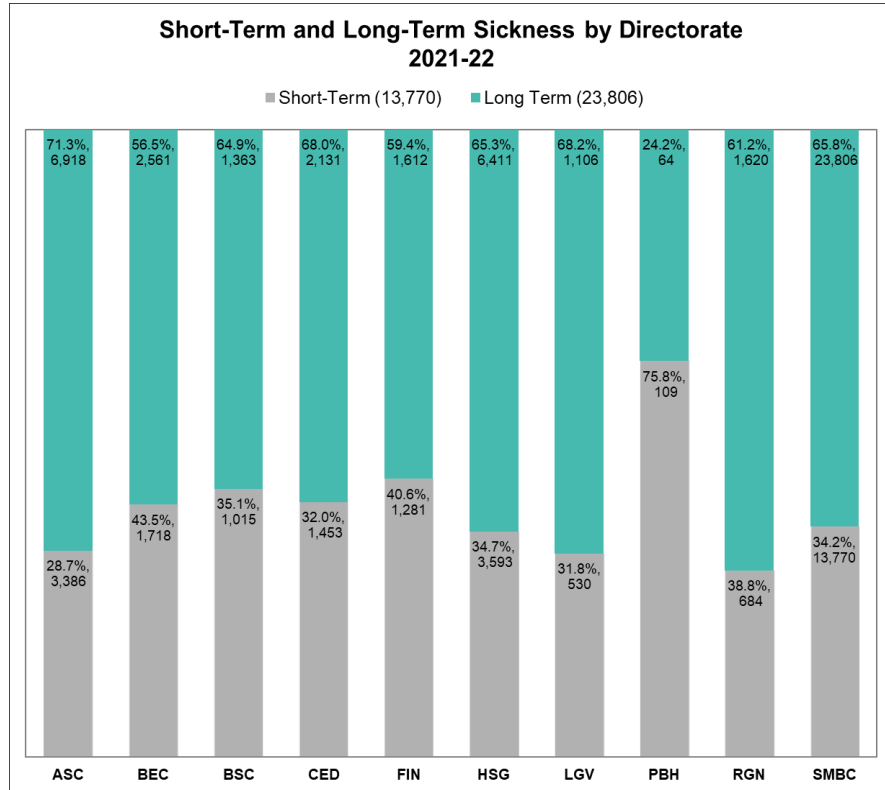


The trend in working days lost due to stress, depression and mental health over the last 5 years shows a general upward trend for Sandwell Council. The percentage makeup by directorate for 2022-23 is as follows:

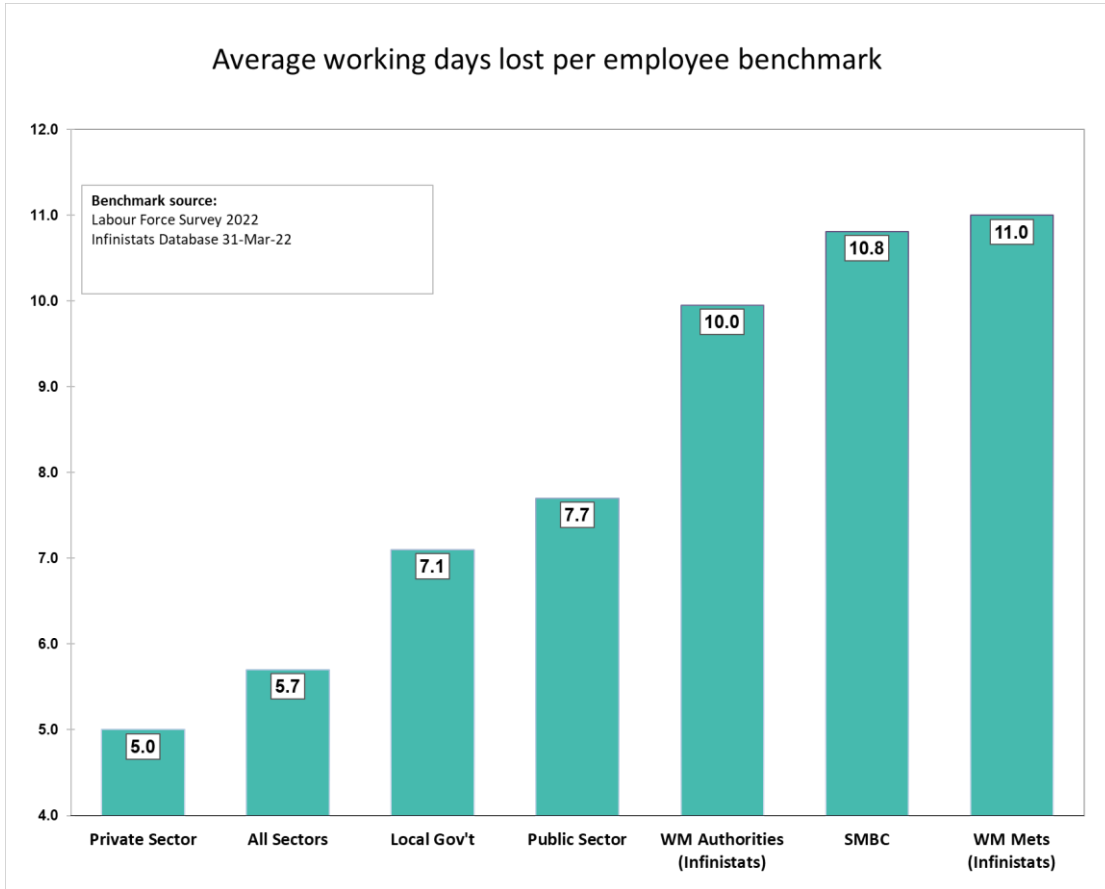
### L: Stress, depression, mental health 2022-23



# Short-Term and Long Term Sickness



# 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)