

Overview and Scrutiny Board

16th September 2013

SICKNESS ABSENCE PERFORMANCE AND HEALTH FOR PERIOD ENDING 31st March 2013

Relevant Portfolio Holder	Cllr Mark Bullivant
Relevant Head of Service	Teresa Kristunas, Head of Finance and Resources
Non-Key Decision	

1. SUMMARY OF PROPOSALS

To report to Overview and Scrutiny Board on Bromsgrove District Council's performance for the fourth quarter (January to March 2013) in relation to sickness absence.

2. RECOMMENDATIONS

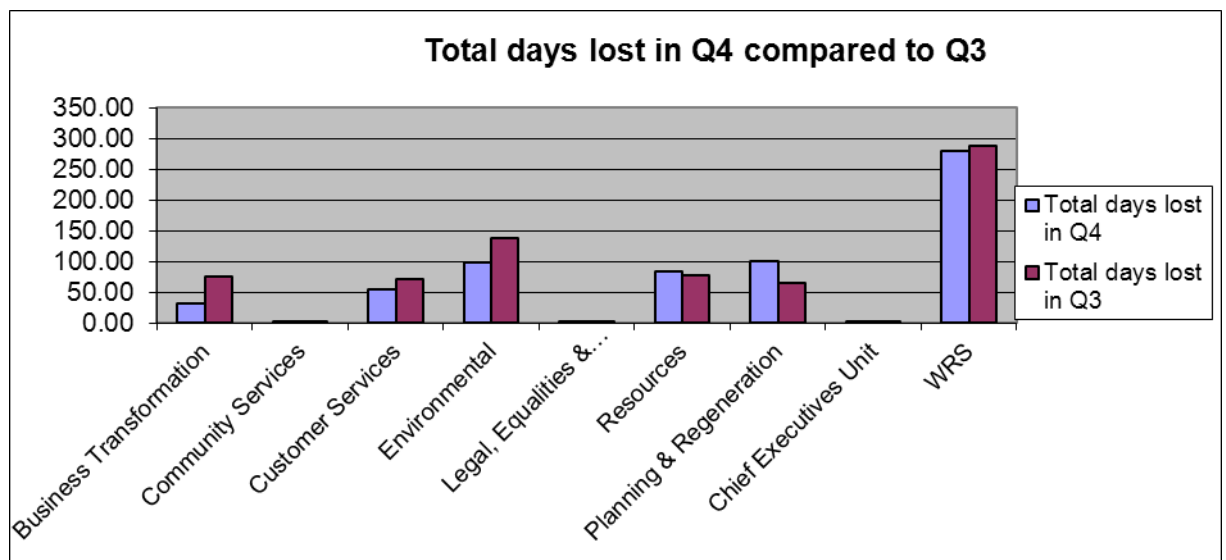
The Overview and Scrutiny Board is requested to note the report

3. KEY ISSUES

Analysis of the monthly statistics for the quarter

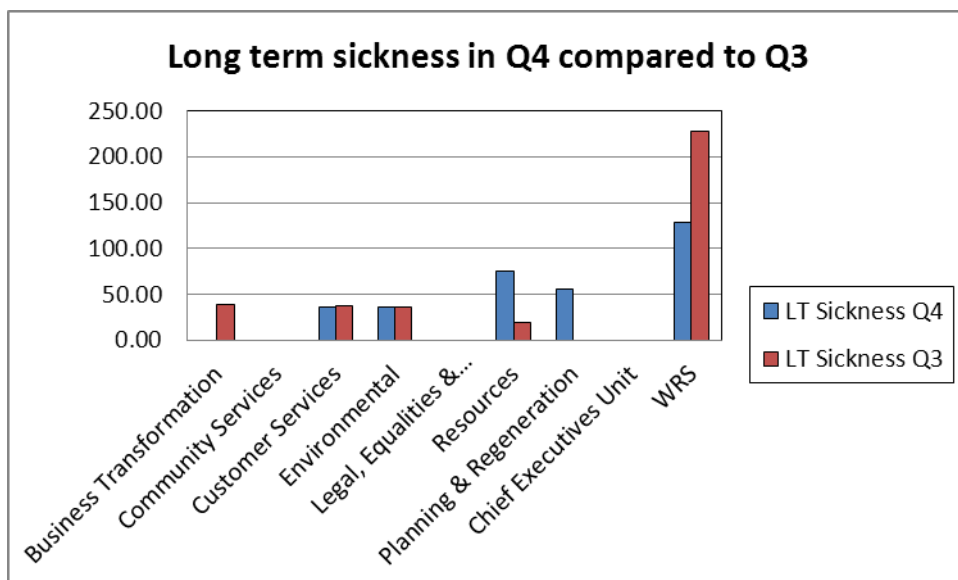
Statistics for the quarter January to March 2013 compared to the previous quarter

- 3.1 The graph below shows sickness absence for Bromsgrove District Council employees in the quarter January to March 2013, compared to the previous quarter (October to December 2012).



- 3.2 The average days lost per person for this quarter is 1.62 days per person compared to 2.16 days in the previous quarter. This reflects an annual of 6.89 days which is a significant reduction on the annual estimated 8.75 days per employee.
- 3.3 In addition there has been an overall reduction in sickness absence from last quarter.
- 3.4 Further information in relation to long-term and short-term absence levels are detailed later in the report.

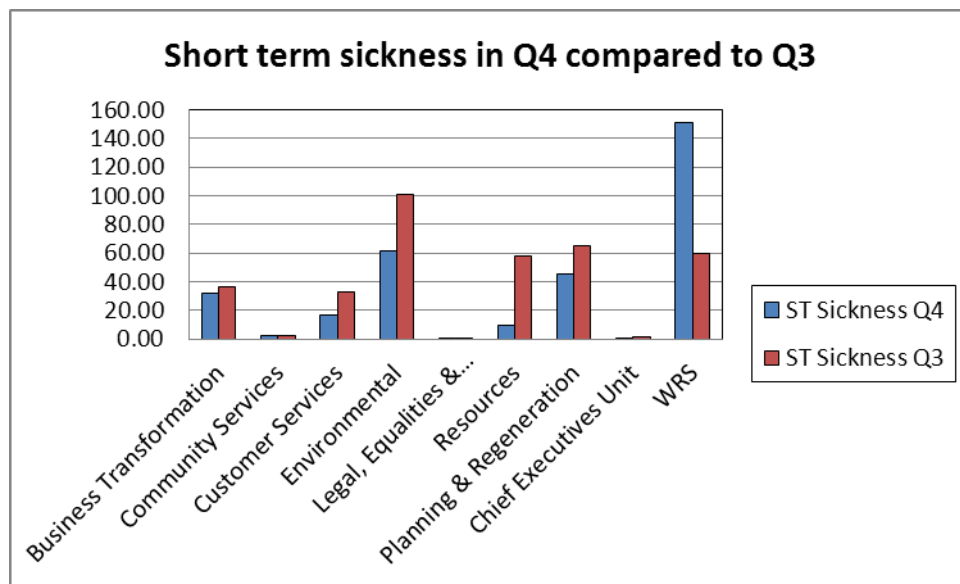
Long-term absence for the quarter January to March 2013, compared to the previous quarter (October to December 2012)



- 3.5 Overall there has been a reduction in the number of days lost due to long term absences. However there has been an increase in long term absences in Resources and Planning & Regeneration. HR continues to work with Service Managers and as a result a number of employees have returned to work which will be reflected in the next quarter report. Ongoing cases continue to be actively managed with the support of Human Resources
- 3.6 The reduction in long term absence in WRS, Business Transformation and Customer Services, this is as a result of long term cases being resolved either through the employees returning to work or the dismissal of employees through capability due to ill health.
- 3.7 There has been no change in the level of absence within Environmental services, service managers continue to work with HR and Trade Unions.

- 3.8 Changes were introduced in July to the Councils Sickness Policy which should assist in the reduction of long term absence. In addition to this HR are currently working with managers to review how sickness absence is being reported and how staff are being supported on their return to work.

Short-term absence for the quarter January to March 2013, compared to the previous quarter (October to December 2012)



- 3.9 Overall figures show a reduction in short-term absences compared to last quarter. The main absence reason remains as a result of sickness and diarrhoea and also seasonal related illness such as colds and infections which is to be expected during the winter months. This is particularly evident in WRS as these teams were particularly effected by a number of seasonal viruses.
- 3.10 In addition to the recent changes to the Sickness Absence Policy, staff and managers are able to meet with the Council Wellbeing Officer at one of the wellbeing Surgeries, held the last Tuesday of every month, to discuss any work related issues that affect wellbeing. HR will also continue to provide support and guidance to assist the Council in absence and the promotion of Wellbeing amongst employees, including awareness on topics such as healthy eating, how to keep well in the winter months.

Financial Implications

- 3.11 The effective management of sickness absence is key in controlling the costs associated with sickness pay and service cover. There are no other financial implications identified.

Legal Implications

3.12 There are no legal implications identified.

Service/Operational Implications

3.13 The effective management of sickness absence is key to ensuring service delivery is maintained and associated operational issues are recognised and addressed. There are no other service/operational implications identified.

Customer / Equalities and Diversity Implications

3.14 The effective management of sickness absence is key to maintaining high levels of customer service and should always be carried out in a fair and consistent manner. There are no further customer, equalities and diversity implications identified.

4. RISK MANAGEMENT

There are none identified.

5. APPENDICES

N/A

6. BACKGROUND PAPERS

None.

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