

## Review of HR targets

### Name of indicator

EHPI 12a Number of short-term sickness absence days per FTE

### Why this indicator is used

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

### Definition

Number of FTE work days off sick. This is for short term sickness which is defined as 27 or less continuous days off sick.

### Basis of calculation

Monthly:

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

Yearly:

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

\* 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

Short-term sickness is now defined as 27 days or less continuous sickness, previously it was defined as 42 days or less continuous sickness.

### Trend performance

Trend Performance	Actual	Benchmark			
		(All Sickness – Data unavailable for Short & Long Term Sickness)			
2006/7	6.23days			Local Authority Average 2006/7 (IRS Employment Review)	10.6
2007/8	5.42 days	Herts District Average	9.3	Local Authority Average	9.8

		2007/8		2007/8	
2008/9	4.91 days	Herts District Average 2007/8	9.3	Local Authority Average 2008/9	9.8

**Target proposed for 2009/10** 5 days per FTE

**Current Target** 6 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 short-term sickness target is changed to 5 days per FTE to reflect the fact that there will be an increase in long-term sickness and a decrease in short-term sickness and 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.