

NORTH LANARKSHIRE COUNCIL

REPORT

AGENDA ITEM No. 16

To: SOCIAL WORK COMMITTEE		Subject: ABSENCE MONITORING
From: DIRECTOR OF SOCIAL WORK		
Date: 5 JUNE 2003	Ref. RP/AH	

1. PURPOSE OF REPORT / INTRODUCTION

1.1. To advise the Committee of the levels of absence in the Department for the months of January, February and March 2003.

2. BACKGROUND

2.1. ABSENCE LEVELS

Care Group	Total Work Days Available	Total Work Days Lost	<u>SELF CERTIFIED</u>	<u>MEDICAL CERTIFIED</u>		% TOTAL
			% Loss	% Short Term	% Long Term	
Residential Older People	15,517	2,197	4.40	3.26	6.50	14.16
Day Care	17,293	1,948	2.90	2.42	5.94	11.26
Residential Child Care	5,772	506	0.99	3.47	3.47	8.77
HQ/Area Office	62,227	3,620	2.14	1.31	2.37	5.82
Other Units	20,433	1,053	1.37	1.08	2.71	5.15
Dept Totals	121,242	9,324	2.35	1.78	3.52	7.69

3. PROPOSALS / CONSIDERATIONS

3.1. The Department's overall absence levels have fluctuated as detail below over the previous two periods:

CATEGORY		PREVIOUS PERIODS	CURRENT PERIODS	+	-
Self Certified:	Older People	2.42	4.40	1.98	
	Day Care	2.59	2.90	0.31	
	Child Care	2.79	0.99		1.80
	HQ/Area Office	2.04	2.14	0.10	
	Other Units	1.47	1.37		0.10
Medical Cert (Short):	Older People	2.44	3.26	0.86	
	Day Care	2.11	2.42	0.31	
	Child Care	1.82	3.47	1.65	
	HQ/Area Office	1.11	1.31	0.2	
	Other Units	1.16	1.08		0.08
Medical Cert (Long):	Older People	6.11	6.50	0.39	
	Day Care	6.10	5.94		0.16
	Child Care	3.35	3.47	0.12	
	HQ/Area Office	2.64	2.37		0.27
	Other Units	1.83	2.71	0.88	

3.2. The attached graphs show absence levels from January, February and March 2003 by Self Certification and Medical Certification, and compares these absence levels with those of the same period in both 2000/01 and 2001/02.

4. CORPORATE IMPLICATIONS

4.1 There are no new implications in the report.

4.2 Members will recollect that approval was given for the Scottish Local Authorities Management Centre (SLAM) to become involved in a detailed examination of levels of absence within the Department to allow further consideration to be given to ways of reducing these.

4.3 The study is now complete and a separate report is available to committee.

5. RECOMMENDATIONS

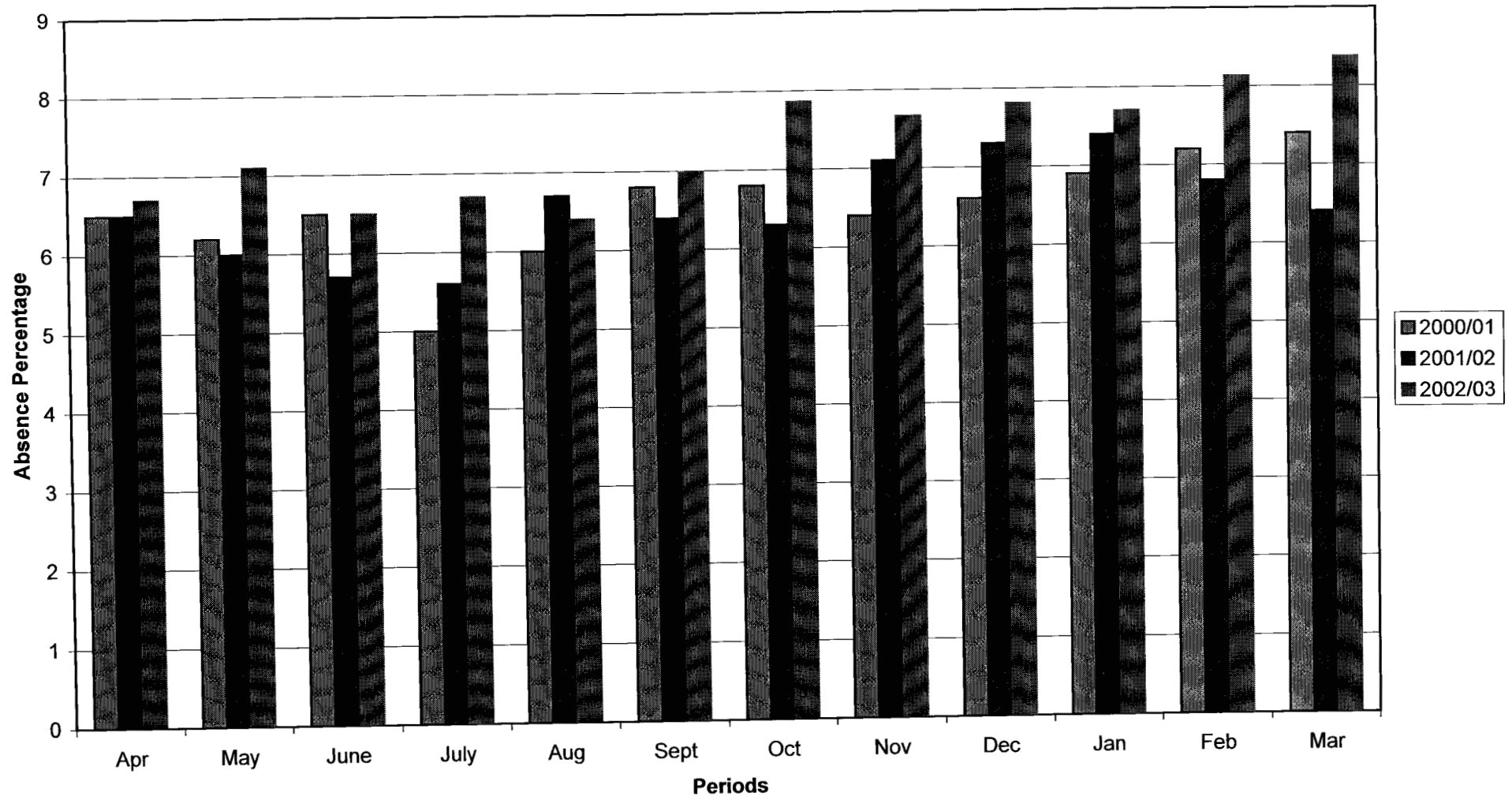
5.1 The Committee is asked to note the contents of this report.



Jim Dickie
Director of Social Work
12 May 2003

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Absence Analysis



Absence Analysis

