
CLYDE MUIRSHIEL PARK AUTHORITY



Report to: Joint Committee
On: 23 June 2017

Report
By
Regional Park Manager

SUBJECT: QUARTERLY ABSENCE STATISTICS

1.0 Purpose of Report:

- 1.1 To inform members of the Joint Committee of the quarterly absence statistics for the most recently completed quarter, from 1 January to 19 March 2017.

2.0 Recommendation:

That members of the Joint Committee:-

- 2.1 Consider the quarterly absence statistics for 1 January to 19 March 2017.
- 2.2 Should receive further regular reports on the Park's absence statistics.

3.0 Background:

- 3.1 The Park Authority was informed in January 2011 of a change in the reporting of absence statistics.
- 3.2 With effect from the start of the 2011/12 year the statistics are to be presented to the Park Authority Joint Committee for its consideration.

Members wishing further information regarding this report should contact Mr W David Gatherer, Regional Park Manager, Clyde Muirshiel Park Authority, 01505 842 882.

4.0 Quarterly Absence Statistics and context:

- 4.1 The timing of the Joint Committee meetings will enable the following pattern of absence reporting:-

Joint Committee meeting	Absence quarter reported
September	April, May & June
December	July, Aug & Sept.
February	Oct, Nov & Dec.
June	Jan, Feb & March

- 4.2 The quarterly absence statistics for the Park Authority 1 January to 19 March 2017, with the previous quarter's statistics in brackets, are:-

	APT&C Office based		APT&C outdoor		Manual		TOTAL	
Type of absence	Lost work days	% loss	Lost work days	% loss	Lost work days	% loss	Lost work days	% loss
Self certificated	7 (5)	1.67 (0.90)	4 (1)	0.92 (0.14)	0 (2)	0 (0.65)	11 (8)	1.02 (0.51)
Medically certificated	6 (0)	1.43 (0)	33 (0)	7.56 (0)	0 (0)	0 (0)	39 (0)	3.60 (0)
Industrial injury	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Total	13 (5)	3.10 (0.90)	37 (1)	8.48 (0.14)	0 (2)	0 (0.65)	50 (8)	4.62 (0.51)
Work days available	419 (553)		436.5 (701.5)		227.5 (306)		1083 (1560.5)	
No. of employees	12 (12)		12 (15)		5 (5)		29 (32)	
Absence rate (days per employee per quarter)	1.08 (0.42)		3.08 (0.07)		0.0 (0.4)		1.70 (0.25)	

APT&C outdoor staff is comprised of Countryside Rangers and Outdoor Activity Instructors.

- 4.3 The following table demonstrates the key statistics for the past year, figures for the same periods of the previous rolling year are provided for comparison:-

Quarter ending	June 2016	September 2016	December 2016	March 2017 (current)
Days lost per employee	2.97	0.19	0.25	1.7
Absence rate %	5.8	0.38	0.51	4.62
NA days lost	2.52	2.15	2.53	
Inver Days lost		2.1		

Quarter ending	June 2015	September 2015	December 2015	March 2016
Days lost per employee		0.5	3.0	3.52
Absence rate %	3.1	1.2	6.0	7.5
NA lost days	2.18	2.04	2.38	2.38

The absence rate for this current quarter is significantly higher than the previous quarter, although significantly lower for the same period last year. This figure is disappointing but is principally due to one member of staff being on long term sickness.

- 4.4 Comparative statistics for Local Government and Industry Sector shown below have been taken from The Chartered Institute of Personnel and Development (CIPD), the most recent report made is for the calendar year to 2014 (January – December).

Annual Absence 2015	Number of respondents	% loss	Days per employee per year
Agriculture. & Forestry	0	0	0
Hotel, catering & leisure (Private sector)	3	1.1	2.6
Local government (CIPD)	20	3.5	7.9
National Rate	n/a	n/a	6.9
In comparison CMRP Jan – Dec 2014	n/a	2.0	3.8

This shows an increase from last quarter but still lower than the same period last year. This increase is again primarily the result of long term absence of one member of staff with depression. Moral within the Park has remained high despite the reduction in resources available however the current issue of the staff not knowing who their employer is and subsequently what their employment rights are is having a detrimental effect.

It is no longer possible to provide comparison information from Audit Scotland for the 3 constituent Local Authorities. Since 2014 comparative performance information for Local Government has been reported through the Improvement Service's Local Government Benchmarking Framework. However this report only gives a flat rate average of 10 days per employee per year across all Scottish Local Government Sectors and does not detail absence rates for individual local authorities. The figure for 2015/16 is not available and has therefore not been included in the comparison table above.

4.5 It should be borne in mind that several factors can influence the statistics in any particular quarter. The Regional Park has a small staff complement, therefore one or two long term absences can have a significant impact on the figures.

4.6 It should also be noted that efficiencies resulting in a reduction in staffing numbers may also have an impact on absence rates and that absence of staff (when staff numbers are reduced) can have a significant effect on the workload of the remaining staff.

5.0 Conclusion:

5.1 The absence rate for this current quarter is high for the Park, but is significantly lower than the same period last year. All absences are managed under the provisions of Renfrewshire Council's Supporting Attendance Guidelines.