

Agenda Item No: 7 **Report No:** 78/17
Report Title: Sickness Report
Report To: Employment Committee **Date:** 12 June 2017
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.

Officers Recommendation(s):

- 1 To note the report.
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1 Reasons for Recommendations

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

2 Information

- 2.1 The figures for Quarter 4 of 2016/17 (1 January to 31 March 2017) are presented as appendices to this report. The average number of days' absence per employee for Q4 was 2.9. This is a slight increase from Q3 which was 2.7.
- 2.2 An excel spreadsheet showing the Council's sickness figures for Quarter 4 (1 January to 31 March) is Appendix 1.
- 2.3 The figures show that the overall sickness for Lewes for the year 2016/17 is 10.6 days per FTE which although does not meet the Council's target of 9 days is a reduction on the last couple of years which have been 12.5 days.
- 2.4 As demonstrated by the reasons for absence by service area breakdown at Appendix 2 the reasons for absence during Q4 continue to be varied. In the long term absences there are some related to stress

and depression, all of these are known to their manager and HR and being supported appropriately.

2.5 Unison previously requested a review of the attendance management policy which was introduced in September 2016 and this has commenced, it should be finalised by the end of July 2017. Details of this review will be circulated amongst the members when available.

2.6 With effect from 1 February 2017 the majority of employees have been employed by Eastbourne Borough Council so it will not be possible to continue reporting just on sickness for former Lewes employees. From Q1 of 2017/18 all absence information will be presented for employees across Lewes and Eastbourne, we will still give a breakdown of service areas and reasons for absence so that management and Employment Committee can consider any particular concerns or recurring themes.

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 4 (1 January to 31 March 2017)

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