



Report to Joint Consultative and Safety Committee

Subject Sickness Absence

Date 31st October 2007

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1. Purpose of the Report

To advise the JCSC of the current sickness absence situation.

2. Background

Members will recall that in January 2007, following consultation, the sickness management procedure was changed in response to an increasing level of sickness.

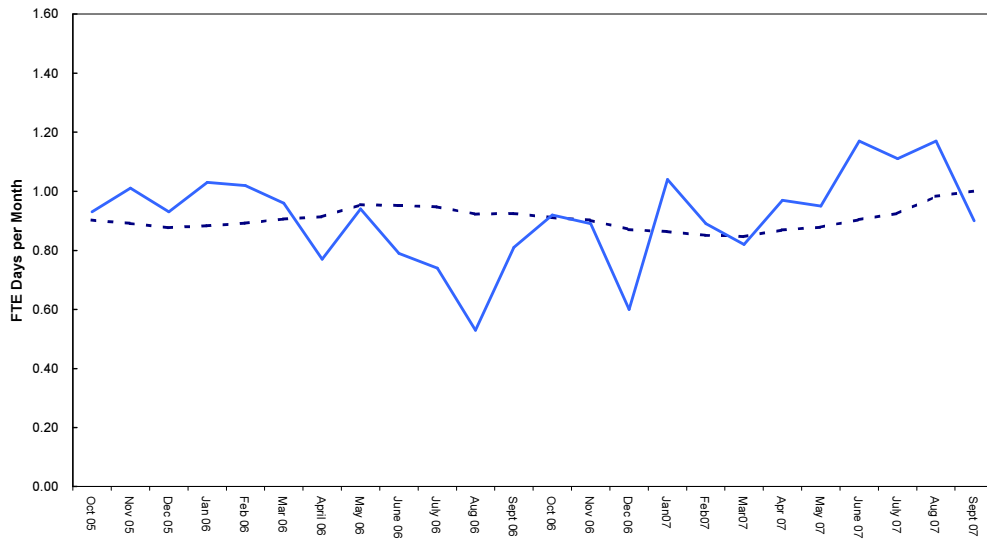
Appendix A shows the current trends in sickness absence over the past two years. The level of absence at the end of 2006/07 showed a decrease over previous years, at 10.16 days lost per employee. However the trend for this year has shown an increase, and at the end of September 2007 the days lost is 12.01 per employee.

It is hoped that by the end of the year this will decrease, since there is a peak in absence over the summer of 2007, and the time lost for the month of September is at a lower level than the previous five months.

Senior Management Team are conscious of the need to actively manage absence, and a more streamlined means of informing managers of employees who reach the trigger points is being implemented. Those who have had no absence for the first 6 months of this year will be receiving their additional half days' leave shortly, and those who had no sickness during the last quarter will be entered into the draw for a prize of £50.

3. Recommendation

It is recommended that the current sickness absence levels are noted.



— FTE Days per FTE in Current Month
 - - - 12 Month Rolling Average

Month	Total Absence (%)	Days In Month	No of FTE Staff	Available Days (Total)	Days Lost (Total)	12 Month Average (%)	FTE Days per FTE in Current Month	FTE Days per FTE 12 Month Average	FTE Days per FTE Per Month Average
Oct 05	4.42	21.00	526.94	11066	489.40	4.44	0.93	10.83	0.90
Nov 05	4.59	22.00	530.41	11669	535.43	4.45	1.01	10.69	0.89
Dec 05	4.91	19.00	524.86	9972	490.01	4.44	0.93	10.52	0.88
Jan 06	4.92	21.00	522.50	10973	539.46	4.37	1.03	10.60	0.88
Feb 06	5.12	20.00	524.50	10490	536.82	4.35	1.02	10.71	0.89
Mar 06	4.18	23.00	524.04	12053	503.53	4.25	0.96	10.87	0.91
April 06	4.27	18.00	522.14	9399	401.71	4.32	0.77	10.97	0.91
May 06	4.47	21.00	512.76	10768	481.57	4.42	0.94	11.46	0.96
June 06	3.58	22.00	511.26	11248	402.14	4.42	0.79	11.42	0.95
July 06	3.54	21.00	517.79	10874	384.99	4.44	0.74	11.37	0.95
Aug 06	2.40	22.00	527.69	11609	278.48	4.27	0.53	11.07	0.92
Sept 06	3.88	21.00	520.33	10927	423.68	4.19	0.81	11.10	0.93
Oct 06	4.20	22.00	519.97	11439	480.76	4.17	0.92	10.93	0.91
Nov 06	4.04	22.00	524.96	11549	467.12	4.13	0.89	10.82	0.90
Dec 06	3.14	19.00	522.23	9922	311.21	3.98	0.60	10.45	0.87
Jan07	4.73	22.00	521.26	11468	542.54	3.96	1.04	10.36	0.86
Feb07	4.45	20.00	522.98	10460	465.58	3.91	0.89	10.21	0.85
Mar07	3.74	22.00	521.32	11469	429.08	3.87	0.82	10.16	0.85
Apr 07	5.08	19.00	516.84	9820	499.13	3.94	0.97	10.43	0.87
May 07	4.53	21.00	520.88	10938	495.01	3.94	0.95	10.54	0.88
June 07	5.56	21.00	526.91	11065	615.13	4.11	1.17	10.85	0.90
July 07	5.02	22.00	530.22	11665	585.94	4.23	1.11	11.10	0.93
Aug 07	5.33	22.00	527.91	11614	618.81	4.48	1.17	11.80	0.98