

**EXECUTIVE
COMMITTEE**

18th September 2012

**SICKNESS ABSENCE PERFORMANCE AND HEALTH FOR PERIOD
ENDING 30TH JUNE 2012**

Relevant Portfolio Holder	Councillor Phil Mould – Portfolio Holder for Corporate Management
Relevant Head of Service	Teresa Kristunas, Head of Finance and Resources
Non-Key Decision	

1 SUMMARY OF PROPOSALS

To report to Executive Committee on Redditch Borough Council's performance for the first quarter (April – June 2012) in relation to sickness absence.

2 RECOMMENDATIONS

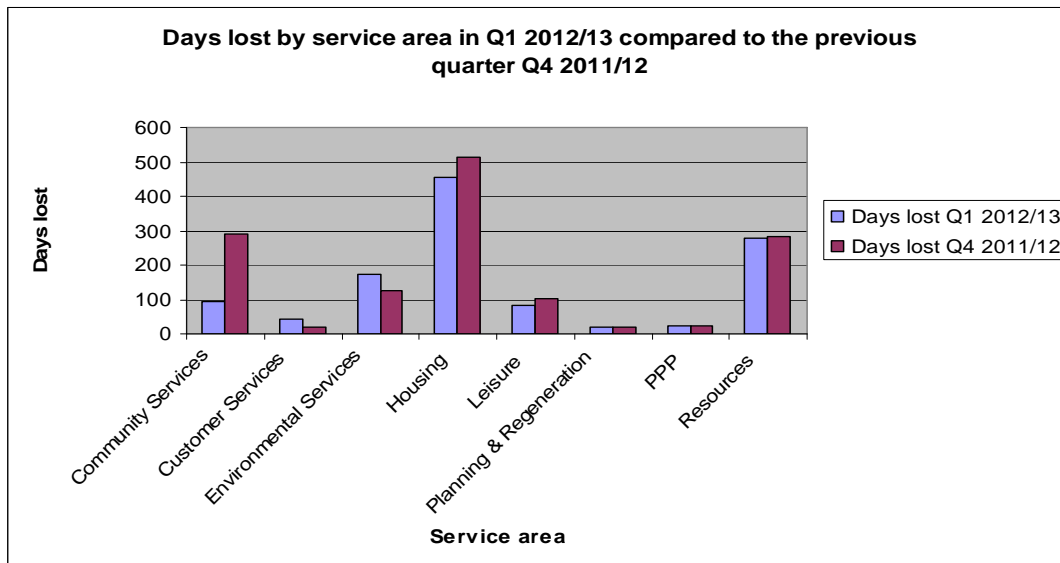
The Executive Committee is requested to RESOLVE that the data relating to the first quarter (April – June 2012) be noted.

3 KEY ISSUES

Analysis of the monthly statistics for the quarter

Statistics for the quarter April – June 2012 compared to the previous quarter

- 3.1 The graph below shows sickness absence for Redditch Borough Council employees in the quarter April – June 2012, compared to the previous quarter (Jan - March 2012).

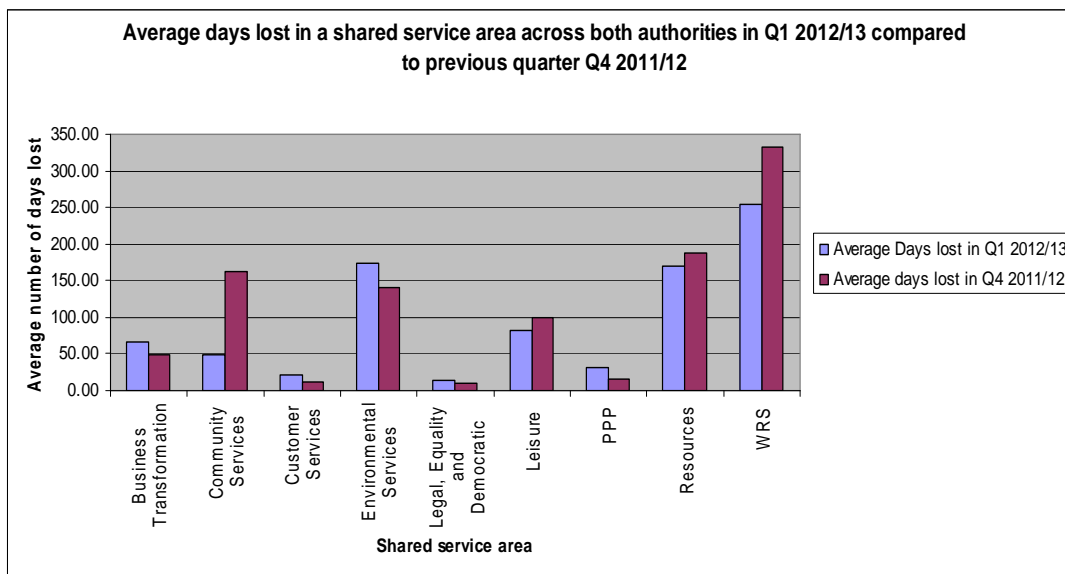


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- 3.2 The average days lost per person for this quarter is 2.14 days per person compared to 2.36 days in the previous quarter. This indicates a predicted outturn for the year of 8.6 days, compared to a public sector average of 9.6 days. Officers are working on establishing comparators within local government.
- 3.3 The main contributing factor for the overall reduction in absence is due to several employees returning from long-term sickness, particularly within Community Services. Overall figures for short-term absence have also reduced since the last quarter. Further information in relation to long-term and short-term absence levels are detailed later in the report.
- 3.4 As previously reported, information relating to absence by sickness type and incidences of absence by duration will be included in the Quarter 2 (July – Sept 2012) and Quarter 4 (Jan – March 2013) reports.
- 3.5 Shared Service Information

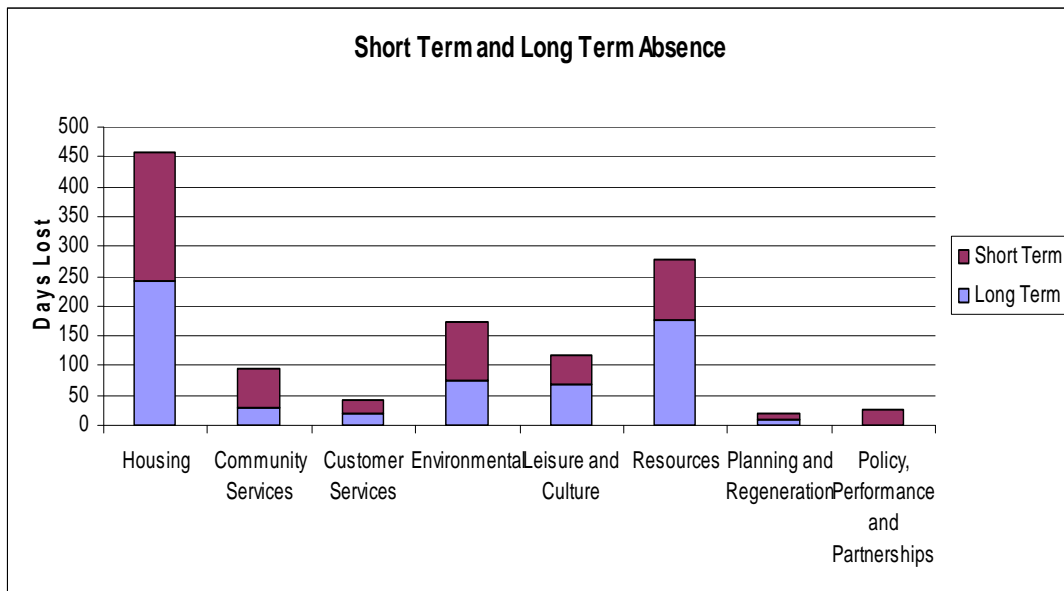
The graph below provides an overview of sickness absence levels within those services that are either fully or partially shared with Bromsgrove District Council for the quarter April – June 2012, compared to the previous quarter (Jan - March 2012).



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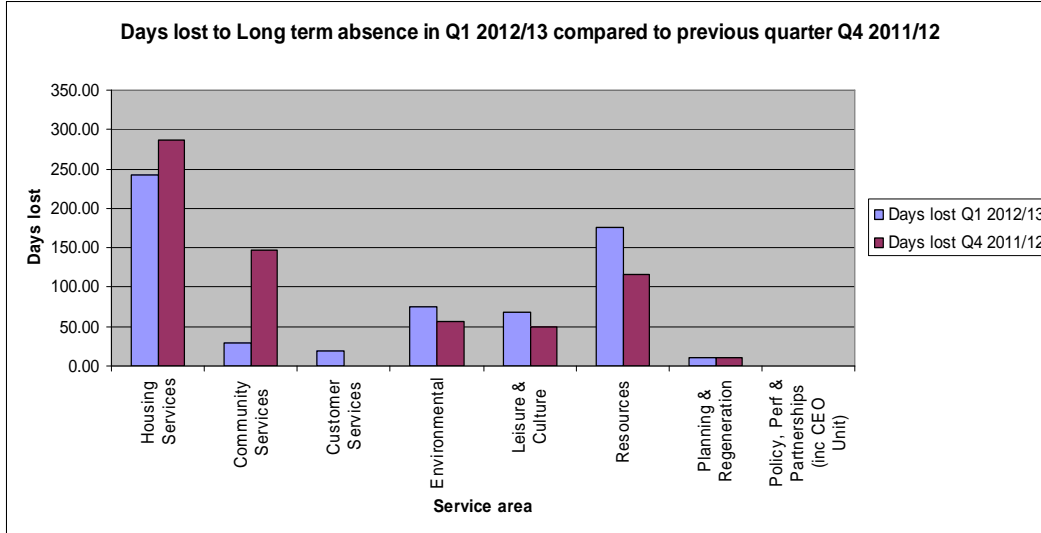
- 3.6 The data used to produce this graph includes all staff within services that are fully or partially shared between the Councils, whether hosted by Redditch or Bromsgrove. It should be considered independently of the information presented at 3.1.
- 3.7 This information should be viewed as indicative only at the present time, as it does not solely represent shared service employees but all employees within the services detailed, due to the way in which data is currently collated. The Human Resources team are investigating ways in which shared service staff only can be identified and reported on in future reports.
- 3.8 When comparing quarters, the information again shows an overall decrease of around 15% in absence levels for those service areas involved in shared services.
- 3.9 Long term and short term absence comparisons
- 3.10 The following graph shows a comparison between long-term and short-term absence for the quarter. There is not a significant difference between the amounts for each.



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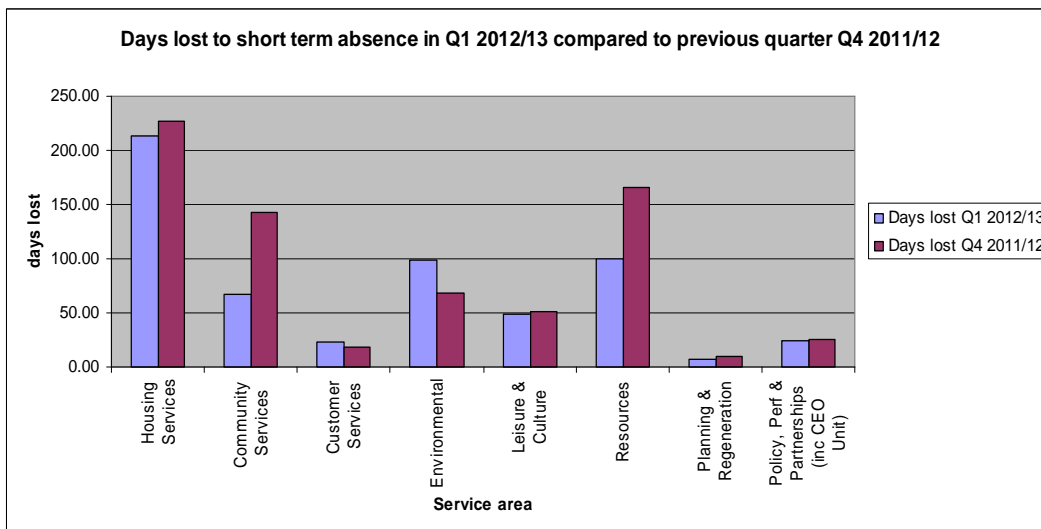
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3.11 Long-term absence for the quarter April – June 2012, compared to the previous quarter (Jan – March 2012)



3.12 Overall there has been a slight decrease in the number of days lost due to long term absences. Officers are working closely with managers to encourage effective and fair management and support on a case by case basis to reach an appropriate resolution, which will show in future statistics.

3.13 Short-term absence for the quarter April – June 2012, compared to the previous quarter (Jan – March 2012)



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- 3.14 Short-term absences have also decreased compared to last quarter. This is particularly evident in Community Services and Resources.
- 3.15 The Council's Sickness Absence Policy is being reviewed to ensure that it supports employees absent due to sickness and allows managers to manage cases in an effective and supportive way.
- 3.16 The Council has introduced an Employee Assistance Programme, effective from 1st July, which provides specialist advice and support and is intended to be an additional resource for individuals experiencing issues both at home or at work. Initial feedback from staff has been encouraging.
- 3.17 Consideration is also being given to the current arrangements for the Council's Occupational Health provision, with proposed revisions further supporting the objective of improving staff wellbeing and the effective support of sickness absence.

Financial Implications

- 3.18 The effective management of sickness absence is key in controlling the costs associated with sickness pay and service cover. There are no other financial implications identified.

Legal Implications

- 3.19 There are no legal implications identified.

Service/Operational Implications

- 3.20 The effective management of sickness absence is key to ensuring service delivery is maintained and associated operational issues are recognised and addressed. There are no other service/operational implications identified.

Customer / Equalities and Diversity Implications

- 3.21 The effective management of sickness absence is key to maintaining high levels of customer service and should always be carried out in a fair and consistent manner. There are no further customer, equalities and diversity implications identified.

4. RISK MANAGEMENT

There are none identified.

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5. APPENDICES

N/A

6. BACKGROUND PAPERS

None.

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