

Body:	Employment Committee
Date:	7 September 2019
Subject:	Sickness Absence Quarter 4 2018/19 and Quarter 1 2019/20
Report of:	Assistant Director – HR and Transformation
Purpose:	To update the Employment Committee regarding the council's sickness figures for the period Quarter 4 2018/19 (1 October to 31 December 2018) and Quarter 1 2019/20 (1 April to 30 June 2019).
Recommendations:	To note the Quarter 4 and Quarter 1 figures alongside the sickness absence target for 2018/19 and 2019/20 and the way in which the figures are being presented for both Councils.
Reasons for Recommendations	The Committee has asked for a regular item to be presented regarding the absence statistics within the Council.
Contact:	Helen Knight, Head of HR Telephone: 07966 645102 Email: Helen.knight@lewes-eastbourne.gov.uk

1 Introduction

- 1.1 The average number of days absence for each employee for Quarter 4 of 2018/19 (1 January to 31 March) was 2.47. This represented a slight increase from Q4 last year which was 2.18 days. However, it was a reduction from Q3 which was 2.76. Only 2 employees remained absent for all of Q4 which was a reduction from Q3.
- 1.2 If Waste Services are removed from the Q4 figure it reduced from 2.47 to 2.38.
- 1.3 The average number of days absence for each employee for Quarter 1 of 2019/20 (1 April to 30 June) was 2.20 days.
- 1.4 If Waste Services are removed from the Q1 figure it reduces from 2.20 to 2.08.

2 Information

- 2.1 The overall target for 18/19 was 8 days and the final figure was 8.96. Although our target was exceeded it did include Waste Services at Lewes which by nature of the work has higher levels of sickness absence from other areas. If we take Waste Services out of the figures the total is 7.93 days which is under target.
- 2.2 It is worth noting that the average national public sector sickness absence for 2017/18 was 8.5 days and that absence rates nationally remain considerably higher in the public sector than in the private sector (5.6 days), manufacturing and production (6.2) or non-profit (7.3). This is partly explained by the general

profile of the public sector workforce, the fact that we are more likely to employ staff with a long standing health condition. Our neighbouring authority, Brighton and Hove, also have an in-house waste service and their sickness was 10.8 days for 2018/19.

- 2.3 The HR team are monitoring absences closely to ensure they are being appropriately managed, and there are a number of well-being initiatives in place to support staff particularly those suffering from stress or depression be that work related or due to personal circumstances.

3 Resource Implications

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

4 Legal Implications

- 4.1 There are no legal implications arising from this report

5 Risk Management Implications

- 5.1 I have completed the Risk Management Implications questionnaire and 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 Appendices

Appendix 1 Excel spreadsheet showing the Council's sickness figures for Quarter 4 of 2018/19 (1 January to 31 March)

Appendix 2 Excel Spreadsheet showing reasons for absence (by service area) during Quarter 4.

Appendix 3 Excel spreadsheet showing the Council's sickness figures for Quarter 1 of 2019/20 (1 April to 30 June 2019)

Appendix 4 Excel spreadsheet showing reasons for absence (by service area) during Quarter 1

8. Background Papers

None