

**Subject: Progress of Sickness Absence Status: For Publication**

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**Report to: Performance Scrutiny  
Committee**

**Date: 2<sup>nd</sup> October 2006**

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**Report of: Head of Human Resources**

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**Portfolio Holder: A Well Managed Council**

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**Key Decision:**

NO

Forward Plan   
*Relevant Box*

General Exception

Special Urgency

"X" In

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**1. PURPOSE OF REPORT**

- 1.1 To advise members of the Performance Scrutiny Committee of the position of BVPI 12 in relation to sickness absence.

**2. CORPORATE PRIORITIES**

- 2.1 High levels of absence has the potential to impact on all the Council's Corporate Priorities.

**3. RISK ASSESSMENT IMPLICATIONS**

- 3.1 The current cost of absence could have an impact on overall budgets.  
3.2 Litigation could result if the correct procedures are not followed.

**4. BACKGROUND AND OPTIONS**

- 4.1 The Council has established robust arrangements in relation to the management of absence and accordingly the outturn as at March 2007 was 6.96 days. Those arrangements have continued. However, there has been a number of challenging long term ill health issues and the Human Resources Team has been actively managing these. The methodology of calculating the BVPI does mean that the smaller number of employees employed does result in any absence having a large impact on the outturn of the BVPI. The outturn as at the end of August 2007 is 3.75 days so there is some concern in relation to the achievement of the target of 8.00 days.

4.2 However, some of the long term cases have now been resolved and it is anticipated there will be some improvements for the month of September.

**5. COMMENTS OF THE HEAD OF FINANCIAL SERVICES**

5.1 Any impact in the level of staff sickness, particularly in front line services, can have a direct impact on costs, such as agency or temporary staff costs.

**6. COMMENTS OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES**

6.1 No Legal implications.

**7. COMMENTS OF THE HEAD OF HUMAN RESOURCES**

7.1 There are no direct Human Resource implications.

**8. CONCLUSION**

8.1 The report sets out the basis from which to debate current Council policy and make any recommendations that Member may feel appropriate.

**9. RECOMMENDATION(S)**

9.1 The Performance Scrutiny Committee note the current position and outturn in relation to Sickness Absence.

**10. CONSULTATION CARRIED OUT**

None

<b>Contact Officer</b>	
Name	Liz Murphy
Position	Head of Human Resources
Service / Team	Human Resources
Telephone	01706 252452
Email address	lizmurphy@rossendalebc.gov.uk

No background papers