

Agenda Item No: 6 **Report No:** 47/17
Report Title: Sickness Report
Report To: Employment Committee **Date:** 6 March 2017
Ward(s) Affected: All
Report By: Helen Knight
Contact Officer(s)- Helen Knight
Name(s): Helen Knight
Post Title(s): HR Manager, Shared Service
E-mail(s): helen.knight@lewes.gov.uk
Tel No(s): 07966 645102

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 3 of 2016/17 (1 October to 31 December 2016) are presented as appendices to this report. The average number of days' absence per employee for Q3 was 2.7. Points to note are:
 - 2.1 Sickness absence for Q3 at LDC has slightly increased from Q2 of 2016/17 when the average number of day's absence per employee was 2.0. An excel spreadsheet showing the Council's sickness figures for Quarter 3 (1 October to 31 December 2016) is Appendix 1.
 - 2.2 Although this is an increase from Q2 this is an improvement on previous years for this quarter. Q3 tends to see an increase in short term absence due to seasonal related sicknesses such as colds, chest infections and influenza. During Q3 Waste Services and Revenues and Benefits also reported absence resulting from a severe stomach bug which unfortunately appeared to be highly contagious.

- 2.3 The figures show a positive reduction in overall sickness absence for 2016/17. Currently we are at 7.7 days per FTE which means that we are, for the first time in many years, on target for meeting the target of 9 days per FTE for the year.
- 2.4 As demonstrated by the reasons for absence by service area breakdown at Appendix 2 the reasons for absence during Q3 continue to be varied. Aside from musculoskeletal problems in Waste Services, common colds, chest infections and stomach bugs as already referenced there does not appear to be any common themes.
- 2.5 The management of sickness absence continues to be a priority within the organisation with close scrutiny and management by line managers and HR. The new Attendance Management Policy continues to be applied consistently across Lewes and Eastbourne and will be reviewed, as requested by Unison, in June or July 2017. Absence levels will also be closely monitored during the first phase of Joint Transformation.

3 Financial Appraisal

- 3.1 The financial implications of this report are the number of working days lost to sickness. The Head of Finance at Lewes has been consulted on this and had no comments to add.

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 3 (1 October to 31 December 2016)
- 8.2 Appendix 2 Excel Spreadsheet showing reasons for absence (by service area) during Quarter 3.