

BUSINESS EFFICIENCY SCRUTINY PANEL	Agenda Item No. 6
9 APRIL 2009	Public Report

Report of the Deputy Chief Executive

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Report originally prepared for 12th February Meeting which was cancelled. It has now been updated to include more recent sickness data.

STAFF SICKNESS

1. PURPOSE

Further to a report at its last meeting the Panel requested a further report. The purpose of this report is to provide the information requested.

2. RECOMMENDATIONS

Note the process and work in hand to ensure robust management of sickness within the Council.

3. LINKS TO CORPORATE PLAN, SUSTAINABLE COMMUNITY STRATEGY AND LOCAL AREA AGREEMENT

Within the HR Service plan a key objective is to ensure staff wellbeing and reduce sickness. It does not link to any key national indicators but Councils are frequently benchmarked and compared on their sickness absence rates.

4. KEY ISSUES

Sickness Management is a key facet of effective staff management, both in terms of achieving staff wellbeing and reducing costs. The CIPD Annual survey for Local Government 2008 estimated the cost of sickness absence at £692 per employee per year.

5. IMPLICATIONS

Progress in reducing levels of sickness can contribute indirectly to savings, e.g. by reducing the costs of service disruption, overtime or use of agency staff. It is also in the interests of staff wellbeing and the impact on morale of staff who are left to cover.

6. CONSULTATION

No Consultations were completed in providing this report.

7. EXPECTED OUTCOMES

To note the answers provided.

8. NEXT STEPS

Sickness Monitoring is an ongoing process with monthly reports to DMTs and quarterly reports to CMT.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

None

11. APPENDICES

Appendix A - Answers to questions requested.

Appendix B - Copy of regular monthly sickness analysis for February 09.