

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 8 JULY 2015

REPORT BY HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

SICKNESS ABSENCE REPORT – APRIL TO MARCH 2015

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 2014/15 and outlines current and proposed initiatives to reduce absence.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the sickness absence report be noted;
(B)	the Council’s sickness absence categories reflect those that the CIPD Annual Absence Management Survey reports on (as set out in Essential Reference Paper “B”) to enable more detailed benchmarking and this change takes effect once the new HR and Payroll system is implemented.
(C)	the Council retains the current sickness absence management targets of 4.5 days FTE for short term absence, 2 days FTE for long term absence and 6.5 days FTE total sickness absence; and

1.0 Background

1.1 The sickness absence report provides a detailed analysis of sickness absence for the financial year 2014/15. Sickness absence is analysed by short term and long term absences, by reason and service area. It sets out recommendations for 2015/16 to set targets and prioritise actions for 2015/16.

2.0 Report

2.1 **Sickness Absence**

2.2 See **Essential Reference Paper “B”**.

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

None

Contact Officer: Emma Freeman, Head of HR and OD
01992 531 635
Emma.Freeman@eastherts.gov.uk

Report Author: Vicki David, HR Officer
01992 531 652
Vicki.David@eastherts.gov.uk