

Sickness Absence Trend Analysis

Quarter 3 (1 April– 31 December 18)






SICKNESS ABSENCE TREND/ANALYSIS REPORT

2018/2019 Quarter 3 Report

Table 1 Key Sickness Statistics by Best Value Indicators

Performance Indicator	Apr 18 to Dec 18	Apr 18 to Dec 18 Target	Variance	Apr 17 to Dec 17 (PYR)	Direction of Travel
Working shifts/days lost for all staff	6.63	4.5	+ 2.13	4.87	
Working shifts/days lost due to sickness for all Wholetime, Control and Non- Uniformed	4.59	3.75	+ 0.84	3.5	
Working shifts/days lost due to sickness for all Wholetime and Control	4.65	3.75	+ 0.9	3.44	

Table 2 Sickness by Staff Group

Performance Indicator	Apr 18 to Dec 18	Apr 17 to Dec 17 Target	Variance	Apr 17 to Dec 17 (PYR)	Direction of Travel
Wholetime Riders (WT)	5.70	3.75	+ 1.95	3.36	
Flexi Duty (FDO) / Day Duty Officers	2.84	3.75	- 0.91	2.99	
Control	1.94	6	- 4.06	5.65	
Retained Duty System (RDS)	13.05	6.75	+ 6.3	8.53	
Non-Uniformed	4.88	3.75	+ 1.13	3.77	

Overall the all staff performance indicator is higher than it was at the end of Q3 in 2017. There have been improvements in the wholetime category with many personnel who had been long term sick returning to full operational duties, this should be reflected in the figures at the end of Q4.

There have also been improvements in the RDS category, although both these categories of staff are predicted to be above target at year end. On a positive note both the FDO/DD and Control categories of staff have seen a reduction in absence. The FDO/DD category is slightly lower than this time last year and is expected to remain below target. Control have seen a significant improvement in their absence this year and are well below both the quarterly target and the yearend target.

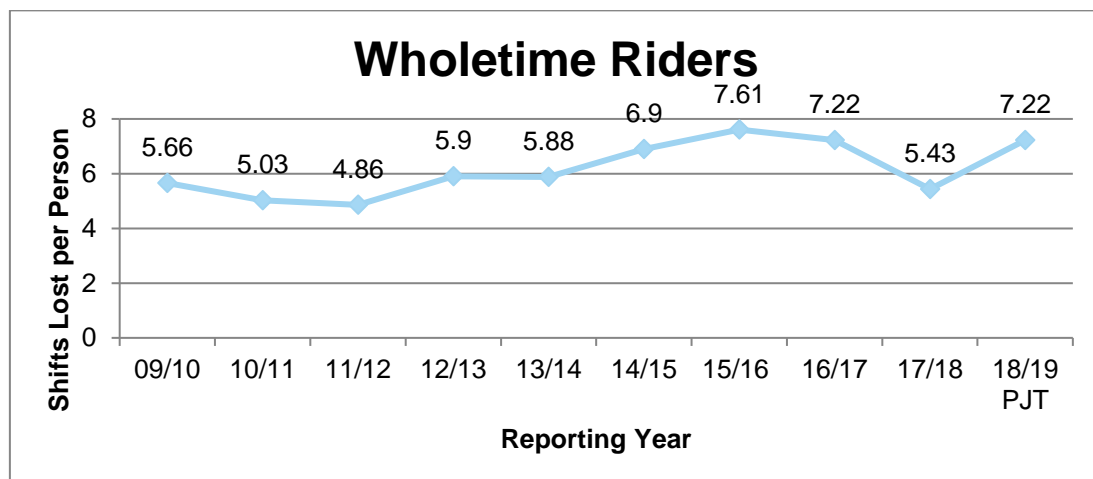
The non-uniformed category of staff has seen an increase in absence in Q3 of 2018 when compared to this time last year. Non-uniformed absence is above target at this time of the reporting period although an improvement is expected in Q4 due to the return to duty of personnel who have been long term sick.

Wholetime Riders

Total Shifts Lost in Q3:	355 days (353 in Q3 2017/18)
Total Shifts Lost YTD:	1343 days (873 in Q3 2017/18)
Long Term Sickness Q3:	267 days (75%) (223 in Q3 2017/18)
Long Term Sickness YTD:	1027 days (76%)
Short Term Sickness Q3:	88 days (25%) (130 in Q3 2017/18)
Short Term Sickness YTD:	316 days (24%)
Average Strength for Quarter:	256 (255 in Q3 2017/18)
Lost Time Rate YTD:*	3.88%
Cost of sickness absence (approx.)**	£57,960.85 (£57,634.31 in Q3 2017/18)
Cost of sickness absence YTD	£219,271.61 (5.25 FF posts)
Cost of sickness per person YTD	£856

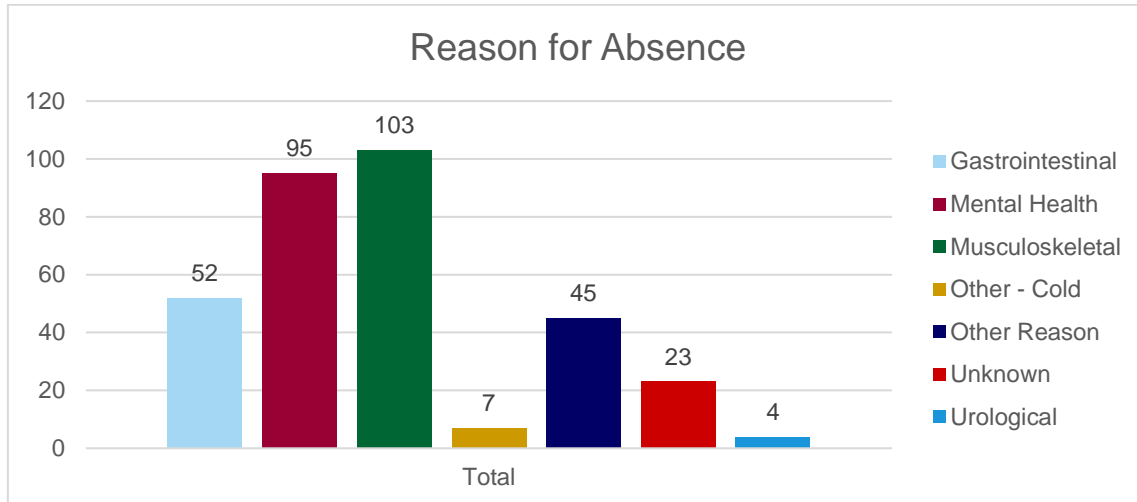
*available shifts calculated as an average of 15 per month multiplied by average strength

** costs based on competent rate including on costs.



The WT rider category has seen a 42% reduction in absence in Q3 when compared to Q2 of this reporting period. This is due to a number of long-term absence cases coming to an end and personnel returning to full operational duties. These absences were mainly due to MSK operations the majority of which are now resolved. However there has been an increase in absence in December when compared to November, primarily due to absence at Durham which will come to an end when the personnel retire in Q4. Performance at Peterlee, Durham, Newton Aycliffe, Bishop Auckland and Darlington are all below target for the year.

At the end of this reporting quarter the Service had 5 employees on long term sick and 7 on modified duties. Of these 5 employees, 1 of them has no return to work date in sight, 2 are expected to proceed onto modified duties, 2 are expected to remain sick until their retirement date early into Q4. Of the 7 personnel currently on modified duties, 5 of them are expected to return to full operational duty early January. 1 person remains on modified duties whilst the service progresses ill health retirement. Although personnel on modified duties are not available for operational work they are contributing to the wider workforce.



Flexible Duty Officer/Day Duty

Flexible Duty Officer

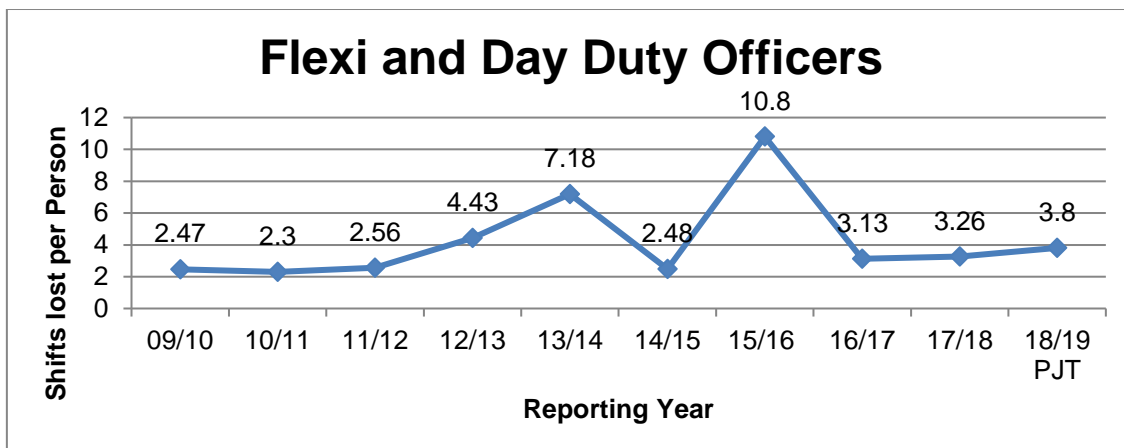
Total Shifts Lost Q3:	2 days
Total Shifts Lost YTD:	34 days (160 in Q3 2017/18)
Long Term Sickness Q3:	0 days (0%)
Long Term Sickness YTD:	1 days (3%) (155 in Q3 2017/18)
Short Term Sickness Q3:	2 days (100%)
Short Term Sickness YTD:	33 days (97%) (5 in Q3 2017/18)
Average Strength for quarter:	31.5 (36.35 in Q3 2017/18)
% Lost Time Rate YTD*	0.03%
Cost of sickness absence (approx.)**	£474.92 (£33,760 in Q3 2017/18)
Cost of sickness absence YTD	£7,742.71 (0.25 FF posts)
Cost of sickness per person YTD	£245 (£928 in Q3 2017/18)

Day Duty Officers

Total Shifts Lost Q3:	45 days
Total Shifts Lost YTD:	91 days (2 in Q3 2017/18)
Long Term Sickness Q3:	36 days (80%)
Long Term sickness YTD:	76 days (84%) (0 in Q3 2017/18)
Short Term Sickness Q3:	9 days (20%)
Short Term Sickness YTD:	15 days (16%) (2 in Q3 2017/18)
Average Strength for Quarter:	15.1 (17.52 in Q3 2017/18)
% Lost Time Rate YTD*	1.57% (0.06 in Q3 2017/18)
Cost of sickness absence (approx.)**	£7,325.55 (£325 in Q3 2017/18)
Cost of sickness absence YTD	£14,813.89 (0.63 FF post)
Cost of sickness per person YTD	£981 (£18 in Q3 2017/18)

*available shifts calculated as an average of 21 per month multiplied by average strength

** costs based on competent rate including on costs



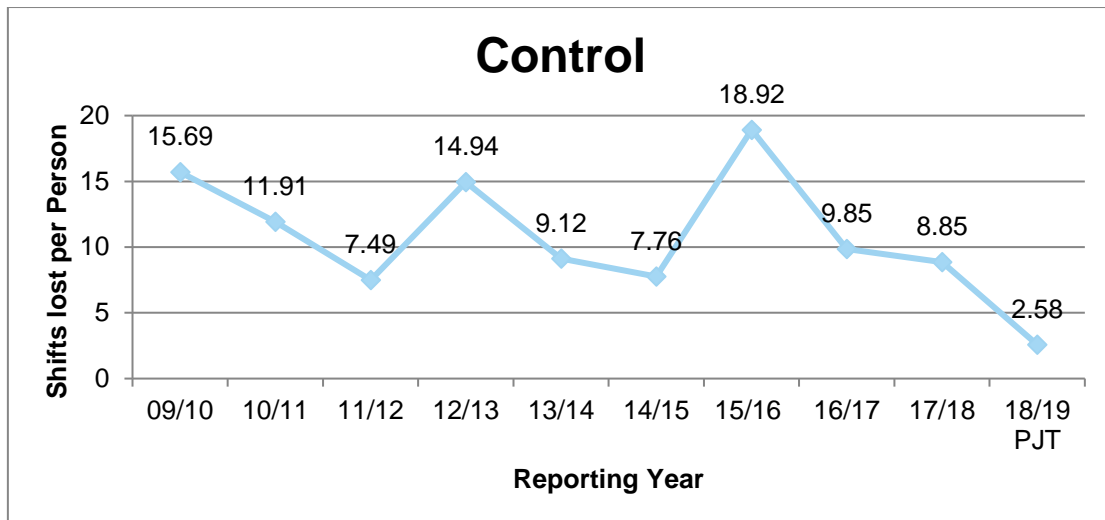
Sickness levels within the FDO category have remained low throughout this reporting period with only 2 shifts lost to short term absence. DD absence levels are also below target, 1 person has returned to full operational duty following a period of long term absence due to upper limb MSK related issue. This category of staff remains below target for the year.

Control

Total Shifts Lost Q3:	10 days (3 in Q3 2017/18)
Total Shifts Lost YTD:	33 days (106 in 2017/18)
Long Term Sickness Q3:	0 days (0%) (0 in Q3 2017/18)
Long Term Sickness YTD:	8 days (24%) (92 in 2017/18)
Short Term Sickness Q3:	10 days (100%) (3 in Q3 2017/18)
Short Term Sickness YTD:	25 days (76%) (14 in 2017/18)
Average Strength for Quarter:	17 (18.75 in Q3 2017/18)
% Lost Time Rate YTD*	0.43% (4.1% in 2017/18)
Cost of sickness absence (approx.)**	£1619.10 (£17,812 in 2017/18)
Cost of sickness absence YTD	£5,343.03 (0.19 FCOP posts)
Cost of sickness per person YTD	£137 (£949 in 2017/18)

*available shifts calculated as an average of 15 per month multiplied by average strength

** costs based on competent rate including on costs



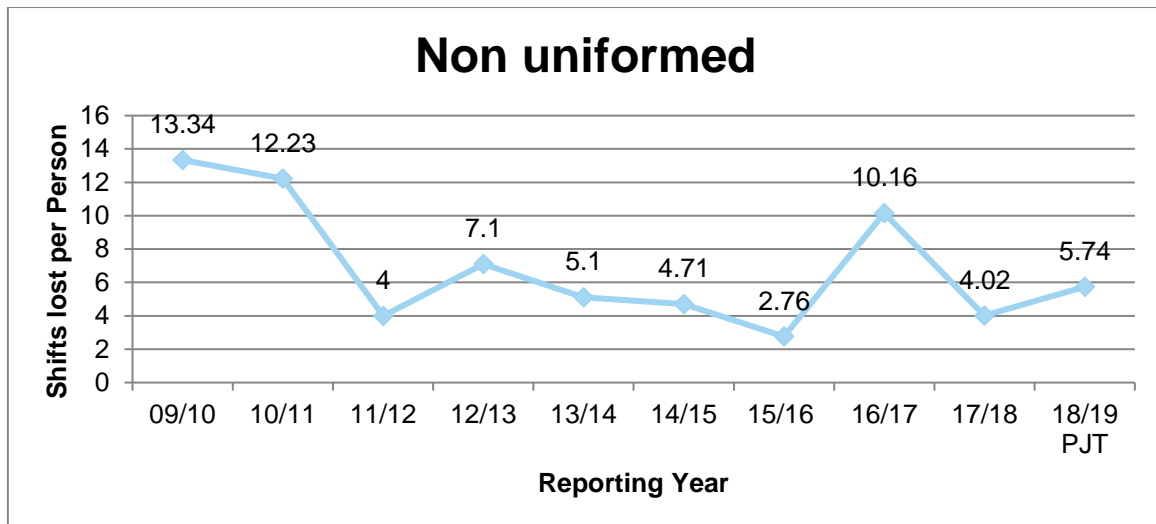
Control absence has seen a decrease of around 41% in comparison with absence levels this time last year. There have been only 10 shifts lost to absence across the reporting period all due to short term various issues, all personnel have returned to full duties. Projected figures for this indicator are below target

Non Uniformed

Total Shifts Lost for Q3:	200.49 days (169 in Q3 2017/18)
Total Shifts Lost YTD:	384.8 days (297.59 in 2017/18)
Long Term Sickness Q3:	134 days (66.84%) (65 in Q3 2017/18)
Long Term Sickness YTD:	276.12 days (71.76%)
Short Term Sickness Q3:	66.49 days (33.16%) (104 in Q3 2017/18)
Short Term Sickness YTD:	108.68 days (28.24%)
Average Strength for Quarter:	88.70 (WTE) (87.6 in Q3 2017/18)
% Lost Time Rate YTD*:	1.19 % (1.7% in 2017/18)
Cost of sickness absence (approx.)**	£23,603.69
Cost of sickness absence YTD	£45,302.5 (1.85 grade 7 post)
Cost of sickness per person YTD	£510

*available shifts calculated as an average of 21 per month multiplied by average strength

** costs based on competent rate including on costs



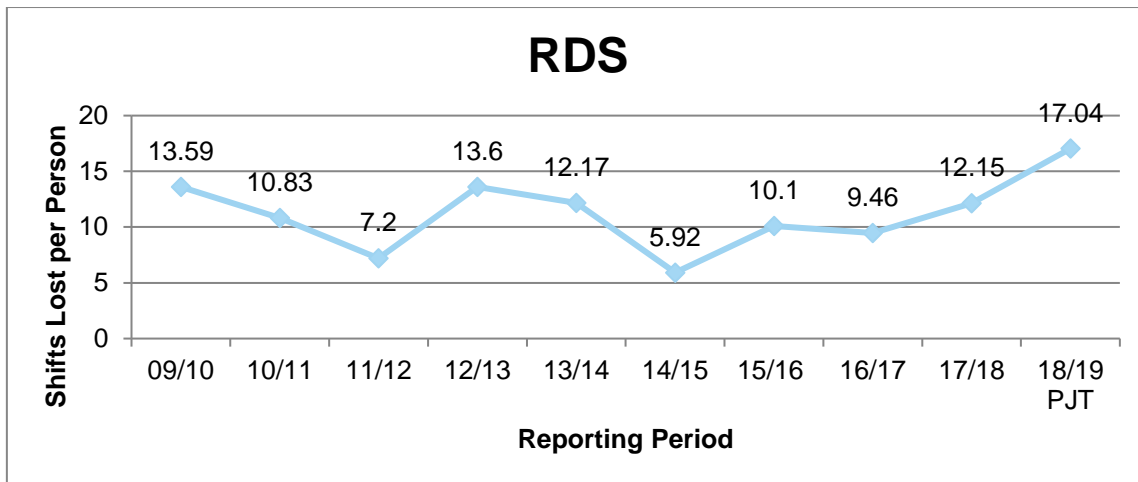
The non-uniformed category of staff has seen an increase in absence of 28% in Q3 when compared to Q2. This relates to both long- and short-term absence with 4 personnel being absent long term, 3 of which related to mental health issues and 1 MSK. 1 of whom has resigned from the organisation, 2 of whom have returned to full duties and 1 who is currently on modified duties and is expected to return to full duties soon. Short term absence has been for various reasons including gastrointestinal; respiratory; cold etc. Non-uniform absence is above target at this time of the reporting period.

RDS

Total Shifts Lost for Q3:	499.61 days (505.1 in Q3 2017/18)
Total Shifts Lost YTD:	1813.39 days (1235.38 in 2017/18)
Long Term Sickness Q3:	468.59 days (93.8%) (421.9 in Q3 2017/18)
Long term Sickness YTD:	1678 days (92%) (1041 in 2017/18)
Short Term Sickness Q3:	31.02 days (6.2%) (83.21 in Q3 2017/18)
Short Term Sickness YTD:	135 days (8%) (194.2 in 2017/18)
Average Strength for Quarter:	145.1 (WTE) (133.55 in Q3 2017/18)
% Lost Time Rate YTD*:	1.27% (1.4% in Q3 2017/18)
Cost of sickness absence (approx.)**	£10,326.94
Cost of sickness absence YTD	£37,482.77 (1.25 WT FF post)
Cost of sickness per person YTD	£258

*available shifts calculated as an average of 30 per month multiplied by average strength

** costs based on competent rate not including on costs
























RDS absence has seen a 34% reduction in absence in Q3 when compared to Q2 although absence remains above target overall. This is due to a combination of long- and short-term absence. Long term absence mainly in relation to MSK issues, 1 person remains absent due to mental health issues and 1 person with neurological issues. 12.36% of RDS absence relates to short term issues primarily relating to gastrointestinal and flu. On a positive note Wheatley Hill have had 0 absence in Q3 Durham; Newton Aycliffe and Middleton in Teesdale all remain below target.

All Staff Review

Total Shifts Lost YTD:	3645.19 days (2517.97 in Q3 2017/18)
Long Term Sickness YTD:	3066.61 days (84.13%) (709.89 in Q3 2017/18)
Short Term Sickness YTD:	574.58 days (15.76%) (320.21 in Q3 2017/18)
Average Strength for all employees:	553.85 (WTE) (550.34 in Q3 2017/18)
Cost of sickness absence Q3 (approx.):**	£101,311.05
Cost of sickness absence YTD:	£329,919.22
Cost of sickness per person YTD	£595

The table below shows sickness levels by station.

Sickness to target by Station		Apr 18 to Dec18	Apr 18 to Sept 18 Target	Variance	Apr 17 to Dec 17 (PYR)	Direction of Travel	
01	Consett	Wholetime	3.83	3.75	+ 0.08	5.24	
		RDS	11.73	6.75	+5.06	2.59	
02	High Handenhold	Wholetime	7.03	3.75	+ 3.28	1.17	
		RDS	14.88	6.75	+8.13	28.29	
03	Seaham	Wholetime	10.67	3.75	+6.92	1.71	
		RDS	18.56	6.75	+ 11.81	14.23	
04	Peterlee	Wholetime	3.66	3.75	- 0.09	2.35	
05	Wheatley Hill	RDS	0	6.75	- 6.75	0	
06	Durham	Wholetime	3.70	3.75	- 0.05	4.03	
		RDS	0.70	6.75	- 6.05	5.03	
07	Stanhope	RDS	6.82	6.75	+0.07	2.38	
08	Crook	RDS	7.83	6.75	+1.08	9.11	
09	Spennymoor	Wholetime	5.87	3.75	+2.12	29.05	
		RDS	21.95	6.75	+ 15.2	4.82	
10	Sedgefield	RDS	13.20	6.75	+ 6.45	0.43	
11	Newton Aycliffe	Wholetime	2.01	3.75	- 1.74	2.07	
		RDS	1.47	6.75	- 5.28	4.72	
12	Bishop Auckland	Wholetime	2.55	3.75	-1.2	5.20	
		RDS	23.02	6.75	+16.27	5.46	
13	Middleton in Teesdale	RDS	5.57	6.75	- 1.18	0	
14	Barnard Castle	RDS	8.29	6.75	+ 1.54	10.55	
15	Darlington	Wholetime	2.95	3.75	- 0.8	4.01	