



# Executive Committee

No direct Ward Relevance

1 July 2009

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## CORPORATE SICKNESS STATISTICS

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(Report of the Head of Human Resources and Communications)

### 1. Summary of Proposals

To bring to Members' attention the current sickness statistics for the Council for the period April 2008 – March 2009 and to outline the work programme by officers to assist in the reduction of these statistics

### 2. Recommendations

**The Committee is asked to RESOLVE that**

- 1) **the statistics be noted; and**
- 2) **the programme outlined in the report to reduce sickness absence be approved.**

### 3. Financial, Legal, Policy Risk and Sustainability Implications

#### Financial

- 3.1 There is a health and safety budget available. In addition funding can be obtained to target specific health promotions. A service level agreement is being discussed currently with WCC for Occupational Health services.

Additional costs will be incurred through agency staff to cover sickness absence, potential stress claims etc

#### Legal

- 3.2 The Council has a current Sickness Absence Policy. There are legal implications for the Council under Health and Safety at Work Act, "duty of care" for employees.

#### Policy

- 3.3 The proposals are to review the processes but still remaining within the policy

## Risk

- 3.4 There is a risk to service delivery and performance if there are high sickness levels in the organisation.

## Report

### 4. Background

- 4.1 At the meeting of this Committee on 11 June 2008 Members requested a brief report be brought, to alternate future meetings, outlining the current sickness absence statistics within the authority.

### 5. Key Issues

- 5.1 Details of current sickness absence statistics per department are shown at Appendix 1. A breakdown of reasons can be supplied if required.
- 5.2 An outline of the work programme to be progressed to support the reduction of sickness absence is shown at Appendix 2.
- 5.3 Sickness absence target for 08/09 were set at 9.77 days per FTE, the outturn is 9.60 days per FTE.
- 5.4 The target set for 09/10 is 8 days per FTE.

### 6. Other Implications

Asset Management	-	None
Community Safety	-	None
Human Resources	-	Resources to support managers in the process, and arrangements of referrals etc
Social Exclusion	-	None

### 7. Lessons Learnt

None

### 8. Background Papers

Records within Human Resources (some of which may be exempt)

### 9. Consultation

9.1 This report has been prepared in consultation with relevant Borough Council Officers

9.2 Trade Union Representatives are also consulted.

**10. Author of Report**

The author of this report is Elaine Storer , who can be contacted on extension 3294 (e-mail: [elaine.storer@redditchbc.gov.uk](mailto:elaine.storer@redditchbc.gov.uk)) for more information.

**11. Appendices**

Appendix 1 – Statistical Data

Appendix 2 – Work programme