



SUPPLEMENTARY AGENDA

EMPLOYMENT COMMITTEE

THURSDAY, 21 SEPTEMBER 2023 AT 5.00 PM

COUNCIL CHAMBER - THE GUILDHALL, PORTSMOUTH

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Membership

Councillor Stuart Brown (Chair)
Councillor Darren Sanders (Vice-Chair)

Councillor Dave Ashmore
Councillor Simon Boshier

Councillor Cal Corkery
Councillor Charlotte Gerada

(NB This supplementary agenda should be retained for future reference with the main agenda and minutes of this meeting).

SUPPLEMENTARY AGENDA

4 **Sickness Absence Report (Pages 3 - 6)**

The purpose of this report is to update the Employment Committee about the levels of sickness absence across the council and the actions being taken to manage absence and promote employee wellbeing.

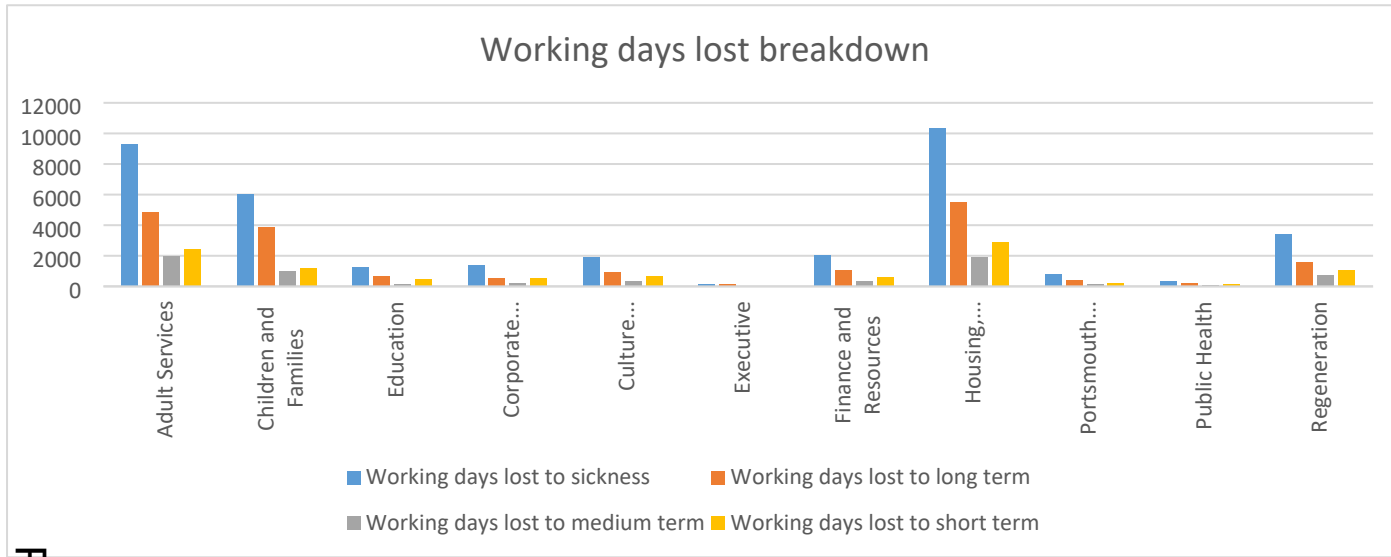
RECOMMENDED that Members:

- **Note the change in absence levels across the organisation.**
- **Note the levels and causes of sickness absence across the council and by directorate.**
- **Note the changes in how Coronavirus absences are now being recorded.**
- **Note the activities and interventions undertaken to support**

attendance and improve health and wellbeing.

- **Change the names of Musculoskeletal absences recorded in Fusion to Musculoskeletal - injury, fracture or operation and Musculoskeletal - back and neck.**

Appendix 1: Sickness Absence (Rolling Year) Aug 31st, 2023.



Directorate	Sickness - Working days Lost											Total Average Per Person Per Year - CC Feb 23
	Headcount Current Headcount	Total				Long Term		Medium Term		Short Term		
		Working days lost to sickness	% of working time lost	Average per Person per Year	Compared to Last EC report	Working days lost to sickness	Average per Person per Year	Working days lost to sickness	Average per Person per Year	Working days lost to sickness	Average per Person per Year	
Agency	89	274	0.26%	3.08		66	0.74	120	1.35	109	1.22	2.85
Adult Services	631	9297	4.97%	14.73		4845	7.68	1987	3.15	2465	3.91	17.28
Children and Families	449	6050	2.88%	13.47		3864	8.61	993	2.21	1193	2.66	14.23
Education	218	1264	2.49%	5.80		642	2.94	142	0.65	480	2.20	6.22
Corporate Services	318	1361	1.26%	4.28		571	1.80	224	0.70	545	1.71	3.41
Culture Leisure and Regulatory Services	301	1914	1.31%	6.36		935	3.11	318	1.06	661	2.20	7.73
Executive	36	155	0.50%	4.31		122	3.39	0	0.00	33	0.92	1.77
Finance and Resources	297	2042	1.37%	6.88		1089	3.67	346	1.16	607	2.04	5.59
Housing, Neighbourhood and Building Services	944	10349	2.91%	10.96		5508	5.83	1915	2.03	2926	3.10	12.79
Portsmouth International Port	84	816	3.41%	9.71		439	5.23	157	1.87	220	2.62	12.20
Public Health	47	371	0.45%	7.89		182	3.87	73	1.55	116	2.47	5.90
Regeneration	417	3397	1.59%	8.15		1583	3.80	740	1.77	1074	2.58	10.05
Schools	1187	12267	2.13%	10.33		5664	4.77	1745	1.47	4858	4.09	9.80
Grand Total (excluding schools and Agency)	3742	37016	2.67%	9.89		19780	5.29	6895	1.84	10320	2.76	11.10
Grand Total (including Schools excluding Agency)	4929	49283	2.50%	10.00		25444	5.16	8640	1.75	15178	3.08	10.79
Grand Total (including Agency Workers)	3831	37290	2.62%	9.73		19846	5.18	7015	1.83	10429	2.72	10.93

= over 7 days

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Appendix 2 - summary of reasons for absence (Rolling Year) 31st Aug, 2023, Portsmouth City Council, excluding Schools and Internal Agency

Absence Reason	Days Lost	% of Days Lost	Rank
PSYCHOLOGICAL - STRESS, ANXIETY AND DEPRESSION	6265	16.93	1
VIRUS (INC COLDS, COUGHS AND INFLUENZA; EXCLUDING CORONAVIRUS)	3768	10.19	2
MUSCULOSKELETAL (LOWER LIMB)	3337	9.02	3
GASTROINTESTINAL (INC STOMACH AND BOWEL)	2945	7.96	4
CORONAVIRUS	2682	7.25	5
MUSCULOSKELETAL (BACK AND NECK)	2120	5.73	6
NEUROLOGY/NERVOUS SYSTEM (INC HEADACHE, MIGRAINE AND EPILEPSY)	2004	5.42	7
RESPIRATORY PROBLEMS (INC CHEST AND ASTHMA)	1844	4.98	8
MUSCULOSKELETAL (UPPER LIMB)	1695	4.58	9
PSYCHOLOGICAL - (WORK RELATED) STRESS, ANXIETY AND DEPRESSION	1631	4.41	10
CANCER AND TUMOURS	1611	4.35	11
EAR/NOSE/THROAT (INC DENTAL)	1054	2.85	12
FAMILY BEREAVEMENT	942	2.55	13
LONG COVID	882	2.38	14
GENITOURINARY (INC KIDNEY AND BLADDER)	748	2.02	15
GYNAECOLOGICAL (INC REPRODUCTION ORGAN DISORDERS)	592	1.60	16
HEART DISORDERS	580	1.57	17
EYE PROBLEMS	468	1.27	18
BLOOD DISORDERS	461	1.25	19
(blank)	443	1.20	20
SKIN DISORDERS (INC BURNS)	309	0.84	21
PREGNANCY RELATED DISORDERS	308	0.83	22
ENDOCRINE/HORMONAL (INC DIABETES)	258	0.70	23
INFECTIOUS DISEASE (INC CHICKENPOX, MEASLES ETC)	42	0.11	24
SUBSTANCE MISUSE (INC ALCOHOL AND DRUGS)	6	0.02	25
Grand Total	36995		

Absence Reason	Days Lost	% of Days Lost	Rank
* Psychological - stress, anxiety and depression	6265	16.93	1
* Psychological - stress, anxiety and depression (Work Related)	1631	4.41	10
Total	7896	21.34	

* Musculoskeletal (Lower limb)	3337	9.02	3
* Musculoskeletal (Upper limb)	1695	4.58	9
* Musculoskeletal (back and neck)	2120	5.73	6
Total	7152	19.33	

Total Stress + musculoskeletal %	15048	40.68	
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Absence Reason	Days Lost	% of Days Lost	Rank
* Corona Virus	2682	7.25	5

