EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 12 OCTOBER 2011

REPORT BY EMMA FREEMAN, HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

SICKNESS ABSENCE REPORT 1 APRIL 2010- 31 MARCH 2011

WARD(S) AFFECTED: None

RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:		
	(A)	Sickness Absence Report be noted;
	(B)	the recommendation be approved; and
	(C)	Sickness Absence targets for 2011/12 be agreed

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1.0   Purpose/Summary of Report

1.1   The Sickness Absence Report considers East Herts employee absence levels, analyses the short and long term sickness for 2010/11 and outlines current and proposed initiatives to reduce absence.

2.0   Contribution to the Council's Corporate Priorities/Objectives

2.1   Improved sickness levels and retention will contribute to the following Corporate Objective:

Fit for purpose, services fit for you
Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.

3.0   Background

3.1   The report provides a detailed analyse of sickness absence in order to set targets and prioritise actions for 2011/12.

4.0   Reports

The statistic detail is set out in **Essential Reference paper "B"** attached to the report now submitted.

5.0   Implications/Consultations

5.1   Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**

Background Papers

HR Absence and Turnover Reports 2009/10 (HR Committee July 2011)

Contact Member: Councillor Colin Woodward

Contact Officer: Emma Freeman - Head of People and Organisational Services

Report Author: Emma Freeman - Head of People and Organisational Services

Contribution to the Council's Corporate Priorities/ Objectives:	Fit for purpose, services fit for you *Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.*
Consultation:	None
Legal:	None.
Financial:	None.
Human Resource:	As detailed in the reports
Risk Management:	None.