

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 3 JULY 2019

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATIONAL
DEVELOPMENT

EMPLOYEE HEALTH AND WELLBEING REPORT 2018/ 2019

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- The Employee Health and Wellbeing report considers employee absence levels and causes, trends in other public sector organisations and outlines the council's current and proposed initiatives to improve employee health and wellbeing.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the Employee Health and Wellbeing report be noted;
(B)	the council's absence management targets are changed to reflect the decision made by HR Committee on 3 October 2018 to reduce the short term target from 4.5 days to 4 days per FTE, and for the long term absence target to remain as 2 days (thereby reducing the overall absence target to 6 days), with effect from 1 April 2019.

1.0 Background

- 1.1 Previously the Sickness Absence Management Report provided a detailed analysis of sickness absence for the financial year. As studies have shown that absence levels are just one

indicator of the health and well-being of employees within an organisation, the report has been replaced with the Employee Health and Wellbeing report

1.2 The Employee Health and Wellbeing report considers short and long term employee absence levels and causes, trends in other public sector organisations and outlines the council's current and proposed initiatives to improve employee health and wellbeing. It sets out recommendations for absence targets for 2019/20.

2.0 Report

2.1 Employee Health and Wellbeing

2.2 See **Essential Reference Papers B and 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

None

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