

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 6 JULY 2016

REPORT BY HEAD OF HUMAN RESOURCES AND
ORGANISATIONAL DEVELOPMENT

SICKNESS ABSENCE REPORT – APRIL 2015 TO MARCH 2016

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 2015/16 and outlines current and proposed initiatives to reduce absence.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the sickness absence report be noted; and
(B)	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 be retained

1.0 Background

1.1 The sickness absence report provides a detailed analysis of sickness absence for the financial year 2015/16. Sickness absence is analysed by short term and long term absences, by reason and service area. It sets out recommendations for 2016/17 to set targets and prioritise actions for 2016/17.

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

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