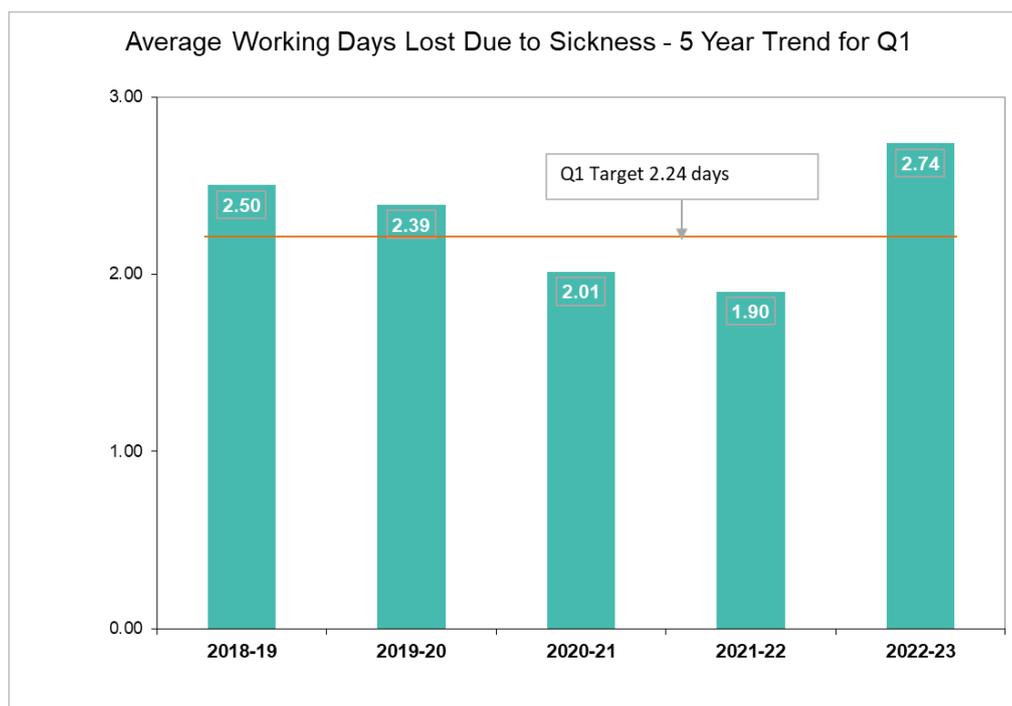


Quarterly Sickness Absence Monitoring

Leadership Team (26-Jul-22)

Headline Q1 Outturn

An average of 2.74 working days per employee were lost due to sickness at the end of Q1 this year compared to 1.90 days during Q1 last year. This represents an increase of 0.84 days and is the highest Q1 outturn for the last 5 consecutive years:



Performance compared to Q1 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

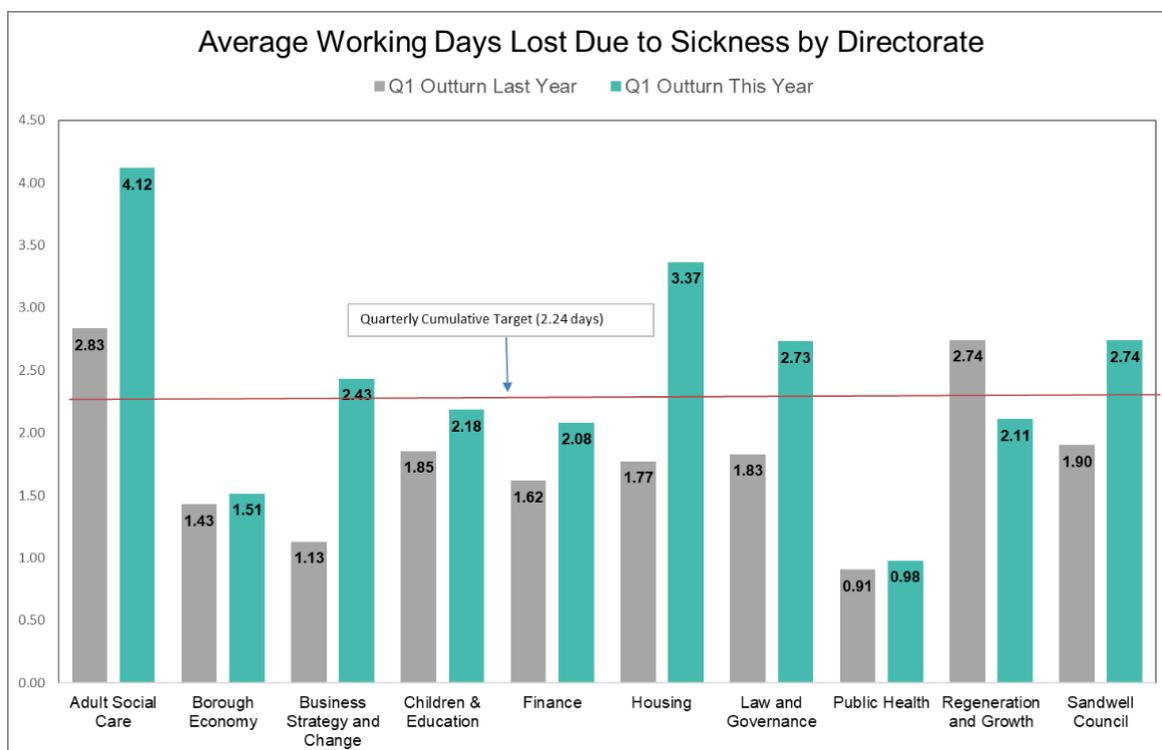
Quarter 3 = 6.21 days

Quarter 4 = 8.70 days

Performance at the end of Q1 this year was 0.5 days above the threshold for the quarter. There are currently no Directorate level targets in place. However, Directorates should aim to be within the corporate target at the end of each quarter. If this is not in reach, then Directorates should set their own targets/ aim to achieve continuous improvement compared to the same period last year.

Outturn by Directorate

Outturn by Directorates this year compared to Q1 last year shows that all Directorates, except Regeneration and Growth have seen an increase in sickness levels:

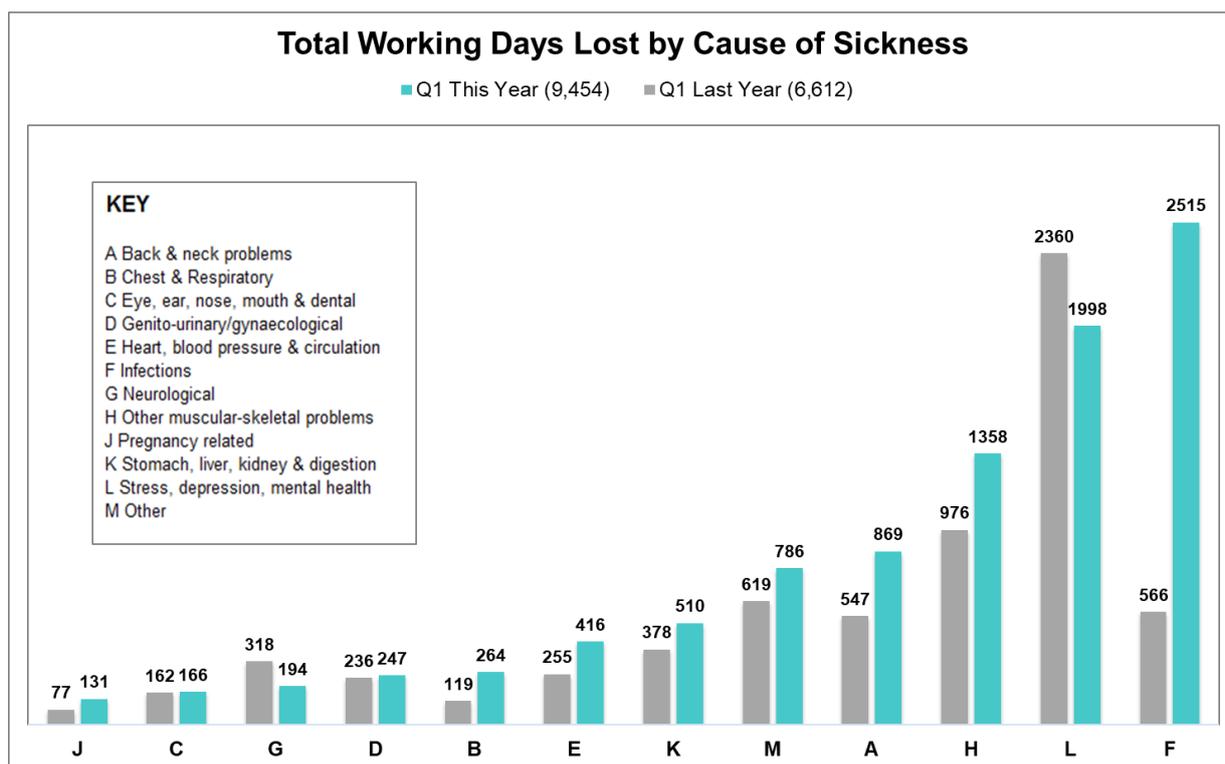


Directorate	Trend compared to Q1 last year
Adult Social Care	1.29
Borough Economy	0.08
Business Strategy and Change	1.30
Children & Education	0.33
Finance	0.46
Housing	1.59
Law and Governance	0.91
Public Health	0.07
Regeneration and Growth	-0.63
Sandwell Council	0.84

Total Working Days Lost by Cause of Sickness

The total working days lost at the end of Q1 this year was 9,454 compared to 6,612 for the same period last year. This represents an increase of 2,842 days (43%).

The underlying data by causes of sickness, shows a significant increase in Infections, which has moved from the 4th leading cause of sickness at the end of Q1 last year to the leading cause of sickness Q1 this year:



The actual increase in Infections was 1,949 days which accounts for 69% of the overall increase in working days lost compared to Q1 last year.

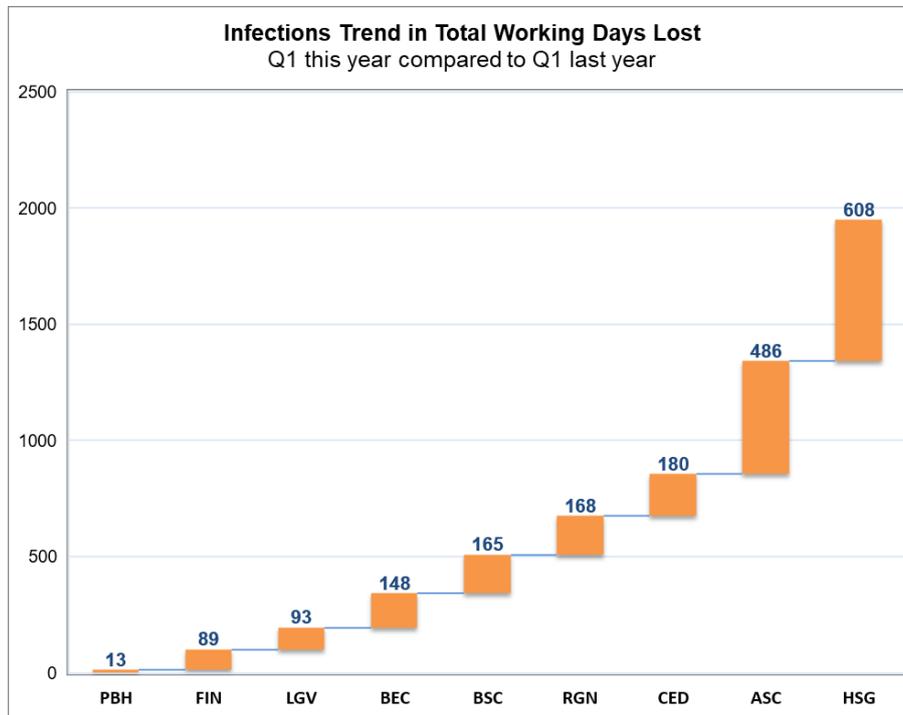
A heatmap summary of the total working days by Directorate shows that Infections was the leading cause of sickness for 5 out of the 9 Directorates:

Directorate	Total Working Days lost by Cause of Sickness Q1 This Year													All Causes
	A	B	C	D	E	F	G	H	J	K	L	M		
Adult Social Care	368	91	20	73	164	556	53	365	6	124	477	204	2501	
Borough Economy	36	47	39	19	8	193	11	164	0	43	127	9	694	
Business Strategy and Change	11	12	19	5	9	207	19	4	55	85	285	76	786	
Children and Education	83	23	20	82	68	297	17	55	3	42	82	164	936	
Finance	32	47	14	39	0	107	8	122	19	41	212	53	693	
Housing	298	41	18	25	146	811	72	546	48	138	518	181	2841	
Law and Governance	12	0	0	0	20	131	8	35	0	35	168	43	452	
Public Health	0	0	9	0	0	13	0	0	0	0	22	15	59	
Regeneration and Growth	29	3	27	4	2	200	8	67	0	3	108	42	492	
SMBC	869	264	166	247	416	2515	194	1358	131	510	1998	786	9454	

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.

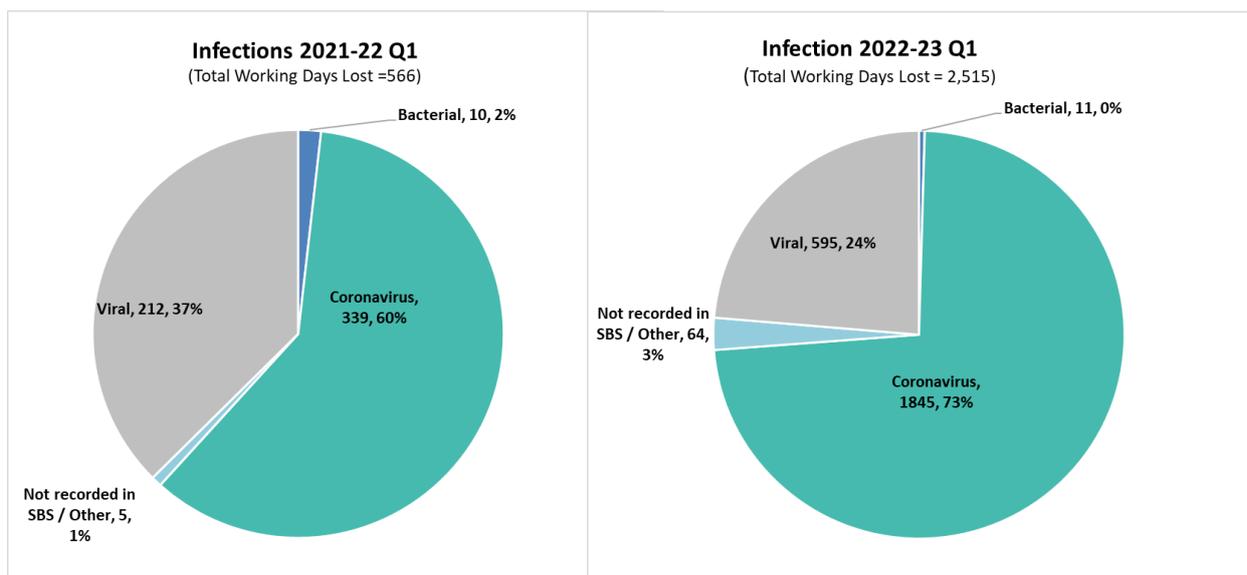
Trend in Infections by Directorate

Housing and Adult Social Care were particularly impacted by the increase in the total working days lost due to Infections:



Further breakdown of Infections

Detailed reasons for Infections shows that **viral** infections have increased from 212 to 595, which is an increase of 383 days, whereas **coronavirus** related Infections have increased from 339 to 1,845 days which is an increase of 1,506 days:



Causes of increase in Infections

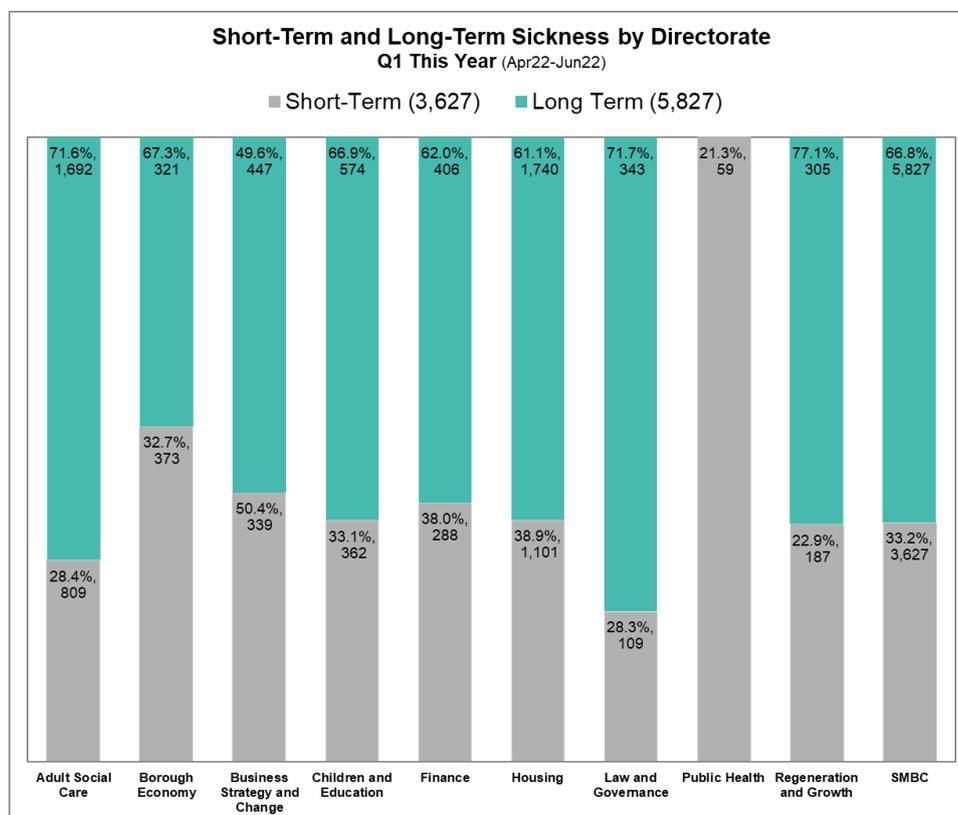
The main cause of the increase in Infections is change to the way coronavirus absence is recorded in SBS. This year, if the employee is symptomatic and unable to work from home then this is recorded as sickness. Whereas, last year only confirmed Covid-19 cases were recorded as sickness. All other coronavirus related absence was recorded as isolations and was outside of the SAM monitoring procedure; data and analysis.

Other external factors contributing to the increase in Infections include:

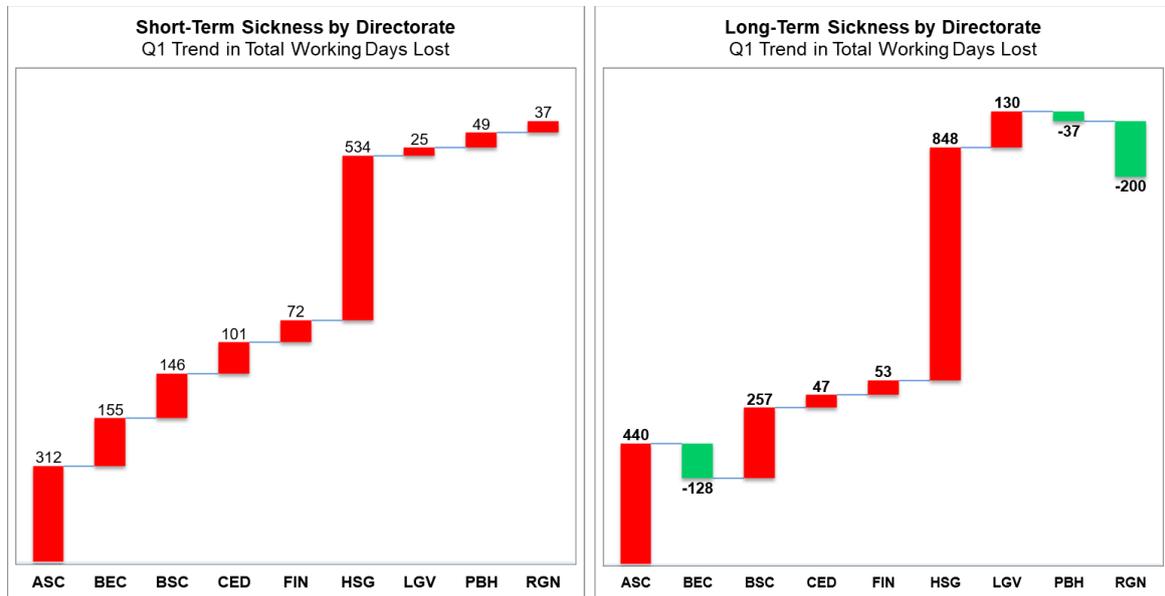
- The withdrawal of the Gov't isolation period of 10 days for people with symptoms of coronavirus.
- Increase in the list of symptoms associated with Covid-19.
- Withdrawal of PCR tests and the replacement of these with Lateral Flow Tests.
- Lifting of travel restrictions/ testing and isolation upon return.
- Social distancing restrictions no-longer apply this year, compared to being eased during quarter 1 last year.

Short-Term / Long-term Sickness by Directorate

One-third (33.2%) of all sickness for Q1 was short-term and two-thirds (66.8%) long-term. Long-term sickness is continuous absence of 20 working days or more. Summary of short-term and long-term sickness by Directorates is as follows:

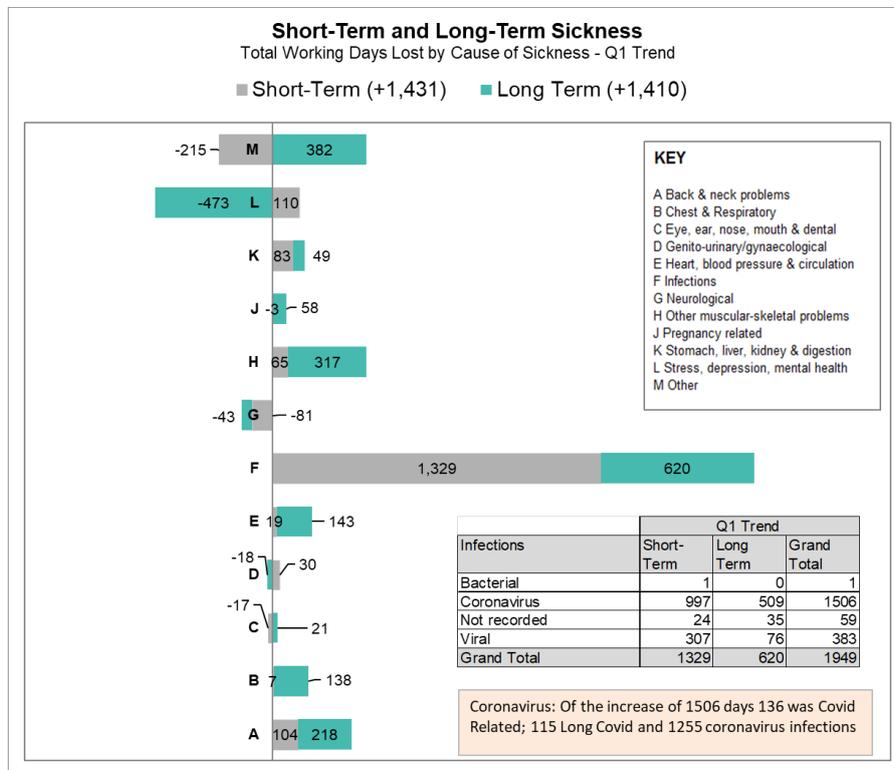


Total working days lost due to short-term sickness have increased by 1,432 (65%) and Long-term by 1,410 (32%). The trend by Directorate is as follows:



Short-Term / Long-term Sickness by Cause

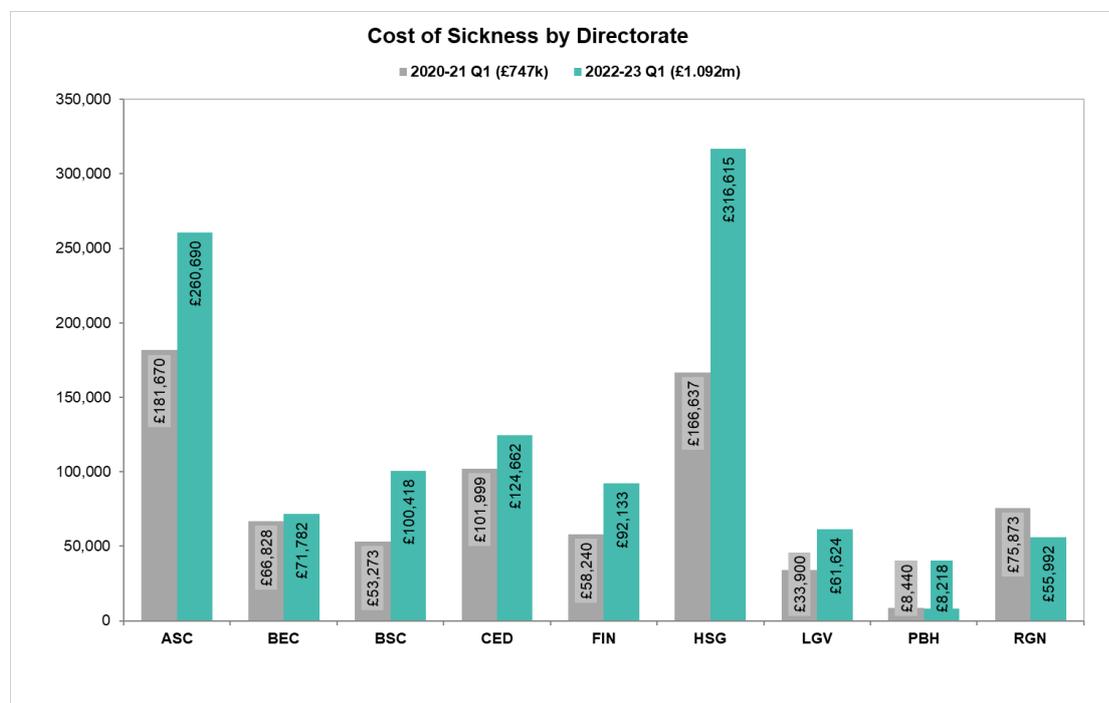
The Q1 trend in total working days lost due to short-term and long-term sickness by cause is as follows:



Infections accounted for 93% of the increase in total working days lost due to short-term sickness; 44% due to long-term sickness.

Cost of sickness by Directorate

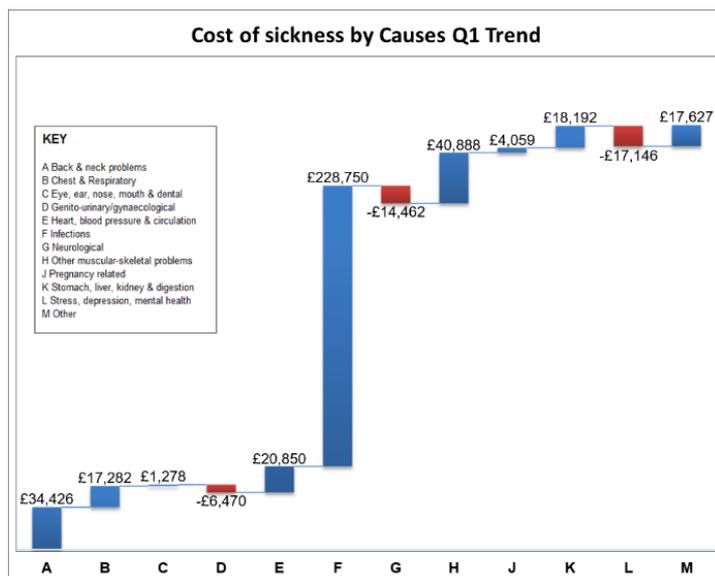
The cost of sickness is measured as loss of productive time for each occurrence of sickness. At the end of Q1 this year the cost of sickness was £1.092m compared to £747k for the same period last year. This is an increase of £345K and is summarised by Directorates as follows:



Cost of sickness by Cause

The cost of sickness by cause at the end of Q1 for the last two years is follows and shows a significant increase due to Infections:

Cause of Sickness	2021-22 Q1	2022-23 Q1
A Back & neck problems	£60,940	£95,366
B Chest & Respiratory	£11,432	£28,715
C Eye, ear, nose, mouth & dental	£17,902	£19,180
D Genito-urinary/gynaecological	£34,856	£28,386
E Heart, blood pressure & circulation	£25,021	£45,871
F Infections	£71,944	£300,694
G Neurological	£35,989	£21,527
H Other muscular-skeletal problems	£100,746	£141,634
J Pregnancy related	£9,102	£13,161
K Stomach, liver, kidney & digestion	£40,176	£58,368
L Stress, depression, mental health	£264,489	£247,343
M Other	£74,261	£91,888
All Causes of Sickness	£746,859	£1,092,133



Further Q1 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 July.

Vickie Lee, Head of Human Resources