

## JSCC Wednesday 22nd June 2011

### Absence Rate Comparison NHDC / Private Sector Rates

NHDC have been using BV12 as a measure since 2000. BV12 is the average number of days lost per employee. Below is the 2010/11 actual performance by month.

Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0.44	0.80	1.19	1.72	2.29	2.75	3.12	3.55	4.36	5.08	5.74	6.51

The comparison presented here is from the CIPD (Chartered Institute of Personnel & Development) 2010 annual survey of absence trends, policy & practice.

- It reports a national average level of absence of 7.7 days per employee.
- That absence remains the highest in the public sector at 9.6 days per employee.
- That absence is also high for the non profit sector at 8.3 days per employee.
- It reports that absence is lowest in the private sector ranging from 6.9 days for manufacturing and production to 6.6 days in private sector services.

The median average cost of absence per employee is £600.

The average cost in the public sector is much higher at £889.

Therefore 9.6 days per employee would cost the Council £889. However at 6.51 days our median absence cost per employee is £602.83, closer to the national average than the public sector rate.

Why has absence fallen from 8.68 in 2009/10 to 6.51 in 2010/11?

There is likely to be a number of contributing factors.

- The council has robust policies for absence management and training and coaching of managers is a constant factor in getting these policies used and applied consistently and fairly.
- The council is a good employer offering a range of flexible working options. In particular, Home-working is potentially a strong factor in improving absence rates. Employees who might have taken a day off sick are more inclined to carry on working if they can do it at home. Revenues and Benefits were the first area to work from home and a study of their absence rates in 2008 revealed that the average for their staff was less than 3 days compared to over 10 days per employee for the whole of the organisation.
- The impact of the recession may also be a contributor. Nearly one quarter of the respondents to the CIPD survey said they had noted an increase in the number of staff coming to work whilst unwell and the number was higher for organisations who were planning redundancies.

Our staff were thanked in the April Team brief and it is pleasing to note that as well as our very good overall performance 33% of our staff had 4 days or less and 43% had no absence at all.