

Current Employees Sickness (Overview & Scrutiny Board)

Mar 2011

Green = Target met
 Amber = Less than 10% off target
 Red = More than 10% off target

Trend is against last year .

Department/Area	Actual 10/11	Jan 11	Feb 11	Mar 11	Unit	Target	Target Met?	Trend	Comments
Sickness Monitoring (rolling year)									
Children's Services	6	5.4	5.8	6	days lost	6.5	Y	Static	
Community Services	7.1	7	6.9	6.7	days lost	6.5	N	Improving	Management actions, supported by HR, have seen continued improvements in the level of sickness absence, from those in earlier quarters.
Environment Services	6.2	6.8	7.2	7.2	days lost	6.5	N	Not Improving	The increase is predominantly seen within one service area and is being robustly managed.
Finance & Corporate Services	5.6	7.1	7.1	7	days lost	6.5	N	Not Improving	Last quarter's reorganisations are still impacting on sickness absence, which continue to be robustly managed.
Residents Services	6.5	7.1	6.3	6	days lost	6.5	Y	Improving	The level of sickness absences has reduced to below target.
Corporate	6.1	5.9	6.2	6.2	days lost	6.5	Y	Not Improving	

The headcount used in the calculation is being based on the mean average over the period, which will avoid the fluctuations seen in departmental results relating to transfers of staff. The corporate figure remains a direct comparison with BV012.

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