

Corporate issues

Sickness absence – the percentage of working days lost through sickness absence for chief officers, administrative, professional, technical and clerical staff

The indicator measures the extent of sickness absence for those staff directly employed by the council and generally referred to as 'white collar workers'. Each period of work, for example, day shift, night shift, or hours worked by part-time employees count as a working day.

'Sickness absence' is an absence from the place of employment because of the employee's illness or injury for which sick leave entitlement is used. This may include self-certification, absence supported by a doctor's certificate, long-term sickness absence, and industrial injury.

Points to bear in mind

The indicator does not include authorised absence that is not sickness absence, for example, compassionate leave, career leave and special leave/unpaid leave, maternity and paternity leave, and maternity support.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for chief officers, administrative, professional, technical and clerical staff

Council	Rank in 01/02		PI measurement			Better ✓ or worse ✗ since 99/00		
	1-32	✓1-8 ✗ 25-32	99/00	00/01	01/02	5-9%	10-14%	>15%
Aberdeen City	19		5.5	5.4	5.2	✓		
Aberdeenshire	18		<u>5.2</u>	5.5	5.1			
Angus	7	✓	4.3	4.0	4.2			
Argyll & Bute	12		4.2	4.5	4.8		✗	
Clackmannanshire	28	✗	<u>4.9</u>	5.5	6.3			✗
Dumfries & Galloway	8	✓	4.1	4.1	4.5	✗		
Dundee City	15		4.7	4.7	4.9			
East Ayrshire	25	✗	5.0	5.7	5.7		✗	
East Dunbartonshire	25	✗	5.2	5.4	5.7	✗		
East Lothian	19		4.7	5.6	5.2		✗	
East Renfrewshire	9		4.4	4.2	4.6			
City of Edinburgh	24		4.7	5.1	5.3		✗	
Eilean Siar	2	✓	3.1	3.0	3.9			✗
Falkirk	19		5.7	5.0	5.2	✓		
Fife	31	✗	5.2	6.1	6.8			✗
Glasgow City	19		4.7	5.5	5.2		✗	
Highland	4	✓	<u>3.8</u>	<u>4.9</u>	4.0	✗		
Inverclyde	15		5.1	4.6	4.9			
Midlothian	12		4.7	4.4	4.8			
Moray	1	✓	5.5	3.5	3.3			✓
North Ayrshire	19		5.6	5.4	5.2	✓		
North Lanarkshire	27	✗	<u>5.8</u>	<u>6.2</u>	6.1	✗		
Perth & Kinross	5	✓	4.3	4.9	4.1			
Renfrewshire	29	✗	6.1	5.9	6.6	✗		
Scottish Borders	5	✓	<u>3.5</u>	4.0	4.1			✗
Shetland Islands	2	✓	3.6	3.4	3.9	✗		
South Ayrshire	9		4.8	5.0	4.6			
South Lanarkshire	15		5.4	4.8	4.9	✓		
Stirling	12		5.0	4.9	4.8			
West Dunbartonshire	30	✗	6.1	6.7	6.7	✗		
West Lothian	9		5.1	4.9	4.6	✓		
			Scotland					
			4.9	5.2	5.2			

Ranked performance	99/00	00/01	01/02
Highest ranked performance	3.1	3.0	3.3
Upper quartile	4.4	4.5	4.6
Median	4.9	4.9	4.9
Lower quartile	5.3	5.5	5.3
Lowest ranked performance	6.1	6.7	6.8

Data features	Symbol	99/00	00/01	01/02
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing material change since 1999/00	
Improvement	
5-9%	5
10-14%	-
>15%	1
Decline	
5-9%	7
10-14%	5
>15%	4

Unreliable/Unreported Data in 2001/02

Council	99/00	00/01	01/02
Orkney Islands	<u>3.3</u>	4.5	FTR

Notes

An underlined PI measurement indicates unreliable data.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for chief officers, administrative, professional, technical and clerical staff

The following councils were ranked 25th or below in 1999/2000:

Aberdeen City
Falkirk
Moray
North Ayrshire
North Lanarkshire
Renfrewshire
South Lanarkshire
West Dunbartonshire

The following councils did not make any material improvement in their performance by 2001/2002:

North Lanarkshire
Renfrewshire
West Dunbartonshire

Corporate issues

Sickness absence – the percentage of working days lost through sickness absence for craft and manual staff

The indicator measures the extent of sickness absence within councils for those staff involved in work traditionally undertaken by crafts people (eg repairs to council housing) and manual workers (eg school catering assistants, refuse crews, road sweepers), generally referred to as 'blue collar workers'.

'Sickness absence' is an absence from the place of employment because of the employee's illness or injury for which sick leave entitlement is used. This may include self-certification, absence supported by a doctor's certificate, long-term sickness absence, and industrial injury.

Points to bear in mind

The indicator does not include authorised absence that is not sickness absence, for example, compassionate leave, career leave and special leave/unpaid leave, maternity and paternity leave, and maternity support.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for craft and manual employees

Council	Rank in 01/02		PI measurement			Better ✓ or worse ✗ since 99/00		
	1-32	✓1-8 ✗ 25-32	99/00	00/01	01/02	5-9%	10-14%	>15%
Aberdeen City	21		7.6	7.8	6.9	✓		
Aberdeenshire	9		<u>6.6</u>	6.2	5.6			✓
Angus	6	✓	6.7	5.1	5.4			✓
Argyll & Bute	4	✓	5.9	5.1	5.1		✓	
Clackmannanshire	23		<u>6.8</u>	7.2	7.0			
Dumfries & Galloway	9		4.6	5.1	5.6			✗
Dundee City	13		6.3	5.4	6.0			
East Ayrshire	17		6.2	6.6	6.8	✗		
East Dunbartonshire	24		9.9	8.1	7.1			✓
East Lothian	13		5.9	6.8	6.0			
East Renfrewshire	17		5.2	5.4	6.8			✗
City of Edinburgh	17		7.0	6.3	6.8			
Eilean Siar	2	✓	2.3	4.6	4.9			✗
Falkirk	26	✗	6.3	5.7	7.7			✗
Fife	26	✗	7.5	7.5	7.7			
Glasgow City	12		6.0	6.2	5.8			
Highland	6	✓	<u>5.3</u>	<u>5.2</u>	5.4			
Inverclyde	25	✗	8.1	8.8	7.6	✓		
Midlothian	15		7.3	6.1	6.2			✓
Moray	9		<u>4.0</u>	2.9	5.6			✗
North Ayrshire	31	✗	8.7	8.4	8.5			
North Lanarkshire	16		<u>9.4</u>	<u>8.0</u>	6.7			✓
Perth & Kinross	2	✓	7.4	7.8	4.9			✓
Renfrewshire	28	✗	7.3	7.6	7.8	✗		
Scottish Borders	5	✓	<u>3.5</u>	3.4	5.3			✗
Shetland Islands	1	✓	4.6	4.6	4.3	✓		
South Ayrshire	28	✗	6.8	6.9	7.8		✗	
South Lanarkshire	8	✓	6.2	5.9	5.5		✓	
Stirling	17		6.0	5.6	6.8		✗	
West Dunbartonshire	30	✗	7.9	7.4	7.9			
West Lothian	21		6.4	7.0	6.9	✗		
			Scotland					
			6.7	6.5	6.5			

Ranked performance	99/00	00/01	01/02
Highest ranked performance	9.9	2.9	4.3
Upper quartile	7.4	5.3	5.6
Median	6.4	6.2	6.7
Lower quartile	5.9	7.5	7.1
Lowest ranked performance	2.3	8.8	8.5

Data features	Symbol	99/00	00/01	01/02
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing material change since 1999/00	
Improvement	
5-9%	3
10-14%	2
>15%	6
Decline	
5-9%	3
10-14%	2
>15%	6

Unreliable/Unreported Data in 2001/02

Council	99/00	00/01	01/02
Orkney Islands	<u>4.9</u>	4.3	FTR

Notes

An underlined PI measurement indicates unreliable data.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for craft and manual employees

The following councils were ranked 25th or below in 1999/2000:

Aberdeen City
East Dunbartonshire
Fife
Inverclyde
North Ayrshire
North Lanarkshire
Perth & Kinross
West Dunbartonshire

The following councils did not make any material improvement in their performance by 2001/2002:

Fife
North Ayrshire
West Dunbartonshire

Corporate issues

Sickness absence – the percentage of working days lost through sickness absence for teachers

The indicator measures the extent of sickness absence within councils for their school teaching staff

‘Sickness absence’ is an absence from the place of employment because of the employee’s illness or injury for which sick leave entitlement is used. This may include self-certification, absence supported by a doctor’s certificate, long-term sickness absence, and industrial injury.

Points to bear in mind

The indicator does not include authorised absence that is not sickness absence, for example, compassionate leave, career leave and special leave/unpaid leave, maternity and paternity leave, and maternity support.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for teachers

Council	Rank in 01/02		PI measurement			Better ✓ or worse ✗ since 99/00		
	1-32	✓1-8 ✗ 25-32	99/00	00/01	01/02	5-9%	10-14%	>15%
Aberdeen City	15		4.5	4.1	4.0		✓	
Aberdeenshire	5	✓	<u>3.3</u>	3.2	3.3			
Angus	9		3.7	3.7	3.6			
Argyll & Bute	8	✓	3.3	3.2	3.5	✗		
Clackmannanshire	28	✗	<u>3.8</u>	5.5	4.9			✗
Dumfries & Galloway	21		4.5	3.9	4.4			
Dundee City	27	✗	4.6	5.0	4.8			
East Ayrshire	5	✓	4.3	4.6	3.3			✓
East Dunbartonshire	17		3.7	4.1	4.2		✗	
East Lothian	28	✗	5.8	5.0	4.9			✓
East Renfrewshire	5	✓	4.1	3.3	3.3			✓
City of Edinburgh	3	✓	3.2	3.2	3.1			
Eilean Siar	4	✓	2.8	3.5	3.2		✗	
Falkirk	12		3.8	3.8	3.8			
Fife	23		3.5	4.7	4.5			✗
Glasgow City	14		3.1	4.0	3.9			✗
Highland	2	✓	<u>3.4</u>	<u>2.5</u>	2.6			✓
Inverclyde	31	✗	4.7	4.9	5.5			✗
Midlothian	12		3.1	3.6	3.8			✗
Moray	18		3.1	4.0	4.3			✗
North Ayrshire	16		4.1	4.6	4.1			
North Lanarkshire	26	✗	<u>4.8</u>	<u>4.4</u>	4.7			
Perth & Kinross	18		4.7	3.4	4.3	✓		
Renfrewshire	25	✗	3.8	5.0	4.6			✗
Scottish Borders	10		<u>3.2</u>	3.2	3.7			✗
Shetland Islands	1	✓	2.7	2.8	1.9			✓
South Ayrshire	21		4.1	5.3	4.4	✗		
South Lanarkshire	23		4.2	3.6	4.5	✗		
Stirling	28	✗	4.5	4.0	4.9	✗		
West Dunbartonshire	18		6.8	5.5	4.3			✓
West Lothian	10		3.4	4.0	3.7	✗		
			Scotland					
			3.9	4.0	4.0			

Ranked performance	99/00	00/01	01/02
Highest ranked performance	2.7	2.5	1.9
Upper quartile	3.3	3.5	3.6
Median	3.8	4.0	4.1
Lower quartile	4.5	4.7	4.5
Lowest ranked performance	6.8	5.5	5.5

Data features	Symbol	99/00	00/01	01/02
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing material change since 1999/00	
Improvement	
5-9%	1
10-14%	1
>15%	6
Decline	
5-9%	5
10-14%	2
>15%	8

Unreliable/Unreported Data in 2001/02

Council	99/00	00/01	01/02
Orkney Islands	<u>1.8</u>	2.6	FTR

Notes

An underlined PI measurement indicates unreliable data.

Corporate issues

Sickness absence - the percentage of working days lost through sickness absence for teachers

The following councils were ranked 25th or below in 1999/2000:

Dundee City
East Lothian
Inverclyde
North Lanarkshire
Perth & Kinross
West Dunbartonshire

The following councils did not make any material improvement in their performance by 2001/2002:

Dundee City
Inverclyde
North Lanarkshire

Equal opportunities – the percentage of chief officers who are female

The indicator provides a picture of the current gender balance in employment in order to gauge under/over representation in the different salary bands. This will help councils to identify areas of potentially unfair or discriminatory practices as well as providing a baseline for measuring improvement over time.

The indicator does not deal with equalities relating to ethnicity, disability or sexual orientation.

Points to bear in mind

The delivery of quality services is dependent on a trained and motivated workforce and it is, therefore, essential that a council's employment policy reflects its commitment to equal opportunities.

A chief officer in a very small council could be on a lower salary than a senior general service employee in a very large council.

Corporate issues

Equal opportunities - the percentage of chief official employees, who are female

Council	Rank in 01/02		PI measurement			Better ✓ or worse ✗ since 99/00		
	1-32	✓1-8 ✗ 25-32	99/00	00/01	01/02	5-9%	10-14%	>15%
Aberdeen City	18		-	13.7	14.0			
Aberdeenshire	27	✗	-	5.4	6.8			
Angus	25	✗	-	10.2	8.3			
Argyll & Bute	20		-	12.9	13.3			
Clackmannanshire	12		-	21.1	18.8			
Dundee City	8	✓	-	25.0	20.0			
East Ayrshire	26	✗	-	14.8	8.0			
East Lothian	16		-	15.0	15.0			
East Renfrewshire	3	✓	-	28.1	27.6			
City of Edinburgh	6	✓	-	20.0	22.2			
Eilean Siar	29	✗	-	4.2	4.0			
Falkirk	1	✓	-	41.7	45.7			
Fife	24		-	10.6	9.2			
Glasgow City	23		-	11.4	11.1			
Highland	28	✗	-	4.8	5.0			
Inverclyde	12		-	17.1	18.8			
Midlothian	30	✗	-	0.0	0.0			
Moray	8	✓	-	25.0	20.0			
North Ayrshire	4	✓	-	19.0	26.1			
North Lanarkshire	8	✓	-	20.0	20.0			
Orkney Islands	17		-	14.3	14.8			
Perth & Kinross	21		-	13.5	11.4			
Renfrewshire	5	✓	-	24.3	24.2			
Scottish Borders	21		-	11.4	11.4			
Shetland Islands	19		-	14.3	13.6			
South Ayrshire	14		-	15.6	18.5			
South Lanarkshire	6	✓	-	20.0	22.2			
Stirling	2	✓	-	34.4	34.4			
West Dunbartonshire	11		-	33.3	19.0			
West Lothian	15		-	17.4	16.7			
			Scotland					
			-	16.8	16.3			

Ranked performance	99/00	00/01	01/02
Highest ranked performance	-	41.7	45.7
Upper quartile	-	21.1	20.0
Median	-	15.6	16.7
Lower quartile	-	11.4	11.1
Lowest ranked performance	-	0.0	0.0

Data features	Symbol	99/00	00/01	01/02
PI not applicable	(-)	32	0	0
No service	(NS)	0	0	0

Count of councils showing material change since 1999/00	
Improvement	
5-9%	-
10-14%	-
>15%	-
Decline	
5-9%	-
10-14%	-
>15%	-

Unreliable/Unreported Data in 2001/02

Council	99/00	00/01	01/02
Dumfries & Galloway	-	10.0	<u>10.0</u>
East Dunbartonshire	-	<u>26.7</u>	<u>40.0</u>

Notes

An underlined PI measurement indicates unreliable data.

Corporate issues

Equal opportunities – the percentage of senior professionals, who are female

The indicator provides a picture of the current gender balance in employment in order to gauge under/over representation in the different salary bands. This will help councils to identify areas of potentially unfair or discriminatory practices as well as providing a baseline for measuring improvement over time.

The indicator does not deal with equalities relating to ethnicity, disability or sexual orientation.

Points to bear in mind

The delivery of quality services is dependent on a trained and motivated workforce and it is, therefore, essential that a council's employment policy reflects its commitment to equal opportunities.

A chief officer in a very small council could be on a lower salary than a senior general service employee in a very large council.

Corporate issues

Equal opportunities - the percentage of senior professionals, who are female

Council	Rank in 01/02		PI measurement			Better ✓ or worse ✗ since 99/00		
	1-32	✓1-8 ✗ 25-32	99/00	00/01	01/02	5-9%	10-14%	>15%
Aberdeen City	18		-	20.6	24.2			
Aberdeenshire	23		-	16.7	18.4			
Angus	8	✓	-	31.1	29.2			
Argyll & Bute	11		-	28.6	28.1			
Clackmannanshire	16		-	25.5	25.0			
Dundee City	15		-	24.4	25.3			
East Ayrshire	27	✗	-	10.8	13.9			
East Lothian	14		-	24.1	25.9			
East Renfrewshire	4	✓	-	26.9	34.2			
City of Edinburgh	9		-	20.8	28.8			
Eilean Siar	Note		-	Note	Note			
Falkirk	3	✓	-	33.3	34.8			
Fife	7	✓	-	29.1	29.9			
Glasgow City	13		-	17.6	26.2			
Highland	28	✗	-	9.9	10.3			
Inverclyde	5	✓	-	25.0	33.3			
Midlothian	22		-	14.0	19.6			
Moray	25	✗	-	14.3	17.1			
North Ayrshire	12		-	11.4	26.6			
North Lanarkshire	16		-	28.4	25.0			
Orkney Islands	29	✗	-	0.0	0.0			
Perth & Kinross	21		-	23.1	22.0			
Renfrewshire	19		-	21.0	23.4			
Scottish Borders	24		-	7.1	17.6			
Shetland Islands	26	✗	-	16.7	16.7			
South Ayrshire	6	✓	-	31.4	31.0			
South Lanarkshire	10		-	27.5	28.3			
Stirling	2	✓	-	31.3	36.2			
West Dunbartonshire	1	✓	-	60.7	48.3			
West Lothian	20		-	20.7	23.0			
			Scotland					
			-	22.7	25.6			

Ranked performance	99/00	00/01	01/02
Highest ranked performance	-	60.7	48.3
Upper quartile	-	28.5	29.4
Median	-	23.6	25.6
Lower quartile	-	16.1	19.3
Lowest ranked performance	-	0.0	0.0

Data features	Symbol	99/00	00/01	01/02
PI not applicable	(-)	32	0	0
No service	(NS)	0	0	0

Count of councils showing material change since 1999/00	
Improvement	
5-9%	-
10-14%	-
>15%	-
Decline	
5-9%	-
10-14%	-
>15%	-

Unreliable/Unreported Data in 2001/02

Council	99/00	00/01	01/02
Dumfries & Galloway	-	11.5	<u>11.7</u>
East Dunbartonshire	-	<u>31.4</u>	<u>37.0</u>

Notes

An underlined PI measurement indicates unreliable data.
Eilean Siar reported no employees at senior professional level.