

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 11 JULY 2012

REPORT BY HEAD OF PEOPLE, ICT AND PROPERTY SERVICES

SICKNESS ABSENCE AND TURNOVER REPORTS APRIL 2011 – MARCH 2012

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- The Sickness Absence Report considers East Herts employee absence levels, analyses the short and long term sickness for 2011/12 and outlines current and proposed initiatives to reduce absence.
- The Turnover Report considers turnover rates and reasons for 2011/12 and outlines recommendations.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	The sickness absence and turnover reports be noted, and
(B)	The proposed actions be approved; and
(C)	Sickness Absence and Turnover targets 12/13 be agreed

1.0 Background

1.1 These reports provide a more detailed analyse of sickness absence and turnover in order to set targets and prioritise actions for 2011/12.

2.0 Report

2.1 **Sickness Absence** – this report is attached at **Essential Reference Paper ‘B’**

2.2 Turnover – this report is attached at **Essential Reference Paper ‘C’**

3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper ‘A’**.

Background Papers

Turnover Reports 2010/11 (HR Committee July 2011)

Sickness Absence Report 2010/11 (HR Committee October 2011)

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