

Review of HR targets

Name of indicator EHP1 12c Number of sickness days per FTE

Why this indicator is used

To monitor overall sickness levels across the Council

Definition

Number of FTE work days off sick. This is for all sickness and therefore includes both short and long term absence.

Basis of calculation

Monthly:

$$\frac{\text{(accumulated FTE sickness)}}{\text{FTE Staff in Post}} \times 100$$

Yearly:

$$\frac{\text{(accumulated sickness)}}{\text{Average FTE Staff in Post}} \times 100$$

* Example Average FTE Staff in Post Calculation:

$$\frac{\text{(FTE Staff in Post at 1st April 2008 + FTE Staff in Post at 31st March 2008)}}{2}$$

Improving performance is shown by

A lower score

Changes to definition or basis of calculation for 2009/10

No Changes

Trend performance

| Trend Performance | Actual | Benchmark | | | |
|-------------------|-----------|-------------------------------|-----|--|------|
| 2006/7 | 9.6 days | | | Local Authority Average 2006/7 (IRS Employment Review) | 10.6 |
| 2007/8 | 9.6 days | Herts District Average 2007/8 | 9.3 | Local Authority Average 2007/8 | 9.8 |
| 2008/9 | 7.31 days | Herts District Average 2007/8 | 9.3 | Local Authority Average 2008/9 | 9.8 |

Target proposed for 2009/10: 8 days

Current Target: 8.5 days

Commentary

This target is less than the CIPD's recommended target of 8.5 days for local government. It is recommended to ensure the focus remains on reducing absence.

These targets do not take into account the possibility of a flu pandemic which is a potential threat for 09/10. If a flu pandemic were to occur, it is recommended that the figures do not contribute to the target and are reported separately to establish the impact of the swine flu on the council.