

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 15 JULY 2009

REPORT BY EMMA FREEMAN, HEAD OF PEOPLE AND ORGANISATIONAL SERVICES AND JALEH NAHVI, HUMAN RESOURCES OFFICER

7. SICKNESS ABSENCE REPORT 1 APRIL 2008 - 31 MARCH 2009
TURNOVER REPORT 1 APRIL 2008 – 31 MARCH 2009

WARD(S) AFFECTED: None

'D' RECOMMENDATION - that (A) the Sickness Absence and Turnover Reports be noted and targets for 2009/10 be agreed;

(B) the recommendations in relation to Turnover as set out in Appendix 'B' (Section 8 - Moving Forward in 2009/10 be agreed); and

(C) the recommendations in relation to Absence as set out in Appendix 'A' (Section 8 - Moving Forward in 2009/10 be agreed).

1.0 Purpose/Summary of Report

1.1 The Sickness Absence Report considers East Herts employee absence levels, analyses the short and long term sickness for 2008/9 and outlines current and proposed initiatives to reduce absence.

1.2 The Turnover Report considers turnover rates and reasons for turnover and outlines recommendations to improve retention and stability rates.

2.0 Contribution to the Council's Corporate Priorities/Objectives

2.1 Improved sickness levels and retention will contribute to the following Corporate Objective:

Fit for purpose, services fit for you

Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0 Background

3.1 These reports provide a more detailed analyse of sickness absence and turnover in order to set targets and prioritise actions for 2009/10.

4.0 Reports

4.1 Sickness Absence

This is attached as Appendix 'A' (Pages 7.4 - 7.17)

4.2 Turnover

This is attached as Appendix 'B' (Pages 7.18 - 7.31)

5.0 Consultation

Unison and Heads of Service have received copies of the reports for information.

6.0 Legal Implications

None

7.0 Financial Implications

None

8.0 Human Resource Implications

As detailed in the reports.

9.0 Risk Management Implications

None

Background Papers

HR Management Statistics 2008/9 (HR Committee April 2009)

Contact Member: Councillor Duncan Peek

Contact Officer: Emma Freeman- Head of People and Organisational Services

Report Author: Jaleh Nahvi – HR Officer