

Report Title: Sickness Report

Report To: Employment Committee Date: 10 September 2018

Ward(s) Affected: All

Report By: Helen Knight

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Purpose of Report:

To update the Employment Committee regarding the Council's sickness figures for the period Q1 2018/19 (1 April to 30 June 2018).

Officers Recommendation(s):

- 1** To note the Q1 figures and also the new sickness absence target for 2018/19 along with the new way in which the figures are being presented for both councils.
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1 Reasons for Recommendations

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

2 Information

- 2.1** This is the first quarter of reporting average days lost due to sickness for our entire staff group, altogether. The average number of day's absence for each employee for Quarter 1 was 1.54 which is a pleasing outcome and represents a decrease from the same period last year which was 2.16. An excel spreadsheet showing the council's sickness figures for Q1 (1 April to 30 June) is attached as Appendix 1.
- 2.2** During Quarter 1 a few long term cases were resolved which has helped with the figure although there were 5 employees off for the entire quarter all of whom are being supported by their manager and HR whilst progressing through our attendance management process.
- 2.4** The areas which have the highest overall absence rates are within the service delivery areas and whilst in some respects this is understandable and predicable (e.g. Staff who come into regular contact with the public pick up more short term illnesses) the HR team

will be paying particular attention to supporting managers in these specific areas to deal with the absence levels.

- 2.5 During Quarter 1 there were 11 separate absences due to stress all of which have been supported by HR, Management and, where appropriate, our Employee Assistance Programme. Whilst it would not be appropriate for us to disclose the personal detail of these absences we can advise the following:

Service Area	Absence due to stress	Detail
Waste Services	1	Stress was related to an incident at work, has now returned to work
Human Resources, Business Transformation and IT	1	Stress due to personal factors, has now returned to work
Account Management	2	Both were work and personal related stress, both have now returned to work
Case Management	4	One member of staff has resigned One was for personal only reasons and has subsequently returned to work Two were a mixture of work related and personal stress and have now returned to work
Specialist Services	2	Both of these were work related and personal reasons. One has returned to work and the other will be returning to work at the end of August
Homes First	1	This was due to personal reasons only and the member of staff has returned to work

- 2.8 Following discussion with CMT and members at Scrutiny it has been agreed to reduce the combined 2018/19 target for Lewes and Eastbourne to 8 days per FTE.

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 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 Background Papers

None

8 Appendices

- 8.1 Appendix 1 - Excel spreadsheet showing the Council's sickness figures for Quarter 1 (1 April to 30 June)
- 8.2 Appendix 2 - Excel Spreadsheet showing reasons for absence (by service area) during Quarter 1.