

Current Employees Sickness (Overview & Scrutiny Board)

Sep 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	Jul 11	Aug 11	Sep 11	Unit	Target	Target Met?	Trend	Comments
Sickness Monitoring (rolling year)									
Children's Services	6	6.3	6.5	5.8	days lost	6.5	Y	Improving	
Community Services	6.7	7.4	7.8	7.9	days lost	6.5	N	Not Improving	Sickness absence continues to fall, although higher than target. HR have found a training need for some mgrs, where some are not ending sickness on the HR system. A programme of training should see improvement next quarter.
Environment Services	7.2	7.4	7.6	7.4	days lost	6.5	N	Not Improving	There was a small increase from last qtr to 7.4 days. Mgmt actions continue to address these issues and seek to achieve target.
Finance & Corporate Services	7	6.8	6.3	6.2	days lost	6.5	Y	Improving	
Housing & Regeneration	New Dept	7.2	7.2	7.5	days lost	6.5	N		HR officer is working solely with ex H&F Homes mgrs to reduce sickness absence in areas with the highest absence. Reports will also be scrutinised at DMT.
Residents Services	6	5	5.3	5.8	days lost	6.5	Y	Improving	
Corporate	6.2	6.5	6.6	6.2	days lost	6.5	Y	Static	

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.

Data retrieved on Friday 11 November 2011 14:56:44