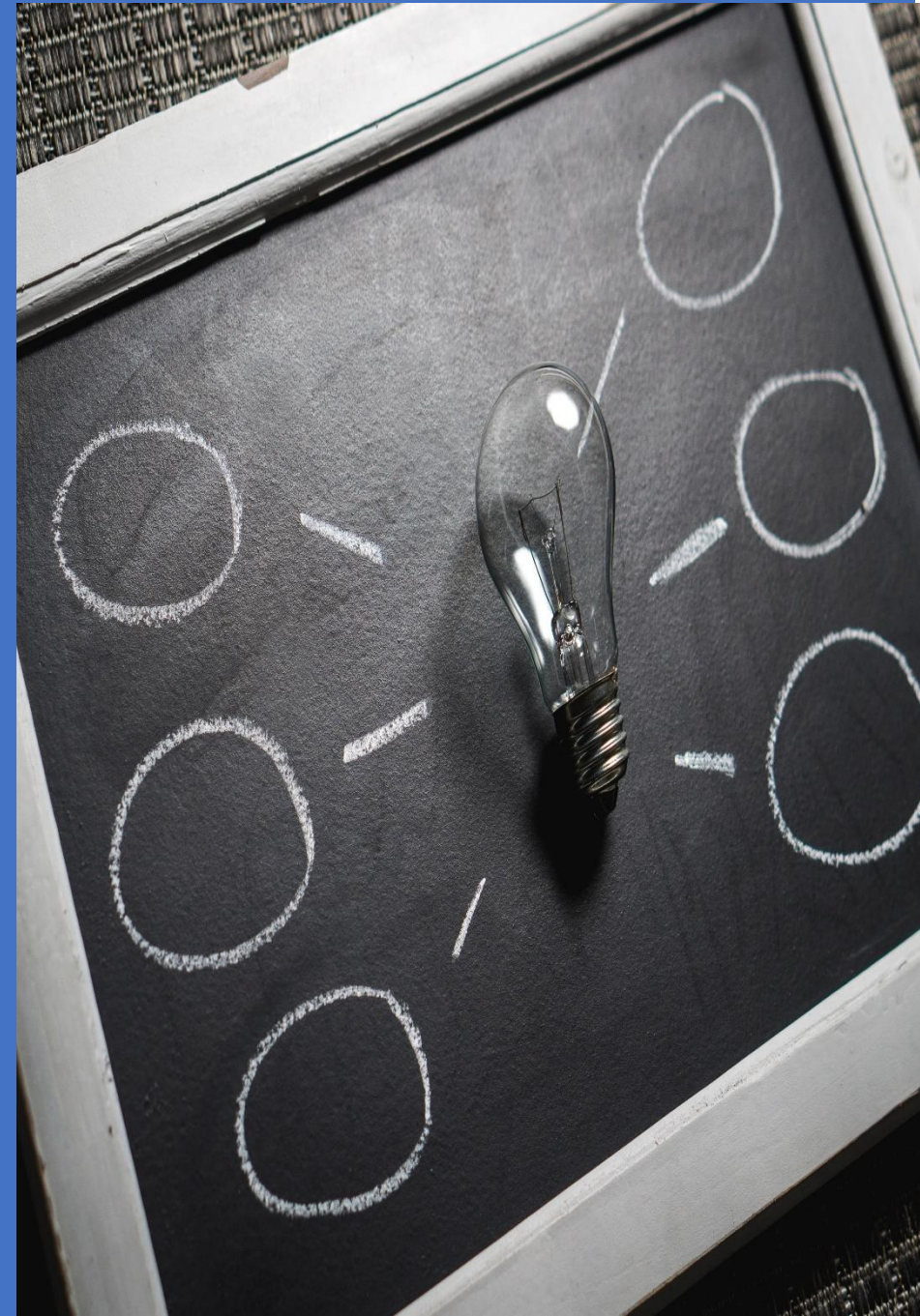


# Scrutiny Report Absence and Turnover



## Contents

Contents .....	2
Absence in Denbighshire County Council.....	3
Absence - Short, Medium, Long Term .....	3
Absence – Sickness reasons.....	5
Absence – Services .....	7
Absence – Instances of Covid related absence .....	9
Turnover .....	9
Top 5 Reasons for Leaving – Positions (not people) .....	12
Leaving Reason by Grade (people not positions) .....	13

## Absence in Denbighshire County Council

The last 10 years of published WPGA Benchmarking Absence Data for average days lost by employee for sickness absence, Denbighshire County Council (DCC) is consistently below the average sickness absence rate for Welsh Authorities by an average of 1.67 days per year.

DCC had the lowest absence rate for Welsh authorities in 2019/2020 and we were on a downwards trend for absence. In 2020-2021 our sickness rate was considerably lower which was in line with other Welsh authorities due to social distancing measures. In the period April to December 2021, the sickness rate has increased and we are likely to end the year at approximately 9 days lost per employee.

Absence – Denbighshire County Council Total					
	2017-2018	2018-2019	2019-2020	2020-2021	April to Dec 2021
Denbighshire	8.4	8.3	8.1	6.5	7.1
Wales	10.4	10.5	11.2	8.4	

## Absence - Short, Medium, Long Term

Short term absence was on a downward trend Pre-pandemic. In 2019 – 2020, 24% of sickness absence was due to short term absences and this reduced further to 16% in 2020 – 2021. For the current period of April – December 2021 the data demonstrates that short term absence has increased to 23%.

# Scrutiny Report for Absence and Turnover

Absence – Long Term, Medium Term, Short Term					
	2017-2018	2018-2019	2019-2020	2020-2021	April to Dec 2021
Long Term	50%	50%	59%	62%	55%
Medium Term	23%	24%	17%	22%	22%
Short Term	27%	26%	24%	16%	23%

Long term absence during the Pandemic period of 2020-2021, increased from 59% to 62% of all absences in that period, however the actual days lost during that same period had reduced from 17,634 to 14,515. Short term absences are classed as 1 – 7 days, medium term absences are 8 – 27 days and long term absences are 28 days or more.

Absence – 2019 to 2020		
	Days Lost	Percentage
Long Term	17,634	59%
Medium Term	4,903	17%
Short Term	7,166	24%
Total	29,704	100%

Absence – 2020 to 2021		
	Days Lost	Percentage
Long Term	14,515	62%
Medium Term	5,013	22%
Short Term	3,709	16%
Total	23,238	100%

Absence – 2021 to 2022 (April to December only)		
	Days Lost	Percentage
Long Term	14,071	55%
Medium Term	5,741	22%
Short Term	5,972	23%
Total	25,784	100%

## Absence – Sickness reasons

The following tables show the percentage of absence which is attributed to each reason. For example, the amount of absence which was due to colds and flu in 2019/2020 was 10% whereas this was a much lower, under 5% in 2020/2021. However, the top 3 reasons for absence remain the same for each year.

# Scrutiny Report for Absence and Turnover

2019-2020	
Reason	% of absence
Other Musculo Skeletal	12.5%
Depression / Anxiety	11.4%
Stress - Personal	10.9%
Colds / Flu / Infections	10.2%
Surgery	9.8%
Stomach / Liver / Kidney	8.0%
Stress - Work Related	5.3%
Cancer	4.9%
Chest / Respiratory	4.4%
Stress - Bereavement	3.6%
Not known / Other	3.5%
Ear / Eye / Sinus / Dental	3.4%
Back / Neck	3.3%

2020-2021	
Reason	% of absence
Depression/Anxiety	17.5%
Other Musculo Skeletal	11.6%
Stress - Personal	11.4%
Surgery	7.4%
Covid-19	5.9%
Stomach / Liver / Kidney	5.8%
Cancer	5.2%
Colds / Flu / Infections	4.7%
Stress - Bereavement	4.5%
Back / Neck	4.5%
Stress - Work Related	4.1%
Not Known / Other	4.0%
Ear / Eye / Sinus / Dental	3.2%

2021-2022 (Apr-Dec)	
Reason	% of absence
Depression/Anxiety	13.4%
Stress - Personal	10.7%
Other Musculo Skeletal	10.0%
Covid-19	9.4%
Colds / Flu / Infections	7.5%
Stomach / Liver / Kidney	5.8%
Cancer	5.7%
Surgery	4.8%
Not Known / Other	4.7%
Stress - Work Related	4.4%
Back / Neck	4.1%
Chest / Respiratory	3.9%
Stress - Bereavement	2.9%
Ear / Eye / Sinus / Dental	2.7%

# Scrutiny Report for Absence and Turnover

Neurological / Headaches / Migraine	3.1%
Heart / Blood Pressure / Circulation	2.7%
Genito-Urinary / Menstrual Problems	1.9%
Skin Related Disorders	0.8%
Diabetes / Thyroid / Endocrine	0.3%
Covid-19	0.1%

Neurological / Headaches / Migraine	3.0%
Heart / Blood Pressure / Circulation	2.8%
Chest / Respiratory	2.4%
Diabetes / Thyroid / Endocrine	1.0%
Genito-Urinary / Menstrual Problems	0.9%
Skin Related Disorders	0.3%

Neurological / Headaches / Migraine	2.6%
Genito-Urinary / Menstrual Problems	2.0%
Heart / Blood Pressure / Circulation	1.7%
Skin Related Disorders	0.8%
Diabetes / Thyroid / Endocrine	0.6%

## Absence – Services

Please note due to the restructure of Services in October 2019 we do not have more than 2 full years' comparison for some services.

NB: The Covid Pandemic has had an impact on absence figures in 2021/2021 and some services have seen a reduction in absence rate which at this time is attributed to social distancing and new ways of working.

# Scrutiny Report for Absence and Turnover

Service	2017/2018	2018/2019	New Service	2019/2020	2020/2021	2021/2022 (Apr-Dec)
Business Improvement and Modernisation	8.8	4.34	No Change	6.75	4.47	2.93
Community Support Services	15.07	13.78	No Change	12.21	10.87	12.43
Customers, Communications & Marketing	5.13	8.21	Communities & Customers	8.29	8.45	5.39
Education & Children Services	10.76	10.06	No Change	7.66	9.47	9.7
Finance	6.14	2.5	Finance & Property	5.79	6.08	5.54
Highways & Environmental Services	7.39	9.11	Highways, Facilities & Environmental Services	9.97	7.43	6.95
Legal, HR & Democratic Services	5.45	2.79	No Change	4.34	6.79	2.46
Planning & Public Protection	7.79	8.59	Planning, Public Protection and Countryside Services	4.37	3.55	5.24



# Scrutiny Report for Absence and Turnover

## Absence – Instances of Covid related absence

Type	2020-2021	2021-2022 (Apr-Dec)
Covid-19	43	97
Self-Isolation – NWAH	221	242
Shielding	37	n/a

NB: This will include employees who have been required to isolate on more than one occasion and does not include Schools.

## Turnover

Please note due to the restructure of Services in October 2019 we do not have more than 2 full years' comparison for some services.

Although likely affected by the pandemic DCC Turnover in 2020/2021 is at a lower rate than the previous 3 years. Turnover in the period Apr-Dec 2021 has begun to increase in comparison with 2020/2021 but it is not at pre-pandemic levels at this time.

# Scrutiny Report for Absence and Turnover

Service	17/18 (%)	18/19 (%)	New Service	19/20(%)	20/21 (%)	21/22(%)
Business Improvement and Modernisation	10.5	16.6	No Change	15.5	4.9	0.0
Community Support Services	8.4	10.6	No Change	10.6	9.8	8.0
Customers, Communications & Marketing	8.4	9.7	Communities & Customers	5.7	5.6	4.8
Education & Children Services	6.6	8.8	No Change	8.1	6.0	6.7
Finance	4.9	0	Finance & Property	3.0	3.2	3.0
Highways & Environmental Services	9.7	9.5	Highways, Facilities & Environmental Services	4.7	6.7	9.3
Legal, HR & Democratic Services	9.9	4.3	No Change	9.7	6.1	5.1
Planning & Public Protection	11.1	7.0	Planning, Public Protection and Countryside Services	6.1	6.4	8.9
DCC (excluding schools)	9.9	9.1		9.3	6.9	7.3

# Scrutiny Report for Absence and Turnover

The median rate of labour turnover as reported by the CIPD Resourcing and Talent Planning Survey 2020 is as follows:

2011	2012	2013	2014	2016	2019
13%	12%	10%	14%	16.5%	16%

[Resourcing and Talent Planning Survey | Reports | CIPD](#) NB: This survey is not conducted every year and therefore there are some gaps in years.

Benchmarking data is available for Local Authorities which includes schools and is the percentage of staff who leave the employment of the Local Authority:

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Denbighshire	13.1	11.9	11.1	9.3	8.6	9.3	7.5
Wales	12.9	11.4	11.6	11.4	11.2	10.8	8.2

# Scrutiny Report for Absence and Turnover

## Top 5 Reasons for Leaving – Positions (not people)

The data demonstrates that for the past three years, 'Resignation' is the most common reason for leaving a position within DCC, followed by 'Retirement' for the past two years. The percentages for involuntary reasons for leaving (Dismissal, Re-Organisation and Redundancy) decreased from 12% to 10.8% last year in 2020-2021. The period April to December for 2021-2022 stands at 6.4% currently. The total leavers to position, stands at 299 for this year 2021-2022 (April – December) and by the year end, will exceed the previous year 2020-2021 at 315.

2019-2020	Reason	No. of Leavers	% of Leavers
	Resignation	266	62
	End of Fixed Term Contract	55	13
	Retirement	43	10
	Dismissal	32	7
	Redundancy	29	7
2020-2021	Reason	No. of Leavers	% of Leavers
	Resignation	192	57
	Retirement	59	18
	End of Fixed Term Contract	30	9
	Dismissal	19	6
	Redundancy	15	4
2021-2022 (April – Dec only)	Reason	No. of Leavers	% of Leavers
	Resignation	234	74
	Retirement	33	10
	End of Fixed Term Contract	13	4
	Re-organisation	10	3
	Dismissal	9	3

# Scrutiny Report for Absence and Turnover

## Leaving Reason by Grade (people not positions)

A total of 145 employees left DCC in the year 2020/2021, with 53.8% of those leavers on Grade 4 or below and 20.6% on Grade 10 or above. Out of the 145 leavers, 42.7% gave the reason as 'Resignation Personal' for their departure with the majority (61.2%) of those on Grade 4 and below. For those employees on a Grade 10 or above, the most common reason for leaving was retirement at 6.9%.

2020-2021			
Grade	Total Leavers in Grade	Reason	No. by Reason
GRADE 1	30	Dismissal	2
		Resignation - Another Post Outside DCC	3
		Resignation - Another Post With A Welsh Authority	1
		Resignation - Continue Education / Study	1
		Resignation - Ill Health	1
		Resignation - Moved Out of the Area	1
		Resignation - Personal	19
		Resignation - Working Relationships	2
GRADE 2	4	End of Fixed Term Contract	1
		Resignation - Personal	3
GRADE 3	20	Died in Service	2
		Dismissal	3
		Resignation - Another Post Outside DCC	4
		Resignation - Continue Education / Study	1
		Resignation - Moved Out of the Area	2
		Resignation - Personal	6
		Retirement	2

# Scrutiny Report for Absence and Turnover

GRADE 4	26	Died in Service	2
		Dismissal	1
		End of Fixed Term Contract	2
		Redundancy - Compulsory	2
		Resignation - Another Post Outside DCC	2
		Resignation - Another Post With A Welsh Authority	1
		Resignation - Moved Out of the Area	1
		Resignation - Personal	10
		Retirement	5
GRADE 5	8	Died in Service	1
		Dismissal	1
		End of Fixed Term Contract	2
		Redundancy - Compulsory	1
		Resignation - Another Post Outside DCC	1
		Resignation - Did not return from Maternity Leave	1
		Resignation - Personal	1
GRADE 6	10	Dismissal	1
		Resignation - Another Post Outside DCC	1
		Resignation - Another Post With A Welsh Authority	1
		Resignation - Personal	6
		Retirement	1
GRADE 7	9	End of Fixed Term Contract	1
		Resignation - Another Post Outside DCC	1
		Resignation - Personal	4
		Retirement	3
GRADE 8	4	End of Fixed Term Contract	1
		Resignation - Personal	1
		Retirement	2
GRADE 9	16	Redundancy - Compulsory	1
		Resignation - Another Post Outside DCC	2

## Scrutiny Report for Absence and Turnover

		Resignation - Another Post With A Welsh Authority	4
		Resignation - Personal	7
		Retirement	2
GRADE 10	6	Dismissal	1
		Redundancy - Voluntary	1
		Retirement	4
GRADE 11	6	Resignation - Personal	2
		Retirement	4
GRADE 12	1	Resignation - Another Post With A Welsh Authority	1
GRADE 13	2	Resignation - Personal	2
GRADE 14	3	Resignation - Personal	1
		Retirement	2

# Scrutiny Report for Absence and Turnover

A total of 155 employees left DCC in the year 2021/2022 (April to December) with 49.6% of those leavers on Grade 4 or below and 7.7% of those leavers on Grade 10 or above. Out of the 155 leavers, 50.9% gave the reason as 'Resignation Personal' for their departure, with the majority (59.5%) of those being Grade 4 and below. For those employees on a Grade 10 or above, the most common reason for leaving was retirement at 5.2%.

2021-2022 (April – December only)			
Grade	Total Leavers in Grade	Reason	No. by Reason
GRADE 01	32	Died in Service	1
		Redundancy - Compulsory	1
		Resignation - Ill Health	1
		Resignation - Personal	22
		Retirement	7
GRADE 02	10	End of Fixed Term Contract	3
		Resignation - Personal	4
		Retirement	1
		Dismissal	2
GRADE 03	20	End of Fixed Term Contract	1
		Other Reason	1
		Redundancy - Compulsory	1
		Resignation - Another Post Outside DCC	1
		Resignation - Ill Health	1
		Resignation - Personal	11
		Retirement	2
		Dismissal	2
GRADE 04	15	Died in Service	1



# Scrutiny Report for Absence and Turnover

		Redundancy - Compulsory	1
		Resignation - Another Post With A Welsh Authority	1
		Resignation - Ill Health	1
		Resignation - Personal	10
		Retirement	1
GRADE 05	19	Died in Service	1
		Resignation - Another Post Outside DCC	4
		Resignation - Another Post With A Welsh Authority	2
		Resignation - Personal	6
		Retirement	5
		Dismissal	1
GRADE 06	15	Resignation - Another Post Outside DCC	3
		Resignation - Ill Health	1
		Resignation - Moved Out of the Area	1
		Resignation - Personal	9
		Dismissal	1
GRADE 07	12	End of Fixed Term Contract	1
		Resignation - Another Post Outside DCC	2
		Resignation - Personal	4
		Retirement	3
		TUPE Transfer	1
		Dismissal	1
GRADE 08	11	Died in Service	1
		End of Fixed Term Contract	1
		Resignation - Another Post Outside DCC	1
		Resignation - Personal	5
		Retirement	2
		Dismissal	1
GRADE 09	9	Redundancy - Compulsory	1
		Resignation - Another Post Outside DCC	2

## Scrutiny Report for Absence and Turnover

		Resignation - Another Post With A Welsh Authority	1
		Resignation - Personal	4
		Retirement	1
GRADE 10	4	Resignation - Personal	1
		Retirement	3
GRADE 11	5	Resignation - Personal	1
		Retirement	4
GRADE 12	1	Resignation - Personal	1
GRADE 13	1	Resignation - Personal	1
SLT2(HOS)	1	Retirement	1