
CLYDE MUIRSHIEL PARK AUTHORITY



Report to: Joint Committee
On: 2 September 2016

Report
By
Regional Park Manager

SUBJECT: QUARTERLY ABSENCE STATISTICS

1 Purpose of Report:

- 1.1 To inform members of the Joint Committee of the quarterly absence statistics for the most recently completed quarter, from 21 March to 19 June 2016.

2 Recommendation:

- 2.1 That members of the Joint Committee:-

(i) Note the quarterly absence statistics for 21 March to 19 June 2016.

3 Background:

- 3.1 The Park Authority was informed in Jan 2011 of a change in the reporting of absence statistics. 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.
- 3.2 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

3.3 The quarterly absence statistics for the Park Authority 21 March to 19 June 2016, 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	2 (14)	0.38 (2.85)	1 (0)	0.11 (0)	1 (0)	0.38 (0.00)	4 (14)	0.24 (1.20)
Medically certificated	53 (44)	10.04 (8.94)	32 (30)	3.65 (6.27)	0 (0)	0 (0)	85 (74)	5.09 (6.32)
Industrial injury	0 (0)	0 (0)	9 (0)	1.03 (0)	0 (0)	0 (0)	9 (0)	0.54 (0)
Total	55 (58)	10.42 (11.79)	42 (30)	4.79 (6.27)	1 (0)	0.38 (0)	98 (88)	5.87 (7.51)
Work days available	528 (492)		876 (478.5)		266 (201)		1670 (970.5)	
No. of employees	12 (12)		16 (13)		5 (4)		33 (25)	
Absence rate (days per employee per quarter)	4.58 (4.83)		2.62 (2.30)		0.2 (0.0)		2.97 (3.52)	

3.4 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	September 2015	December 2015	March 2016	June 2016 (current)
Days lost per employee	0.5	3.0	3.52	2.97
Absence rate %	1.2	6.0	7.5	5.8

Quarter ending	September 2014	December 2014	March 2015	June 2015
Days lost per employee	0.8	0.7	1.36	1.5
Absence rate %	1.5	1.4	2.8	3.1

- 3.5 The absence rate for this current quarter is lower than the previous quarter, although significantly higher than for the same period in the last year. This figure is disappointing but is principally due to two members of staff being on long term sickness.
- 3.6 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	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

- 3.7 It should be noted that this is the third time absence rates have been high within the Regional Park, in the last two years, although it still remains under the local government rate. It is no longer possible to provide comparison information from Audit Scotland for the 3 constituent Local Authorities.
- 3.8 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.