

SCRUTINY COMMITTEE: POLICY & RESOURCES

14TH JUNE 2018

SICKNESS ABSENCE MONITORING REPORT – END OF YEAR 2017/18

To consider and comment on the following issues:

This report provides the committee with sickness absence data for the 2017/18 financial year.

Reasons:

The Committee has requested that half yearly reports are provided to its members to allow them to fulfil their scrutiny role.

To be referred to the Executive Board / Council for decision: **NO**

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:-

Directorate

Name of Head of Service:

Paul R Thomas

Report Authors:

Ann Clarke

Heidi Font

Designations:

Assistant Chief Executive – People Management

Lead Business Partner (HR)

Employee Well Being Manager

01267 246123

Prthomas@carmarthenshire.gov.uk

01267 246167

alclarke@carmarthenshire.gov.uk

01267 246060

hfont@carmarthenshire.gov.uk

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SICKNESS ABSENCE MONITORING REPORT – END OF YEAR 2017/18

The attached report provides Elected Members with the 2017/18 end of year position in relation to sickness absence.

The data indicates that since 2016/17 there has been an overall reduction in the number of days lost per full time equivalent (FTE) - reducing from 10.76 days in 2016/17 to 10.15 days during 2017/18.

However, the overall target of 9.6 days per FTE, which was set by Corporate Management Team to support a reduction in absence, has not been met.

The report also provides information in relation to the initiatives introduced during the year to support attendance management within schools and council departments, these initiatives include:

1. Introduction of the Schools' Staff Absence Scheme to all primary schools
2. Positive Attendance Management Conference for all Carmarthenshire Head Teachers and Chairs of Governing Bodies
3. Ongoing delivery of the Attendance Management development programme to all Head Teachers and Chairs of Governing Bodies
4. Establishment of the Challenge & Review Attendance Forum, chaired by the Deputy Leader
5. Improved management information, benchmarking and ranking data
6. Signing of the TUC Charter "Dying to Work Campaign" aimed at supporting employees with a terminal illness
7. Maintaining the Council's accreditation as a Disability Confident Employer

The report also provides detailed information relating to:

1. Cost of absence
2. Employee Wellbeing data
3. Number of employees dismissed on the grounds of health capability
4. Main causes of absence
5. Sector comparisons
6. All Wales comparisons (2016/17)

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **PR THOMAS – ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT)**

Policy, Crime & Disorder and Equalities YES	Legal YES	Finance YES	ICT NONE	Risk Management Issues NONE	Staffing Implications YES	Physical Assets NONE
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1. Policy, Crime & Disorder and Equalities

Supports the strategic aim of making better use of resources.

2. Legal

Failure to follow the Council's Sickness Absence Policy and associated guidance e.g. Disability Information and Reasonable Adjustments, may lead to breaches of the Equality Act 2010 and associated risks of litigation at employment tribunal.

3. Finance

Services face the burden of additional costs for such as overtime, supply replacements, agency and occupational / statutory sickness pay.

6. Staffing Implications

Support and advice will continue to be provided by the People Management business partners and advisors as required i.e. HR Advice, Occupational Health, Health & Safety and Learning & Development

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **P R THOMAS - ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT)**

1. Local Member(s) N/A

2. Community / Town Council N/A

3. Relevant Partners N/A

4. Staff Side Representatives and other Organisations N/A

Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

THERE ARE NONE