

**From:** [Foi Enquiries](#)  
**To:** [REDACTED]  
**Subject:** FOI-17-0891 - Sick Days  
**Date:** 12 July 2017 15:35:35  
**Attachments:** [Further Information - Right to Review & Appeal.pdf](#)  
[FOI-17-0891 - Data.xlsx](#)

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Dear [REDACTED],

Thank you for your information request of 21 June 2017. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

**Please tell me how much the council has spent on sick day pay for its staff since 2013.**

£481,293.86 SSP (Statutory Sick Pay)

**I would like my answer to be broken down by month since January 2013.**

Please refer to the attached spreadsheet, [FOI-17-0891 – Data \(tab 1\)](#).

**Please tell me how many staff each month took sick days, and please tell me how many hours of sick leave were taken each month.**

Please refer to the attached spreadsheet, [FOI-17-0891 – Data \(tab 2\)](#).

We hope this helps with your request.

Yours sincerely,

Information Compliance Team

## **INFORMATION ABOUT THE HANDLING OF YOUR REQUEST**

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

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\*03000 numbers are free to call if you have 'free minutes' included in your mobile call plan.

Calls from BT landlines will be charged at the local call rate of 10.24p per minute (the same as 01224s).

[www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk)

Question 1 - Amount of sick pay since 2013

Financial Year	Period	Element	Total	Month
12/13		10 D4	8,915.93	Jan-13
12/13		11 D4	12,037.94	Feb-13
12/13		12 D4	11,150.11	Mar-13
13/14		1 D4	£9,941.29	Apr-13
13/14		2 D4	£9,525.27	May-13
13/14		3 D4	£6,855.62	Jun-13
13/14		4 D4	£9,252.92	Jul-13
13/14		5 D4	£8,678.58	Aug-13
13/14		6 D4	£9,282.95	Sep-13
13/14		7 D4	£8,350.98	Oct-13
13/14		8 D4	£6,548.16	Nov-13
13/14		9 D4	£6,506.72	Dec-13
13/14		10 D4	£6,776.13	Jan-14
13/14		11 D4	£7,407.33	Feb-14
13/14		12 D4	£9,158.61	Mar-14
14/15		1 D4	£7,270.37	Apr-14
14/15		2 D4	£8,372.88	May-14
14/15		3 D4	£3,230.65	Jun-14
14/15		4 D4	£8,377.78	Jul-14
14/15		5 D4	£5,954.22	Aug-14
14/15		6 D4	£5,553.87	Sep-14
14/15		7 D4	£7,261.49	Oct-14
14/15		8 D4	£8,625.63	Nov-14
14/15		9 D4	£10,775.16	Dec-14
14/15		10 D4	£8,471.13	Jan-15
14/15		11 D4	£8,611.94	Feb-15
14/15		12 D4	£13,838.70	Mar-15
15/16		1 D4	£9,074.64	Apr-15
15/16		2 D4	£10,306.83	May-15
15/16		3 D4	£9,274.25	Jun-15
15/16		4 D4	£15,019.38	Jul-15
15/16		5 D4	£10,969.66	Aug-15
15/16		6 D4	£7,753.19	Sep-15
15/16		7 D4	£663.38	Oct-15
15/16		8 D4	£9,536.03	Nov-15
15/16		9 D4	£10,112.20	Dec-15
15/16		10 D4	£8,205.88	Jan-16
15/16		11 D4	£14,259.59	Feb-16
15/16		12 D4	£14,836.72	Mar-16
16/17		1 D4	£14,492.52	Apr-16
16/17		2 D4	£13,837.62	May-16
16/17		3 D4	£12,266.78	Jun-16
16/17		4 D4	£9,548.60	Jul-16

16/17	5	D4	£9,476.93	Aug-16
16/17	6	D4	£11,211.07	Sep-16
16/17	7	D4	£16,217.00	Oct-16
16/17	8	D4	£9,071.14	Nov-16
16/17	9	D4	£14,241.36	Dec-16
16/17	10	D4	£11,283.90	Jan-17
16/17	11	D4	£2,381.07	Feb-17
16/17	12	D4	£15,479.18	Mar-17
17/18	1	D4	£12,920.93	Apr-17
17/18	2	D4	£11,881.34	May-17

Year	2013 PERIOD	TOTAL OF ABSENCE HOURS	ABSENCES WITH HOURS	TOTAL ABSENCES	Number missing Absence Hours	STAFF ABSENCES
	1	58,691	1216	1220	4	1140
	2	48,433	1084	1086	2	1019
	3	54,923	1035	1039	4	975
	4	51,011	728	728	0	687
	5	33,787	750	750	0	713
	6	31,462	738	739	1	704
	7	29,010	485	485	0	467
	8	37,543	481	482	1	462
	9	42,678	783	784	1	742
	10	35,536	631	632	1	604
	11	34,946	849	849	0	800
	12	26,434	635	635	0	602
2014	1	49,467	1010	1010	0	938
	2	46,714	934	937	3	875
	3	40,507	926	931	5	867
	4	32,993	618	621	3	588
	5	31,373	684	685	1	655
	6	32,544	702	706	4	669
	7	28,929	432	437	5	410
	8	37,282	523	528	5	498
	9	48,891	907	918	11	857
	10	40,524	749	759	10	714
	11	38,159	925	933	8	878
	12	39,093	774	777	3	744
2015	1	57,515	1275	1282	7	1201
	2	48,302	985	993	8	935
	3	49,771	1072	1077	5	1011
	4	48,143	632	633	1	599
	5	32,442	724	728	4	692
	6	36,554	806	821	15	775
	7	22,571	416	424	8	395
	8	43,268	571	578	7	550
	9	55,604	932	952	20	872
	10	38,138	659	670	11	635
	11	43,455	916	934	18	860
	12	29,921	663	676	13	643
2016	1	42,606	943	957	14	902
	2	50,360	1160	1170	10	1088
	3	49,159	1107	1123	16	1044
	4	29,989	603	609	6	580
	5	41,145	871	887	16	824
	6	34,347	727	734	7	694
	7	20,264	382	389	7	367
	8	42,892	649	667	18	626
	9	37,175	873	886	13	818
	10	39,108	773	784	11	746
	11	37,781	1048	1067	19	1007
	12	23,776	786	805	19	767
2017	1	41,482	1066	1095	29	1037
	2	29,564	929	955	26	910
	3	25,963	935	968	33	902
	4	18,360	528	563	35	550
	5	19,705	813	888	75	841

#### Issue

for newer absences (ie open absences)

the absence hours will not be completed, as this is completed upon return- or the hours were never put in  
THESE ARE THE DETAILS FOR ALL CLOSED ABSENCES WHERE WE HAVE AN ABSENCE HOURS FIGURE IN THE SYSTEM

**TOTAL ABSENCES** are the actual number of absences from the month (see black STAFF ABSENCES for more details)

These are absences that don't have an absence hours figure in the system, and are not included in the blue total

#### Absences with hours

this is the total number of absences in the month

if however a individual member of staff had multiple absence days within a single month they would be counted multiple times  
*the only way to get this would be to count each month individually for each employee*

**This question** asks for the 'number of staff' who were absent in a month

there is a issue in that if you take the number of absences then if someone was off multiple times during the month then they will be counted once for each absence  
this figure is a sum on the employees numbers, which means  
if a employee was off in this month several times they will only be counted ONCE

#### 2nd Point

There was mass staff changes that have occurred since 2013

such as the bon accord care move (august 13) which removed over 800 staff from the city council  
and would account for any reduction in absence figures