

# Scrutiny Committee: Corporate Performance & Resource

Date: 12 December 2023

**Subject:** Sickness Absence Monitoring Report – End of Year 2022/23 and Q2 2023/24

**Purpose:** This report provides sickness absence monitoring data for the cumulative period ending 31<sup>st</sup> March 2023 plus Q2 2023/24 and an overview of the employee wellbeing support provided.

## THE SCRUTINY COMMITTEE IS ASKED TO:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director prior to the report's consideration by Cabinet.

## Reason(s)

To formulate views for submission to the Cabinet / Council for consideration

## CABINET MEMBER PORTFOLIO HOLDER:- Cllr Philip Hughes – Organisation & Workforce

Directorate:	Designations:	
Name of Head of Service: Paul Thomas	Assistant Chief Executive People Management	01267 246123 <a href="mailto:PRThomas@carmarthenshire.gov.uk">PRThomas@carmarthenshire.gov.uk</a>
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# EXECUTIVE SUMMARY

MEETING: CORPORATE PERFORMANCE & RESOURCES SCRUTINY COMMITTEE

DATE: 12 DECEMBER

**Subject** Sickness Absence Monitoring Report – End of Year 2022/23 and Q2 2023/24

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 CMT for improvement for 2022/23 was maintained at 9.63 FTE.

The attached report provides detailed information in relation to performance for 2022/23 and the position at the end of quarter 2 2023/24.

**DETAILED REPORT  
ATTACHED ?**

**YES**

## IMPLICATIONS

**ALL IMPLICATIONS REQUIRE SIGN OFF BY THE DIRECTOR OR HEAD OF SERVICE**

**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 Thomas, Assistant Chief Executive, People Management

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

Management of sickness absence supports the strategic aim 'Building a Better Council and Making Better use of Resources

### 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.

**CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED**

YES

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

There are none