

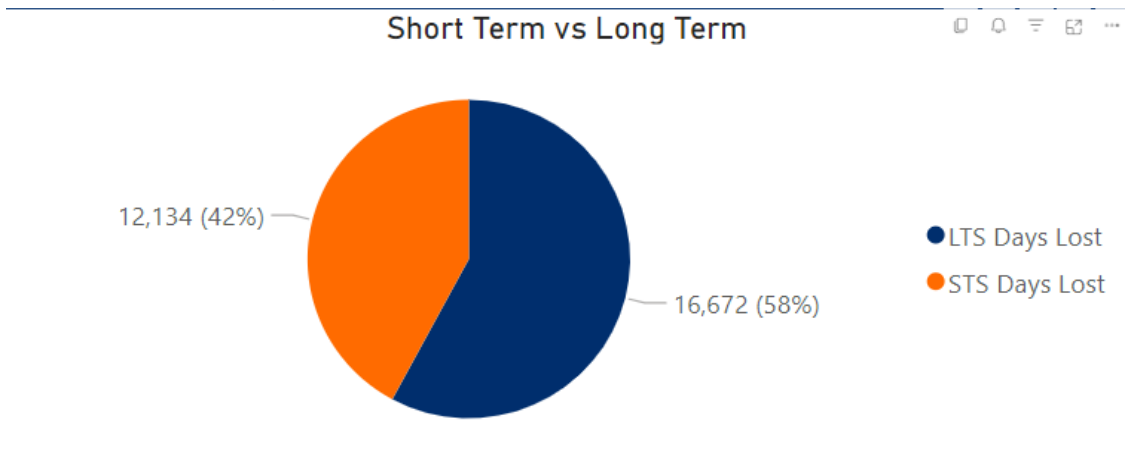
DECISION-MAKER:		GOVERNANCE COMMITTEE	
SUBJECT:		Human Resources (HR) Data Quarter Three (24/25)	
DATE OF DECISION:		10 th February 2025	
REPORT OF:		Director People and Organisational Culture	
<u>CONTACT DETAILS</u>			
AUTHOR:	Name:	Kerry Eldridge	Tel:
Director People & Culture	E-mail:	kerry.eldridge@southampton.gov.uk	
Executive Director – Enabling Services	Name:	Mel Creighton	Tel:
	E-mail:	mel.creighton@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY	
None. This report contains no personal information relating to specific individuals.	
BRIEF SUMMARY	
The Governance Committee is provided quarterly, council wide information on key employment data covering dismissals and absence.	
The report format is as requested and agreed with the Governance Committee.	
RECOMMENDATIONS:	
(i)	To note the latest HR statistics.
REASONS FOR REPORT RECOMMENDATIONS	
1.	As requested by the Governance Committee.
ALTERNATIVE OPTIONS CONSIDERED AND REJECTED	
2.	N/A
DETAIL (Including consultation carried out)	
3.	Dismissal and absence narrative and data for Quarter 3, October 2024 – December 2024: <ul style="list-style-type: none"> In total there were 5 dismissals which were as a result of sickness absence, misconduct and ill health.
4.	Overall sickness levels for the council this quarter showed an average 9.26 days per employee. The sector “average” is 8 days. The data reveals SCC is consistently above the sector average 8 days sickness per Full Time Equivalent (FTE), with some small fluctuations across the periods shown. The aspiration is to achieve 7 days or less on average per employee.

Sickness Days Lost Per FTE vs Sickness Target



5. Short term absence accounts for 42% of the overall absence, whilst long term sickness accounts for 58%. Long term sickness is defined as a continuous period of absence exceeding 20 days.



The biggest causes of long-term sickness by a significant proportion are musculoskeletal and psychological related absences.

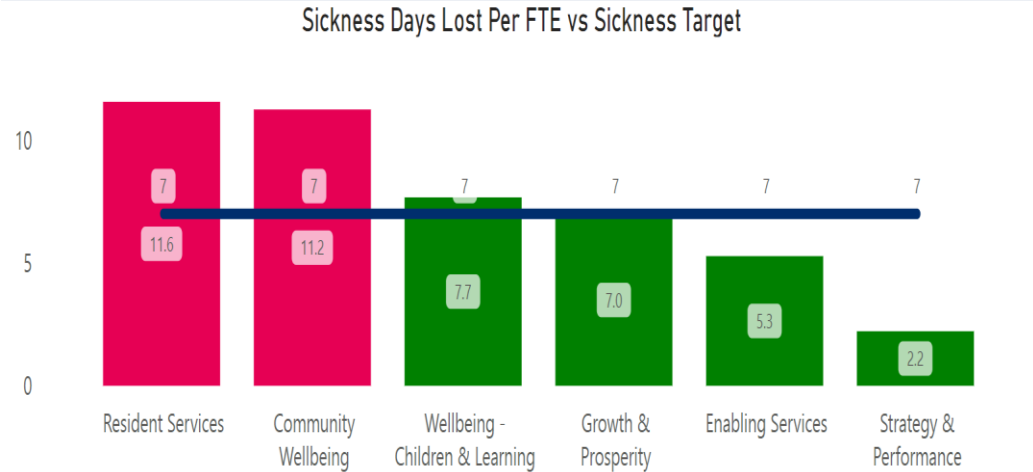
The graph below shows the breakdown of psychological absence reasons across the last 12 months. The highest number of days lost has been due to depression, followed by stress & anxiety. Health and Safety Executive data shows that 49 per cent of all occupational ill-health last year was stress related. Also, the Chartered Institute of Personnel and Development have recently stated that the most common problems reported by people with long-term health conditions are mental health conditions like anxiety or depression – with 63 per cent of employees citing poor mental health as the top cause for their absence and 76 per cent of employees reporting that they had taken time off due to stress within the past year.

Days lost over the last 12 x months - psychological reasons

2000
1800

6. When looking at the data across our broad directorates, sickness is more prevalent in 'Resident Services' and 'Community Wellbeing', where sickness rates are 11.6 days and 11.2 days lost per FTE. 'Enabling Services' and 'Strategy & Performance' have the lowest sickness rates, both under the 7 x days target. Furthermore, Growth & Prosperity has 7 x days lost to sickness absence per employee on average, in line with our target.

Since last quarters report, sickness has reduced within Resident Services, Community Wellbeing, Growth & Prosperity and Strategy & Performance. Sickness levels have remained the same in Children & Learning and Enabling Services.



Within Resident Services the main cause of sickness absence is musculoskeletal, reflecting the nature of the type of physically intensive roles within this service. Musculoskeletal related absences account for just under 30% of sickness in this area, followed by psychological related sickness at just under 20%.

Within Community Wellbeing, psychological related sickness is most prevalent, with 33% of absence being for this reason. This, alongside 30% of absence in Children's

Services being due to psychological absence reasons, likely reflects the challenging nature of social care roles. The next most common absence reason within Community Wellbeing is musculoskeletal making up 15%.

The table below shows the absence split by legal sex to demonstrate the impact of absence by this characteristic. This shows that proportionally male employees have more sickness absence at 9.70 days lost per male, versus 8.60 days lost per female.

Legal Sex	Total days lost to absence in the last 12 x months	FTE	Avg. Days Lost per Employee
Female	14,995	1,742	8.60
Male	13,863	1,429	9.70

When looking at the absence data split by ages, you can see that generally those employees aged 45 and over have the highest levels of sickness across the organisation. Employees below 25 have the lowest sickness rates, whilst those aged 55+ have the highest sickness rates. Interestingly, those aged 25 – 34 have a higher sickness rate than you may ordinarily expect.

Age Band	% of absence days	% of Workforce	# of FTE	Avg. days lost per employee
Under 25	1%	3%	92	4.07
25 - 34	16%	17%	569	8.23
35 - 44	20%	25%	787	7.21
45 - 54	25%	25%	821	8.63
55+	38%	30%	901	12.22

For context, staff numbers are provided below to show the split of our workforce by employment type. Apprenticeships include existing employees who are undergoing an apprenticeship for their development, as well as those who joined the council as an apprentice.

Directorate	Permanent	Agency	FTC	Apprentice	Secondments
Community Wellbeing	441	39	8	1	8
Enabling Services	432	22	8	1	12
Growth & Prosperity	374	71	101	2	8
Resident Services	1245	129	44	16	13
Strategy & Performance	70	5	31	0	7
Wellbeing - Children & Learning	631	11	23	1	8

7. The HR team provide managers with monthly detailed absence data and look to identify and address “hot spots” and underlying issues against which to target interventions including information, support, occupational health appointments, phased return and in some cases, dismissal.

	<p>Managers are supported at all levels in applying the absence management policies consistently. HR have recently released some new self-service functionality which means that managers are automatically notified when employees hit a trigger point, enabling early intervention. Research shows early intervention is a key enabler to reducing sickness absence.</p> <p>Now that we have wellbeing and Diversity and Inclusion (D&I) SharePoint sites in place, our Wellbeing and D&I Lead is working with our HR Data team to delve into our absence data in more detail. This is in order to establish if there are any links between age, gender and particular absence reasons, for example. We will then seek to identify targeted action we can take to help address underlying causes.</p>
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RESOURCE IMPLICATIONS

Capital/Revenue

- | | |
|----|--|
| 8. | <p>Sickness absence currently costs the Council approximately £2.6 million per annum when looking at days lost due to sickness. This figure could be higher when you include the costs of agency workers recruited to cover sickness. This equates to just over 2% of our annual pay bill.</p> <p>Manager and HR time spent on absence activities clearly incurs opportunity cost too, in that it prevents them from doing something else in that time. Although, this should have some benefits in terms of aiding the wellbeing of colleagues, increasing engagement and reducing avoidance absence.</p> |
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Property/Other

- | | |
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| 9. | None |
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LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

- | | |
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| 10. | S1 Localism Act 2011 and S101 Local Government Act 1972 |
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Other Legal Implications:

- | | |
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| 11. | None |
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RISK MANAGEMENT IMPLICATIONS

- | | |
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| 12. | None |
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POLICY FRAMEWORK IMPLICATIONS

- | | |
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| 13. | None |
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KEY DECISION?	No
WARDS/COMMUNITIES AFFECTED:	
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	None
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	

Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.		No
Data Protection Impact Assessment		
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.		No
Other Background Documents		
Other Background documents available for inspection at:		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	