

**Agenda Item No:** 6 **Report No:** 180/14  
**Report Title:** Sickness Report  
**Report To:** Employment Committee **Date:** 8 December 2014  
**Cabinet Member:**  
**Ward(s) Affected:** All  
**Report By:** Helen Knight  
**Contact Officer(s)-** Helen Knight  
**Name(s):** Helen Knight  
**Post Title(s):** HR Manager  
**E-mail(s):** [Helen.knight@lewes.gov.uk](mailto:Helen.knight@lewes.gov.uk)  
**Tel No(s):** 01273 661365

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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.

#### **Reasons for Recommendations**

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

#### **Information**

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- 2.1 The figures are now available for the period 1 July to 30 September 2014 are presented as background papers to this report.
- 2.2 As previously advised, the new computerised HR and Payroll System has been used from 1 April 2014 and will, when we are using its full range of facilities, provide more detailed information regarding long term and short term absences and allow for greater analysis of the reasons for sickness and any trends.
- 2.3 Unison have previously requested that the departments named in this report be updated to reflect the restructure of the organisation, this is not possible at this time in its entirety as the restructure has not been complemented or implemented and these records are linked to the payroll records for the organisation. As and when the restructure is in

place each record will be updated to reflect correct departments, reporting lines and job titles.

- 2.4** Lewes District Council signed up to a new Occupational Health Contract with affect from 1 July 2014. Our new provider, Health Management Limited, will provide analysis and information on quarterly trends and benchmarking which we will happy to feedback to Employment Committee. It is hoped that by 1 April 2015 sufficient data will be available for such analysis, at this time the referral figures are such that they do not present opportunity for meaningful analysis.
- 2.5** At the last Employment Committee members asked if this information could be presented in a more visual format, in addition to the data, which has been achieved in the Excel Appendix and this will continue during the financial year.

### **Financial Appraisal**

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

### **Legal Implications**

- 4** The Legal Services Department have not been asked for comments.

### **Sustainability Implications**

- 5** 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

### **Equality Screening**

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

### **Background Papers**

- 7** Excel spreadsheet showing the Council's sickness figures for Quarter 1 (1 April to 30 June 2014) and Quarter 2 (1 July to 30 September 2014) broken down by departments.