

NE LINCOLNSHIRE JSNA INDICATOR SUMMARY

TITLE:	SICKNESS ABSENCE RATES
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SUBTITLE:	<p>1.9i Percentage of employees who had at least one day off sick in the previous week.</p> <p>1.9ii Percentage of working days lost due to sickness absence.</p>
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Domain:	Domain 1: Improving the wider determinants of health
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Frequency of Availability:	Annual
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Time Period Of Data Analysis:	Latest 2011-2013
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AVAILABLE COMPARISONS

TYPE	AVAILABLE
National, Regional or Peer Group	Yes
Electoral Ward / NELCCG Practice	No
Neighbourhood	No
Socioeconomic Differences	No
Targets, Trends & Projections	Yes

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KEY POINTS

Labour force survey figures¹ for sickness absence for the period 2011-2013 indicate that:

- 2.4% of employees aged 16 and above in North East Lincolnshire took at least one sick day, in the week previous to the survey, which is lower than the 2.6% reported regionally but on a par nationally.
- 1.6% of working days were lost in North East Lincolnshire which is lower than the 1.8% reported for the Yorkshire and Humber region but higher than the England figure of 1.5%.

Comparing figures from 2010-2012 to 2011-2013:

- The percentage of employees who had at least one day off in North East Lincolnshire increased by 28% compared with an increase of 2% in the region and a 2% decrease for England.
- The percentage of working days lost in North East Lincolnshire increased by 20% while results for the region increased 3% and decreased nationally by 3%.
- Although available aggregated results show an increase, national annual figures for the past 10 years show an overall downward trend in hours lost to sickness absence.

National information² indicates that during 2013:

- The 50 to 64 year old age group had the highest percentage of working hours lost due to sickness absence (2.8%) , while those aged 16 to 24 had the least sickness absence (1.2%).
- Women experienced a higher percentage of sickness absence (2.6%) than men (1.6%)
- Public sector organisations have higher percentages of sickness absence than organisations in the private sector with 2.9% and 1.8% respectively
- Employees in caring, leisure and other service occupation groups had the highest sickness absence rates with 3.2% of working hours lost whilst managers and senior officials lose the least at 1.3%.

Nationally, over the 5 year period to 2015, there has been a reduction in the number of days associated with musculoskeletal problems, Heart, Blood pressure, circulation and Genito-urinary and Serious mental health conditions while other reasons given for absence such as Headaches and migraines have increased.

¹ Labour Force Survey 2014, Office for National Statistics published by Public Health England website as accessed 11/05/2015 <http://www.phoutcomes.info/>

² February 2014, Office of National Statistics, 'Sickness absence in the labour force'. available on line at http://www.ons.gov.uk/ons/dcp171776_353899.pdf

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DESCRIPTION

The independent review of sickness absence (published December 2011) was commissioned by the Government to help combat the 140 million days lost to sickness absence every year. The review provided an important analysis of the sickness absence system in the UK; of the impact of sickness absence on employers, the State and individuals; and of the factors which cause and prolong sickness. This is in line with the Government's strategy for public health, which adopts a life-course approach and includes a focus on the working-age population in the 'working well' stage to help people with health conditions to stay in or return to work.³

The numerator for part (i) is the employees aged 16 and over who had at least one period of sickness absence in the previous week, taken from Labour Force Survey (LFS) data. The denominator for this part is all employees aged 16 and over who worked at least one day in the previous week.

The numerator for part (ii) is the number of working days lost due to sickness absence, again taken from the LFS. The denominator is the total number of working days.

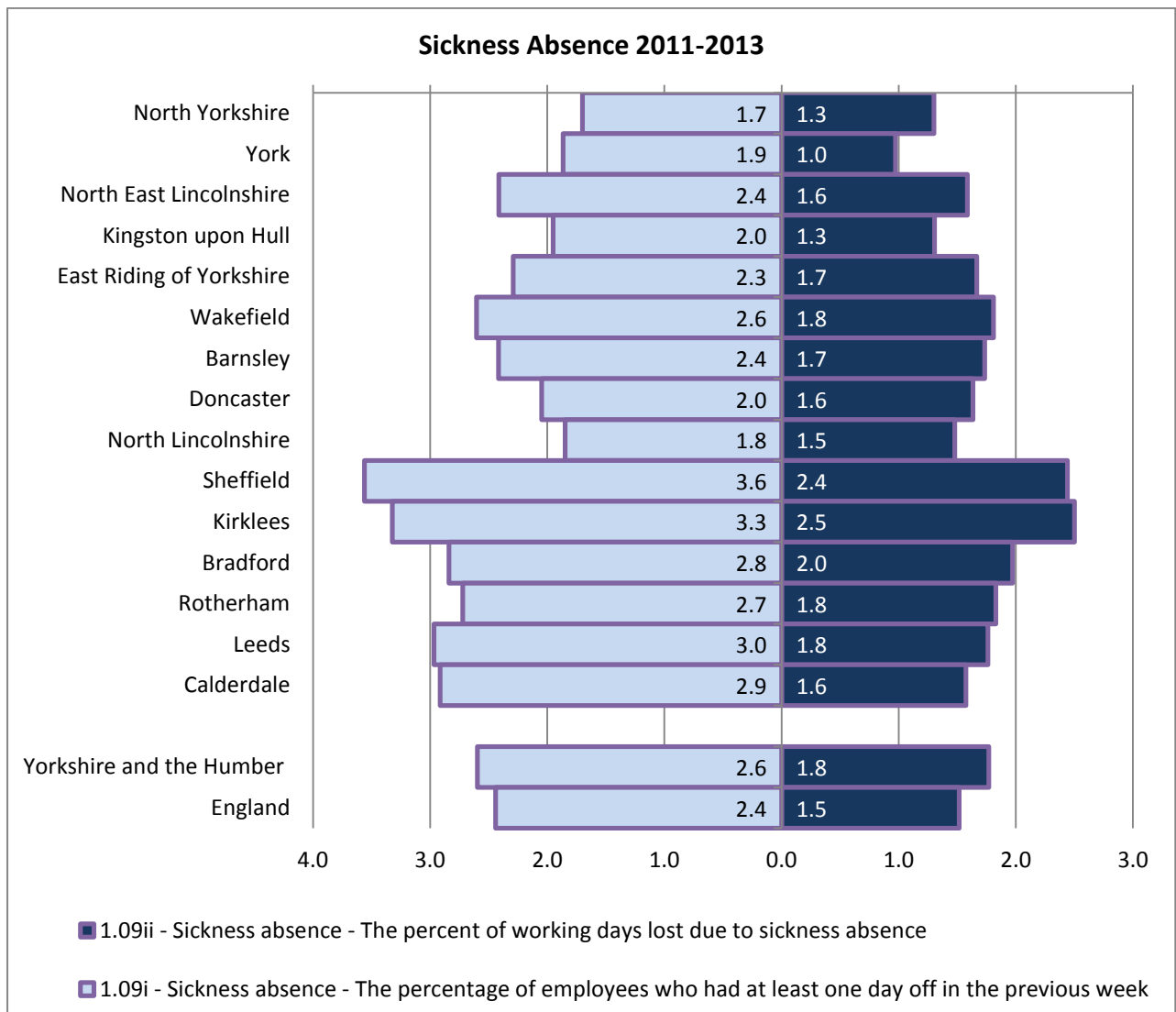
NATIONAL, REGIONAL OR PEER GROUP

Figure 1 provides a dual summary of indicators 1.9i and 1.9ii for North East Lincolnshire benchmarked against county and unitary local authorities within the Yorkshire and Humber region as well as the regional and national totals. Authorities have been ranked by indicator 1.09ii.

³ Source: Public Health Outcome Framework, Part 2: Summary technical specifications of public health indicators

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Figure 1: Rates of sickness absence 2011-2013



Source: Public Health England

For indicator part 1.09i aggregated data for the period 2011-2013 indicates that 2.4% of employees aged 16 and above in North East Lincolnshire took at least one sick day, which is lower than the 2.6% reported regionally but on a par nationally.

For indicator part 1.09ii, 1.6% of working days were lost in North East Lincolnshire due to sickness absence between 2011 and 2013 which is lower than the 1.8% observed in the Yorkshire and Humber region but higher than the all England figure of 1.5%.

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TRENDS

Table 1: 1.09i - Sickness absence - The percentage of employees who had at least one day off in the previous week

1.09i - Sickness absence - The percentage of employees who had at least one day off in the previous week	2010-2012	2011-2013	Difference
North East Lincolnshire	1.9	2.4	28%
Yorkshire and the Humber	2.5	2.6	2%
England	2.5	2.4	-2%

Source: Public Health England

Comparing sickness absence from 2010-2012 to 2011-2013 the percentage of employees who had at least one day off in North East Lincolnshire increased by 28% compared with an increase of 2% in the region and 2% decrease for England as a whole.

Table 2: 1.09ii - Sickness absence - The percentage of working days lost due to sickness absence

1.09ii - Sickness absence - The percent of working days lost due to sickness absence	2010-2012	2011-2013	Difference
North East Lincolnshire	1.3	1.6	20%
Yorkshire and the Humber	1.7	1.8	3%
England	1.6	1.5	-3%

Source: Public Health England

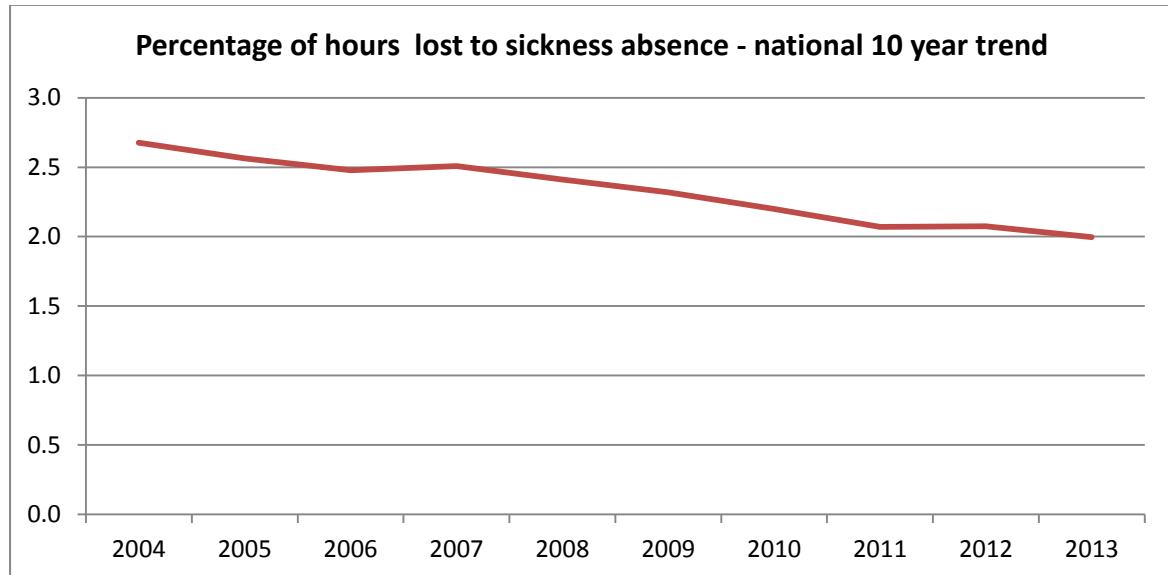
Comparing sickness absence from 2010-2012 to 2011-2013 the percentage of working days lost in North East Lincolnshire increased by 20% regionally increasing by 3% and decreasing nationally by 3%.

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NATIONAL CONTEXT

In February 2014 the Office of National Statistics produced a of 'Sickness absence in the labour force'. The following data is taken from that document.

Figure 2: Percentage of hours lost to sickness absence



Source: Annual Population Survey 2014, Office of National Statistics

Although the 3 year aggregate figures in the previous section indicate a short term rise in sickness absence national annual figures for the past 10 years show a significant downward trend as in shown in figure 2.

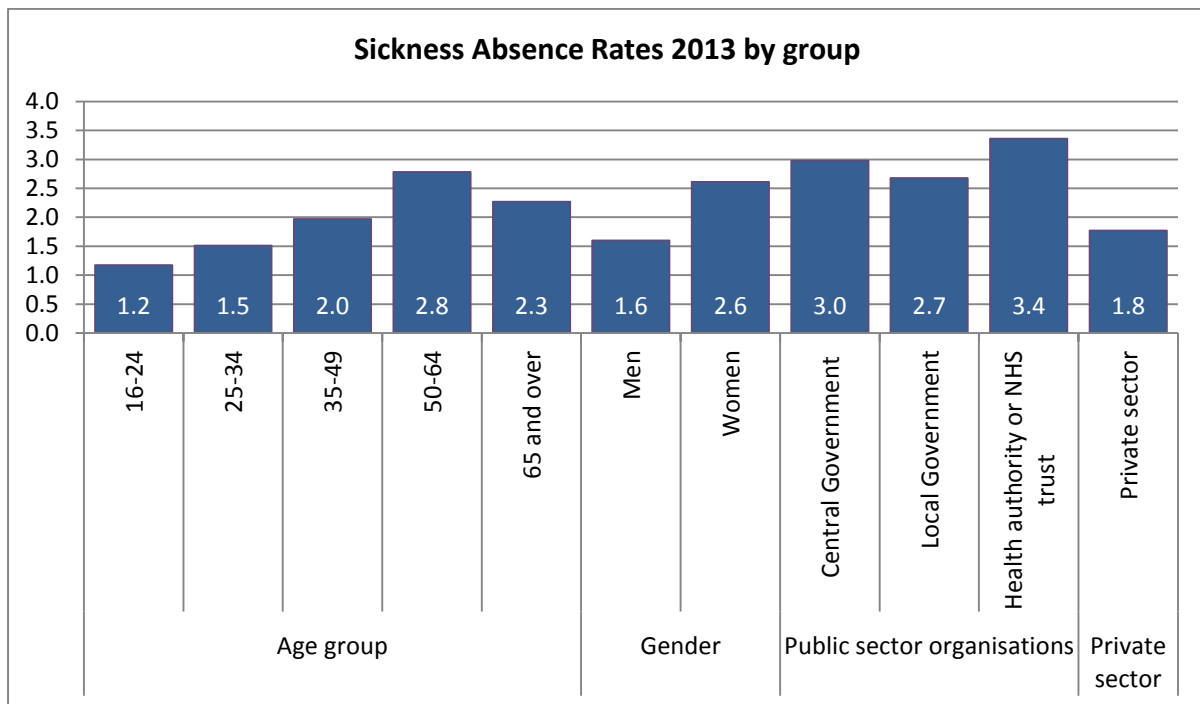
Figure 3 indicates that nationally, during 2013, the 50 to 64 year old age group had the highest percentage of working hours lost due to sickness absence (2.8%) , while those aged 16 to 24 had the least sickness absence (1.2%).

Analysis of sickness absence by gender indicates that women experienced a higher percentage of sickness absence (2.6%) than men (1.6%) during 2013

When sickness is examined by sector, public sector organisations have higher percentages of sickness absence than organisations in the private sector with health authorities or trusts reporting the highest rate of 3.4% against private sector reporting of 1.8%. Overall sickness absence for the public sector was 2.9% in 2013.

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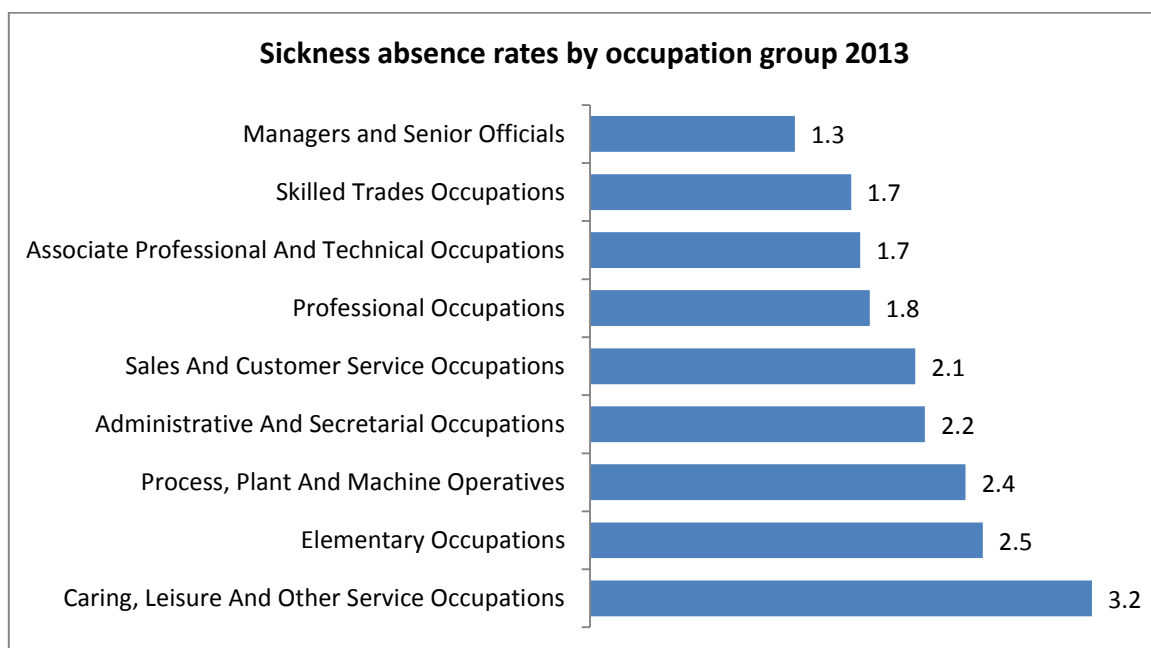
Figure 3: National rates of sickness by group: age, gender and organisation type



Source: Annual Population Survey 2014, Office of National Statistics

Figure 4 shows a breakdown of the percentage of working hours lost by broad occupation group. Employees in caring, leisure and other service occupation groups had the highest sickness absence rates with 3.2% of working hours lost whilst managers and senior officials lose the least at 1.3%.

Figure 4: Sickness absence rate by occupation group (percentage of hours lost to sickness absence)



Source: Annual Population Survey 2014, Office of National Statistics

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Within these national figures there are likely to be considerable differences between local authorities. Sickness absence data, which is now published at local authority level, for the children's social workforce indicates that North East Lincolnshire has a relatively low absence rate of 2% compared with the national rate of 4%; table 3 shows the comparison across the region and nationally.

Table 3 : The percentage of days missed due to sickness absence by children's social workers

	Number of days of work missed due to sickness absence throughout year ending	Absence Rate (%) throughout year ending
Doncaster	480	1
North East Lincolnshire	980	2
Rotherham	1,970	4
Calderdale	1,430	4
Leeds	4,020	3
North Lincolnshire	1,040	3
York	650	3
Barnsley	890	3
Bradford	3,790	4
East Riding of Yorkshire	920	3
Kirklees	3,190	5
North Yorkshire	2,390	4
Wakefield	1,570	3
Kingston Upon Hull, City of	3,430	6
Sheffield	2,560	3
YORKSHIRE AND THE HUMBER	29,310	3
ENGLAND	236,760	4

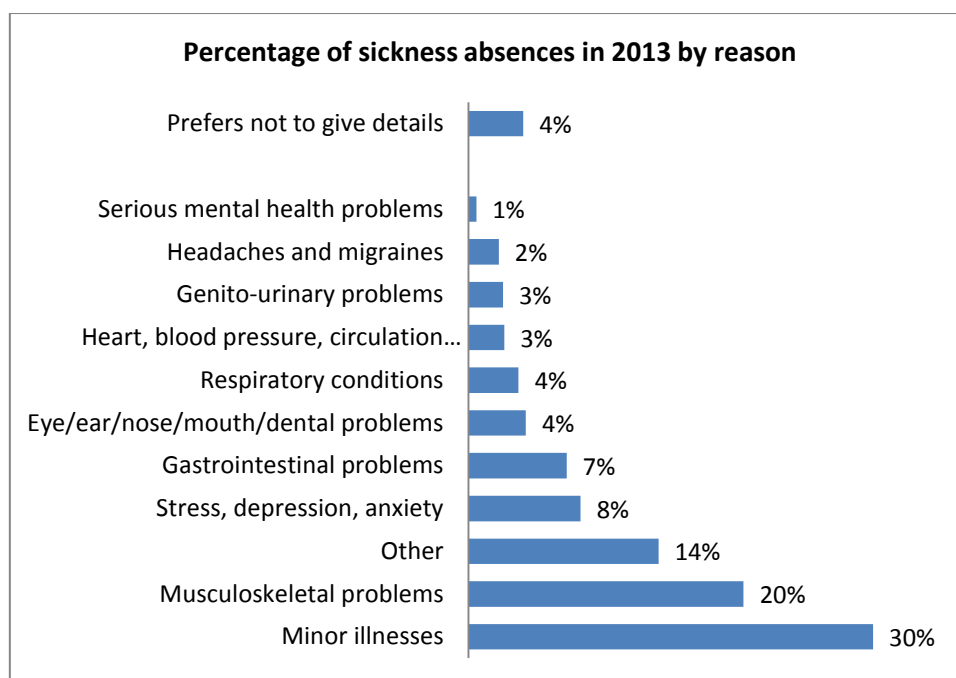
Source: Children's Social Work Workforce Collection 2015, Department for Education

The average number of sickness days for workers in council employed adult social services jobs in 2015 was 10.5 days and 45% of workers had no sickness at all. (HSCIC, 2016)

Figure 5 provides a breakdown of broad reasons for sickness. Musculoskeletal problems, which includes back pain, neck and upper limb problems and other musculoskeletal problems, was the reason given for 20% of sickness absence in 2013 and accounted for the highest number of days lost.

Figure 5: Percentage of sickness absence by reason given for sickness

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Source: Annual Population Survey 2014, Office of National Statistics

Table 4 shows the number of days lost, per year, by reason given for sickness absence. It can be seen that over the 5 year period to 2015 there has been a reduction in the number of days associated with musculoskeletal problems, heart, blood pressure, circulation, genito-urinary and serious mental health problems while other reasons have increased.

Table 4: Days lost by reason given for sickness

Reason given for sickness	Direction of travel from 2011 to 2015	Total days lost by reason (millions)				
		2015	2014	2013	2012	2011
Musculoskeletal problems	-8%	32.4	35.5	30.6	33.3	35.1
Minor illnesses	13%	31.0	24.3	27.4	25.6	27.4
Other	14%	21.1	23.3	21.7	21.7	18.5
Stress, depression, anxiety	28%	17.0	13.6	15.2	14.4	13.3
Gastrointestinal problems	-12%	9.1	8.4	8.7	8.9	10.3
Respiratory conditions	4%	5.5	6.8	5.3	4.5	5.3
Eye/ear/nose/mouth/dental problems	15%	4.4	4.5	5.2	4.1	3.8
Heart, blood pressure, circulation problems	-11%	4.0	5.5	5.0	5.7	4.5
Genito-urinary problems	-24%	3.8	3.2	3.2	4.1	5.0
Headaches and migraines	85%	2.9	1.7	1.7	1.4	1.6
Serious mental health problems	-16%	0.6	0.9	1.0	1.1	0.7
Prefers not to give details	13%	6.6	5.5	5.9	8.8	5.8
Total	6%	139	134	131	134	131

Source: Annual Population Survey 2016, Office of National Statistics

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Serious mental health problems, accounting for 0.6% of days lost, has decreased slightly 2011 to 2015. Days lost to stress, depression and anxiety had the 2nd highest reported incidence (28%) in 2015, increasing by 7.5% compared with 2011.

DATA SOURCES

The data source used for local authority level data for these indicators is the Labour Force Survey, Office for National Statistics published by Public Health England website as accessed 28/11/2016 <http://www.phoutcomes.info/> ,

In February 2014 the Office of National Statistics produced a of 'Sickness absence in the labour force'. National data is taken from that document which is available on line at http://www.ons.gov.uk/ons/dcp171776_353899.pdf

Supplementary data is taken from adult and children's social workforce returns.

Adult information is taken from the document Personal Social Services: Staff of Social Services Departments, England September 2015 available online at <http://content.digital.nhs.uk/catalogue/PUB19985/pss-staff-eng-15-rpt.pdf> accessed 07/12/2016

Childrens social workforce data is taken from <https://www.gov.uk/government/publications/childrens-social-work-workforce-return-form> accessed 28/11/2016

Public Data Sources:	Public Health Outcomes Framework: http://www.phoutcomes.info/ Office of National Statistics: Sickness Absence http://www.ons.gov.uk/ons/rel/lmac/sickness-absence-in-the-labour-market/2014/rpt---sickness-absence-in-the-labour-market.html Gov.uk: Children's social care workforce https://www.gov.uk/government/collections/statistics-childrens-social-care-workforce Health and Social Care Information Centre (HSCIC) http://www.hscic.gov.uk/
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