

Review of HR targets

Name of indicator

EHPI 12b Number of long-term sickness absence days per FTE

Why this indicator is used

To monitor the level of long-term sickness across the Council

Definition

Number of FTE work days off sick. This is for long-term sickness which is defined as 28 or more continuous days off sick.

Basis of calculation

Monthly:

$\frac{\text{accumulated FTE long-term sickness}}{\text{FTE Staff in Post}} \times 100$

Yearly:

$\frac{\text{accumulated FTE long-term sickness}}{\text{Average FTE Staff in Post}} \times 100$

* Example Calculation:

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

Improving performance is shown by

A lower score

Changes to definition or basis of calculation for 2009/10

Long-term sickness is now defined as 28 days or more continuous sickness, previously it was defined as 43 days or more continuous sickness.

Trend performance

Trend Performance	Actual	Benchmark			
		(All Sickness – Data unavailable for Short & Long Term Sickness)			
2006/7	3.41 days			Local Authority Average 2006/7 (IRS Employment Review)	10.6
2007/8	4.14 days	Herts District Average 2007/8	9.3	Local Authority Average	9.8

				2007/8	
2008/9	3.03 days	Herts District Average 2007/8	9.3	Local Authority Average 2008/9	9.8

Target proposed for 2009/10 3 days per FTE

Current Target 2.5 days per FTE

Commentary

For 2009/10 the point at which a sickness absence is classed as long-term has changed from 43 to 28 days. As such, it is recommended that the long-term sickness target is changed to 3 days per FTE to reflect the fact that there will be an increase in long-term sickness and a decrease in short-term sickness. As the Council was under its target for short-term sickness in 08/09 but over the target for long-term sickness, this seems to be a more realistic target.

These targets do not take into account the possibility of a flu pandemic which is a potential threat for 09/10.