

Policy & Resources Scrutiny Committee

21st July 2021

SICKNESS ABSENCE MONITORING REPORT END OF YEAR REPORT - 2020/21

To consider and comment on the following issues:

This report provides sickness absence monitoring data for the cumulative period ending 31st March 2021 and an overview of the employee wellbeing support provided.

Reasons:

The Committee has requested that half/full 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:- Councillor Mair Stephens

Directorate: Chief Executive 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 Wellbeing Manager	Tel Nos. 01267 246123 PRThomas@carmarthenshire.gov.uk <u>uk</u> 01267 246167 alclarke@carmarthenshire.gov.uk 01267 246060 HFont@carmarthenshire.gov.uk
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EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
21ST JULY 2021

Sickness Absence Monitoring Report -End of Year Report - 2020/21

The attached monitoring report has been produced for the Policy and Resources Scrutiny Committee who monitor attendance levels on a half yearly basis.

The report outlines the employee wellbeing support provided during the pandemic and an overview of departmental attendance levels for the financial year 2020/2021.

The Authority's Performance Indicator (PI) for sickness absence measures the number of working days lost due to sickness absence per full time equivalent (FTE) headcount per annum. The target set by Corporate Management Team for improvement for 2020/21 was maintained at 9.63 FTE.

In June 2017 departmental targets were also agreed to support a reduction in sickness absence and these targets will continue during 2021/22 as the last year is unrepresentative of normal sickness absence patterns. Performance indicates that all departments have met their 2020/21 Q4 target.

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: Paul R Thomas Assistant Chief Executive, People Management

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
Yes	None	Yes	None	None	Yes	None

1. Policy, Crime & Disorder and Equalities

Management of sickness absence supports the strategic aim 'feeling fine – health & wellbeing.

2. Finance

Related costs of overtime, replacement costs and sickness pay.

3. Staffing implications

People management continue to advise and support managers and employees through the sickness absence policy and procedures.

CONSULTATIONS

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

Signed: Paul R Thomas Assistant Chief Executive, People Management

1. Scrutiny Committee n/a

2. Local Member(s) n/a

3. Community / Town Council n/a

4. Relevant Partners n/a

5. Staff Side Representatives and other Organisations n/a

EXECUTIVE BOARD PORTFOLIO HOLDER(S) AWARE/CONSULTED

Yes

Include any observations here

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

THERE ARE NONE