

STRATEGIC LEADERSHIP OVERVIEW AND SCRUTINY COMMITTEE

REVIEW OF SICKNESS MANAGEMENT

12 February 2008

Sickness Absence – Short Term/Long Term (up to December 2007)

- Short term absence 4.3 days (30%)
 - 23% of employees reach trigger points
- Long term absence 9.5 days (70%)
 - 4% of employees with long term absence

Current sickness absence statistics

- The Council's target for 2007/08 is to reduce average sickness absence to 10.5 days per employee.
- The current sickness absence figure for the first 9 months of 2007/08 is 13.8 days.

What is effective in managing sickness absence – short term?

CIPD Annual Survey 2007- Most effective methods for managing short term sickness absence:

- Return to work interviews
- Use of trigger mechanisms
- Use of disciplinary procedure
- Early intervention
- Training Line Managers
- Targeting individuals with poor attendance records

How do we compare?

- CIPD Annual Survey Report 2007 – average public sector employee absence 10.3 days.
- Interestingly the highest level of employee absence is in the North East of England 11.3 days.

Short term sickness absence measures in place

- New sickness absence reports
- Proactively managing employees that have hit trigger points
- Delivering tough messages at review meetings

Other measures we have put in place to manage absence



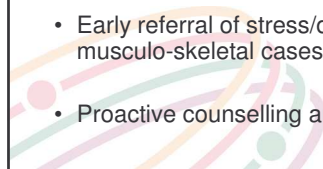
- New sickness absence management procedures and Code of Practice, on 1 July 2007
- 229 managers attended a one day training course
- Improved reporting mechanisms



Long term sickness absence measures in place



- Working closely with Occupational health
- Ill-health retirements
- Redeployment
- Early referral of stress/depression and musculo-skeletal cases
- Proactive counselling and physiotherapy



Other measures we have put in place to manage absence



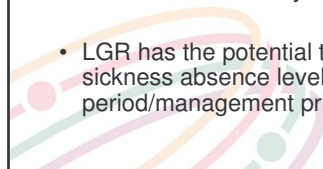
- Dedicated Resources - from November 2007
- Experienced HR Manager leading and advising on cases
 - HR Advisor focused solely on managing sickness absence
 - Clerical Assistant focused solely on documentation/reporting/referrals



Conclusion



- Attendance culture – early days
- Continued focus on 27% of employees significantly contributing to absence PI
- Sickness PI following the transfer to Mears forecast at 10.79 days (April 2008)
- LGR has the potential to adversely affect sickness absence levels – transition period/management priorities



What is effective in managing sickness absence – long term?



- CIPD Annual Survey 2007- Most effective methods for managing long term sickness absence:
- Effective use of Occupational Health
 - Use of rehabilitation programmes such as phased returns

