

Agenda Item No: 8 **Report No:** 112/16
Report Title: Sickness Report
Report To: Employment Committee **Date:** 12 September 2016
Cabinet Member:
Ward(s) Affected: All
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Purpose of Report:

To update the Employment Committee regarding the Council's sickness figures.

Officers Recommendation(s):

- 1 To note the report.
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Reasons for Recommendations

- 1 The Committee have asked for a regular item to be presented regarding the absence statistics within the Council.

Information

- 2 The figures for Quarter 1 of 2016/17 (1 April to 30 June 2016) are presented as background papers to this report. The average number of days' absence per employee for Q1 was 3.0. Points to note are:
 - 2.1 Sickness absence for Q1 at LDC has reduced from Q4 of 2015/16 when the average number of day's absence per employee was 3.46.
 - 2.2 During Q1 short term absence reduced in every service area (in comparison to Q4) and Waste Services recorded a reduction in short term absence of 122 days lost compared to Q4.
 - 2.3 At the end of Quarter 1 (30 June 2016) there were 25 members of staff on long term absence. Since the beginning of Quarter 2 (from 1 July) 10 of these have returned to work, 2 are no longer employed by the Council and 1 is now on maternity leave. This demonstrates the

continued close management of absence by managers supported by HR.

2.4 As demonstrated by the reasons for absence by service area breakdown the reasons for absence during Q1 have been varied and, aside from musculoskeletal problems in Waste Services, there does not appear to be any common themes.

2.6 The management of sickness absence continues to be a priority within the organisation with close scrutiny and management by line managers and HR and it is intended that that this will be assisted by the introduction of the new Attendance Management Policy which has been written in collaboration with Unison.

3 Financial Appraisal

3.1 The financial implications of this report are the number of working days lost to sickness.

4 Legal Implications

4.1 The Legal Services Department have not been asked for comments.

5 Sustainability Implications

5.1 I have not completed the Sustainability Implications Questionnaire as this Report is exempt from the requirement because it is a progress report/budget monitoring report/development control report

6 Equality Screening

6.1 Equality analysis is not required as this is an information only report with no key decisions attached.

7 Background Papers

7.1 Excel spreadsheet showing the Council's sickness figures for Quarter 1 (1 April to 30 June 2016)

7.2 Excel Spreadsheet showing reasons for absence (by service area) during Quarter 1.