

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 02/03		PI measurement			Better ✓ or worse X since 00/01		
	1-32	✓ 1-8 X 25-32	00/01	01/02	02/03	5-9%	10-14%	>15%
Aberdeen City	18		5.4	5.2	5.4			
Aberdeenshire	2	✓	5.5	5.1	3.9			✓
Angus	6	✓	4.0	4.2	4.5		X	
Argyll & Bute	6	✓	4.5	4.8	4.5			
Clackmannanshire	21		5.5	6.3	5.5			
Dumfries & Galloway	5	✓	4.1	4.5	4.4	X		
Dundee City	25	X	4.7	4.9	5.7			X
East Ayrshire	17		5.7	5.7	5.3	✓		
East Dunbartonshire	28	X	5.4	5.7	6.2		X	
East Lothian	24		5.6	5.2	5.6			
East Renfrewshire	8	✓	4.2	4.6	4.6	X		
City of Edinburgh	18		5.1	5.3	5.4	X		
Falkirk	21		5.0	5.2	5.5		X	
Fife	30	X	6.1	6.8	6.7	X		
Glasgow City	16		5.5	5.2	5.2	✓		
Inverclyde	12		4.6	4.9	5.0	X		
Midlothian	12		4.4	4.8	5.0		X	
Moray	1	✓	3.5	3.3	3.2	✓		
North Ayrshire	8	✓	5.4	5.2	4.6		✓	
North Lanarkshire	29	X	<u>6.2</u>	6.1	6.3			
Orkney Islands	21		4.5	FTR	5.5			X
Perth & Kinross	2	✓	4.9	4.1	3.9			✓
Renfrewshire	26	X	5.9	6.6	6.1			
Scottish Borders	4	✓	4.0	4.1	4.0			
Shetland Islands	15		3.4	3.9	5.1			X
South Ayrshire	11		5.0	4.6	4.9			
South Lanarkshire	12		4.8	4.9	5.0			
Stirling	18		4.9	4.8	5.4		X	
West Dunbartonshire	26	X	6.7	6.7	6.1	✓		
West Lothian	10		4.9	4.6	4.7			
			Scotland					
			5.2	5.2	5.3			

Ranked performance	00/01	01/02	02/03
Highest ranked performance	3.4	3.3	3.2
Upper quartile	4.5	4.6	4.6
Median	5.0	4.9	5.2
Lower quartile	5.5	5.3	5.5
Lowest ranked performance	6.7	6.8	6.7

Data features	Symbol	00/01	01/02	02/03
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing significant change since 2000/01	
Improvement	
5-9%	4
10-14%	1
>15%	2
Decline	
5-9%	5
10-14%	5
>15%	3

Unreliable/Unreported Data in 2002/03

Council	00/01	01/02	02/03
Eilean Siar	3.0	3.9	<u>3.1</u>
Highland	<u>4.9</u>	4.0	<u>4.2</u>

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 2000/01:

East Ayrshire
East Lothian
Fife
North Lanarkshire
Renfrewshire
West Dunbartonshire

The following councils did not make any material improvement in their performance by 2002/03:

East Lothian
Fife
North Lanarkshire
Renfrewshire

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 02/03		PI measurement			Better ✓ or worse X since 00/01		
	1-32	✓ 1-8 X 25-32	00/01	01/02	02/03	5-9%	10-14%	>15%
Aberdeen City	16		7.8	6.9	6.5			✓
Aberdeenshire	6	✓	6.2	5.6	5.4		✓	
Angus	11		5.1	5.4	6.3			X
Argyll & Bute	1	✓	5.1	5.1	4.9			
Clackmannanshire	12		7.2	7.0	6.4		✓	
Dumfries & Galloway	18		5.1	5.6	6.6			X
Dundee City	20		5.4	6.0	6.8			X
East Ayrshire	21		6.6	6.8	7.1	X		
East Dunbartonshire	12		8.1	7.1	6.4			✓
East Lothian	12		6.8	6.0	6.4	✓		
East Renfrewshire	25	X	5.4	6.8	7.2			X
City of Edinburgh	27	X	6.3	6.8	7.4			X
Falkirk	16		5.7	7.7	6.5		X	
Fife	30	X	7.5	7.7	8.0	X		
Glasgow City	4	✓	6.2	5.8	5.2			✓
Inverclyde	21		8.8	7.6	7.1			✓
Midlothian	12		6.1	6.2	6.4			
Moray	2	✓	2.9	5.6	5.1			X
North Ayrshire	21		8.4	8.5	7.1			✓
North Lanarkshire	21		<u>8.0</u>	6.7	7.1		✓	
Orkney Islands	8	✓	4.3	FTR	5.9			X
Perth & Kinross	2	✓	7.8	4.9	5.1			✓
Renfrewshire	28	X	7.6	7.8	7.7			
Scottish Borders	7	✓	3.4	5.3	5.7			X
Shetland Islands	26	X	4.6	4.3	7.3			X
South Ayrshire	9		6.9	7.8	6.0		✓	
South Lanarkshire	4	✓	5.9	5.5	5.2		✓	
Stirling	18		5.6	6.8	6.6			X
West Dunbartonshire	29	X	7.4	7.9	7.8	X		
West Lothian	10		7.0	6.9	6.1		✓	
			Scotland					
			6.5	6.5	6.4			

Ranked performance	00/01	01/02	02/03
Highest ranked performance	2.9	4.3	4.9
Upper quartile	5.4	5.6	5.9
Median	6.3	6.8	6.5
Lower quartile	7.5	7.1	7.1
Lowest ranked performance	8.8	8.5	8.0

Data features	Symbol	00/01	01/02	02/03
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing significant change since 2000/01	
Improvement	
5-9%	1
10-14%	6
>15%	6
Decline	
5-9%	3
10-14%	1
>15%	10

Unreliable/Unreported Data in 2002/03

Council	00/01	01/02	02/03
Eilean Siar	4.6	4.9	<u>5.6</u>
Highland	<u>5.2</u>	5.4	<u>6.0</u>

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 2000/01:

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

The following councils did not make any material improvement in their performance by 2002/03:

None

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 02/03		PI measurement			Better ✓ or worse X since 00/01		
	1-32	✓ 1-8 X 25-32	00/01	01/02	02/03	5-9%	10-14%	>15%
Aberdeen City	11		4.1	4.0	3.8	✓		
Aberdeenshire	3	✓	3.2	3.3	3.0	✓		
Angus	23		3.7	3.6	4.4			X
Argyll & Bute	24		3.2	3.5	4.6			X
Clackmannanshire	31	X	5.5	4.9	7.0			X
Dumfries & Galloway	15		3.9	4.4	4.0			
Dundee City	28	X	5.0	4.8	5.0			
East Ayrshire	6	✓	4.6	3.3	3.3			✓
East Dunbartonshire	19		4.1	4.2	4.2			
East Lothian	26	X	5.0	4.9	4.8			
East Renfrewshire	5	✓	3.3	3.3	3.1	✓		
City of Edinburgh	1	✓	3.2	3.1	2.6			✓
Falkirk	9		3.8	3.8	3.7			
Fife	26	X	4.7	4.5	4.8			
Glasgow City	9		4.0	3.9	3.7	✓		
Highland	2	✓	<u>2.5</u>	2.6	2.7	X		
Inverclyde	28	X	4.9	5.5	5.0			
Midlothian	15		3.6	3.8	4.0		X	
Moray	6	✓	4.0	4.3	3.3			✓
North Ayrshire	11		4.6	4.1	3.8			✓
North Lanarkshire	28	X	<u>4.4</u>	4.7	5.0		X	
Orkney Islands	8	✓	2.6	FTR	3.4			X
Perth & Kinross	21		3.4	4.3	4.3			X
Renfrewshire	14		5.0	4.6	3.9			✓
Scottish Borders	11		3.2	3.7	3.8			X
Shetland Islands	3	✓	2.8	1.9	3.0	X		
South Ayrshire	21		5.3	4.4	4.3			✓
South Lanarkshire	15		3.6	4.5	4.0		X	
Stirling	25	X	4.0	4.9	4.7			X
West Dunbartonshire	19		5.5	4.3	4.2			✓
West Lothian	18		4.0	3.7	4.1			
			Scotland					
			4.0	4.0	3.9			

Ranked performance	00/01	01/02	02/03
Highest ranked performance	2.5	1.9	2.6
Upper quartile	3.4	3.6	3.6
Median	4.0	4.2	4.0
Lower quartile	4.7	4.5	4.5
Lowest ranked performance	5.5	5.5	7.0

Data features	Symbol	00/01	01/02	02/03
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing significant change since 2000/01	
Improvement	
5-9%	4
10-14%	-
>15%	7
Decline	
5-9%	2
10-14%	3
>15%	7

Unreliable/Unreported Data in 2002/03

Council	00/01	01/02	02/03
Eilean Siar	3.5	3.2	<u>4.2</u>

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 2000/01:

Clackmannanshire
Dundee City
East Lothian
Inverclyde
Renfrewshire
South Ayrshire
West Dunbartonshire

The following councils did not make any material improvement in their performance by 2002/03:

Clackmannanshire
Dundee City
East Lothian
Inverclyde

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 02/03		PI measurement			Better ✓ or worse ✗ since 00/01		
	1-32	✓1-8 ✗ 25-32	00/01	01/02	02/03	5-9%	10-14%	>15%
Aberdeen City	23		13.7	14.0	12.2		X	
Aberdeenshire	30	X	5.4	6.8	4.9	X		
Angus	29	X	10.2	8.3	6.4			X
Argyll & Bute	21		12.9	13.3	13.3			
Clackmannanshire	10		21.1	18.8	22.2	✓		
Dumfries & Galloway	28	X	10.0	<u>10.0</u>	6.7			X
Dundee City	13		25.0	20.0	20.0			X
East Ayrshire	27	X	14.8	8.0	8.0			X
East Dunbartonshire	2	✓	<u>26.7</u>	<u>40.0</u>	35.0			✓
East Lothian	17		15.0	15.0	15.8	✓		
East Renfrewshire	4	✓	28.1	27.6	30.0	✓		
City of Edinburgh	12		20.0	22.2	21.9	✓		
Eilean Siar	31	X	4.2	4.0	4.2			
Falkirk	1	✓	41.7	45.7	45.5	✓		
Fife	26	X	10.6	9.2	8.3			X
Glasgow City	22		11.4	11.1	13.2			✓
Highland	24		4.8	5.0	11.8			✓
Inverclyde	19		17.1	18.8	14.3			X
Midlothian	32	X	0.0	0.0	0.0			
Moray	6	✓	25.0	20.0	25.0			
North Ayrshire	5	✓	19.0	26.1	26.1			✓
North Lanarkshire	16		20.0	20.0	17.2		X	
Orkney Islands	18		14.3	14.8	15.4	✓		
Perth & Kinross	25	X	13.5	11.4	9.4			X
Renfrewshire	9		24.3	24.2	22.9	X		
Scottish Borders	20		11.4	11.4	13.9			✓
Shetland Islands	15		14.3	13.6	17.4			✓
South Ayrshire	6	✓	15.6	18.5	25.0			✓
South Lanarkshire	6	✓	20.0	22.2	25.0			✓
Stirling	3	✓	34.4	34.4	34.4			
West Dunbartonshire	10		33.3	19.0	22.2			X
West Lothian	13		17.4	16.7	20.0		✓	
			Scotland					
			16.8	16.3	16.8			

Ranked performance	00/01	01/02	02/03
Highest ranked performance	41.7	45.7	45.5
Upper quartile	21.9	20.6	23.4
Median	15.3	15.9	16.5
Lower quartile	11.4	10.8	11.2
Lowest ranked performance	0.0	0.0	0.0

Data features	Symbol	00/01	01/02	02/03
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing significant change since 2000/01	
Improvement	
5-9%	6
10-14%	1
>15%	8
Decline	
5-9%	2
10-14%	2
>15%	8

Notes

An underlined PI measurement indicates unreliable data.

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

The following councils were ranked 25th or below in 2000/01:

Aberdeenshire
Angus
Dumfries & Galloway
Eilean Siar
Fife
Highland
Midlothian

The following councils did not make any material improvement in their performance by 2002/03:

Aberdeenshire
Angus
Dumfries & Galloway
Eilean Siar
Fife
Midlothian

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 02/03		PI measurement			Better ✓ or worse ✗ since 00/01		
	1-32	✓1-8 ✗ 25-32	00/01	01/02	02/03	5-9%	10-14%	>15%
Aberdeen City	17		20.6	24.2	27.4			✓
Aberdeenshire	22		16.7	18.4	21.1			✓
Angus	9		31.1	29.2	29.8			
Argyll & Bute	21		28.6	28.1	23.7			✗
Clackmannanshire	20		25.5	25.0	25.5			
Dumfries & Galloway	27	✗	11.5	<u>11.7</u>	15.6			✓
Dundee City	12		24.4	25.3	29.1			✓
East Ayrshire	25	✗	10.8	13.9	18.6			✓
East Dunbartonshire	7	✓	<u>31.4</u>	<u>37.0</u>	32.0			
East Lothian	10		24.1	25.9	29.6			✓
East Renfrewshire	2	✓	26.9	34.2	43.2			✓
City of Edinburgh	14		20.8	28.8	28.6			✓
Eilean Siar	31	✗	Note	Note	0.0			
Falkirk	3	✓	33.3	34.8	40.7			✓
Fife	15		29.1	29.9	28.5			
Glasgow City	19		17.6	26.2	27.1			✓
Highland	30	✗	9.9	10.3	12.8			✓
Inverclyde	18		25.0	33.3	27.3	✓		
Midlothian	24		14.0	19.6	18.9			✓
Moray	23		14.3	17.1	20.0			✓
North Ayrshire	6	✓	11.4	26.6	32.4			✓
North Lanarkshire	8	✓	28.4	25.0	31.7		✓	
Orkney Islands	31	✗	0.0	0.0	0.0			
Perth & Kinross	11		23.1	22.0	29.2			✓
Renfrewshire	26	✗	21.0	23.4	16.9			✗
Scottish Borders	28	✗	7.1	17.6	15.0			✓
Shetland Islands	29	✗	16.7	16.7	14.3		✗	
South Ayrshire	13		31.4	31.0	29.0	✗		
South Lanarkshire	5	✓	27.5	28.3	32.9			✓
Stirling	4	✓	31.3	36.2	36.8			✓
West Dunbartonshire	1	✓	60.7	48.3	46.7			✗
West Lothian	16		20.7	23.0	27.8			✓
			Scotland					
			22.7	25.6	27.1			

Ranked performance	00/01	01/02	02/03
Highest ranked performance	60.7	48.3	46.7
Upper quartile	28.5	29.6	30.3
Median	23.1	25.3	27.6
Lower quartile	15.5	19.0	18.8
Lowest ranked performance	0.0	0.0	0.0

Data features	Symbol	00/01	01/02	02/03
PI not applicable	(-)	0	0	0
No service	(NS)	0	0	0

Count of councils showing significant change since 2000/01		
Improvement		
5-9%	1	
10-14%	1	
>15%	19	
Decline		
5-9%	1	
10-14%	1	
>15%	3	

Notes

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

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

The following councils were ranked 25th or below in 2000/01:

Dumfries & Galloway
East Ayrshire
Highland
Midlothian
North Ayrshire
Orkney Islands
Scottish Borders

The following councils did not make any material improvement in their performance by 2002/03:

Orkney Islands