

Bolsover District Council**Safety Committee****30th August 2018****Sickness Absence Quarter 4 – January 2018 to March 2018****Report of the Human Resources & OD Manager****Purpose of the Report**

- To provide Safety Committee with an update on sickness absence statistics at Bolsover District Council.

1 Report Details

- 1.1 The overall summary of days lost during 2017/2018 in comparison to 2016/17 is shown below in Table One. The figures follow the general trend of experiencing increased sickness absence during the winter months in comparison to the summer period. Reviewing the data over the last 12 months, it is pleasing to note there has been a decrease in sickness absence overall in comparison to the previous year.

Table One: Days Lost Comparison 2017/18 – 2016/17

	<u>The Average Number of Days Lost 2017/18</u>	<u>The Average Number of Days Lost 2016/17</u>
Q4 January – March	2.80	3.14
Q3 October – December	2.38	3.05
Q2 July - Sept	2.12	2.74
Q1 April - June	2.00	1.92
Average	2.33	2.71

- 1.2 Table Two shows the summary outturn of the average days lost over the last three years at Bolsover District Council. A peak was experienced in 2016/2017, however absence during 2017/18 has shown an overall decrease.

Table Two: Outturn Summary over last Three Years

	<u>Days Lost</u>	<u>Target</u>
2017/18	9.30	8.5

2016/17	10.85	8.5
2015/16	6.28	8.5
Average	8.8	

1.3 With reference to long term sickness absence during quarter four (January to March 2018), a summary is provided below:

- There were 18 long term sickness cases
- 15 cases have been resolved (e.g. returned to work or alternative options)
- 3 cases remain ongoing
- The Services with highest absence were:
 - Housing
 - Customer Services
 - Revenues and Benefits

2 Conclusions/Summary

2.1 Overall sickness absence has shown a decrease from the previous year and significant work has been undertaken within the HR Team to support managers with managing sickness absence. Dedicated Link Officers have built good working relationships with managers and provide information on a monthly basis on sickness absence to each manager.

2.2 A new Occupational Health provider has been procured which will enable the Council to provide improved support to employees in relation to their Health and Wellbeing and attendance at work. The new provider is due to commence from 1 August 2018.

3 Decision Information

Is the decision a Key Decision?	No
District Wards Affected	N/A
Links to Corporate Plan priorities or Policy Framework	Transforming our organisation

4 Document Information

Appendix No	Title
Background Papers	
N/A	
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