

5. SICKNESS ABSENCE – 12 MONTH PERIOD TO 31 MARCH 2012

The Council Executive considered a report (copies of which had been circulated) by the Head of Corporate Services advising the sickness absence rates within the council for the period from 1 April 2011 to 31 March 2012 and to advise on measures that were being taken to implement the council's Policy & Procedure on Managing Sickness Absence.

The recommendation of the report was:-

1. That the Council Executive note the content of the report
2. That the Chief Executive be given delegated authority to set a revised council target for sickness absence.

The report advised that the council introduced a revised Policy & Procedure on Sickness Absence Management on 1 May 2010. Further revisions were approved by Council Executive on 13 December 2011.

The sickness absence Specified Performance Indicator (SPI) for the council for the period 1 April 2011 to 31 March 2012 was set out in Appendix 1 to the report. The SPI had remained consistently lower than at any point during the same period in the previous 4 years and at 3.67% was below the council target of 4%.

Appendix 2 to the report set out the sickness absence SPI for each service area for the period 1 April 2011 to 31 March 2012. Whilst the majority of service areas remained below the council target of 4%, Operational Services, Social Policy, Area Services and Housing, Construction and Building Services were above the council target.

In conclusion the report advised that the continuing reduction in the number of days lost to sickness absence during 2011/12 represented a significant achievement for the council, not least as this reduction had led to the SPI remaining below 4% throughout 2011/12.

Motion

The Council Executive notes the further reduction in the specified performance indicator for sickness absence during 2011/12; notes the reduction of sickness absence levels, and confirms that the Chief Executive be given delegated authority to set a revised council target for sick absence. Council Executive further notes that the amendments to the policy introduced discretion for managers to apply in certain prescribed circumstance, and that whilst there has been a reduction in the overall number of absence cases being managed there has been an increase in the number of employees at Stage 2.

Officers are therefore instructed to enter into consultation with the recognised Trade Unions to review the policy and procedure on Managing Sickness Absence and to report back to the Council Executive by no later than September 2012.

- Moved by Councillor McGinty and seconded by Councillor Muldoon.

Decision

The motion was unanimously agreed following clarification that the Partnership and Resources PDSP would be part of the consultation process.