

NORTH LINCOLNSHIRE COUNCIL

AUDIT COMMITTEE

SICKNESS ABSENCE

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 Inform the committee of the impact of the improvement plan for sickness absence in the council.

2. BACKGROUND INFORMATION

- 2.1 Sickness absence was highlighted by the Audit Commission in the council's Annual Audit and Inspection letter 2007/8 as a risk to capacity - "capacity is hampered at an operational level by increasing levels of staff sickness absence"
- 2.2 The Audit Committee sought assurances that the action taken was having an impact in reducing the risk and requested regular reports from the Head of Strategy Development on the improvements made.
- 2.3 There has been an improvement in sickness absence and the council is now almost on track to achieve its annual target of 9.25 days. For the reporting period April to February the council has achieved an average of 8.56 days which is now very slightly more than the target of 8.53 days per person. This is a reduction from the 9.49 days reported during the same period last year.
- 2.4 There is still variation in performance of services (see appendix). There have been some significant reductions in some services where sickness was previously above average. Good reductions have continued in Adult Services Highways and Planning, Finance and Strategy Development .
- 2.5 Sickness targets for each service continue to be monitored through Quarterly Performance Reviews. These show 7 on track, 2 slightly off track (up to 5%) and 5 off track(above 5%). It should be noted however that 3 areas that are off track do have absence levels still significantly below the council's average.

2.6 Progress has been made in Children's Services on the improvement action instigated in the last quarter with a reduction to bring it back almost to average. The increases in Neighbourhood Services have however continued to rise to a 17.8% increase on the same period last year. This will therefore continue to be monitored over the next quarter and if the trend continues further improvement action may need to be considered.

3 OPTIONS FOR CONSIDERATION

3.1 The Committee are asked to consider the action being taken and determine whether this gives sufficient assurance that the risk will be reduced.

4. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

4.1 Sickness absence is costly to the council in terms of lost productivity and in some cases providing cover.

5. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)

5.1 The council needs to ensure that it complies with the Disability Discrimination Act when dealing with sickness absence.

6. OUTCOMES OF CONSULTATION

6.1 Staff, Managers and Trade Unions were consulted as part of the reviews and their views were incorporated into the council's action plan..

7. RECOMMENDATIONS

7.1 That the Audit Committee determines whether the impact of improvement action provides sufficient assurance that the risk to capacity due to sickness absence is being reduced.

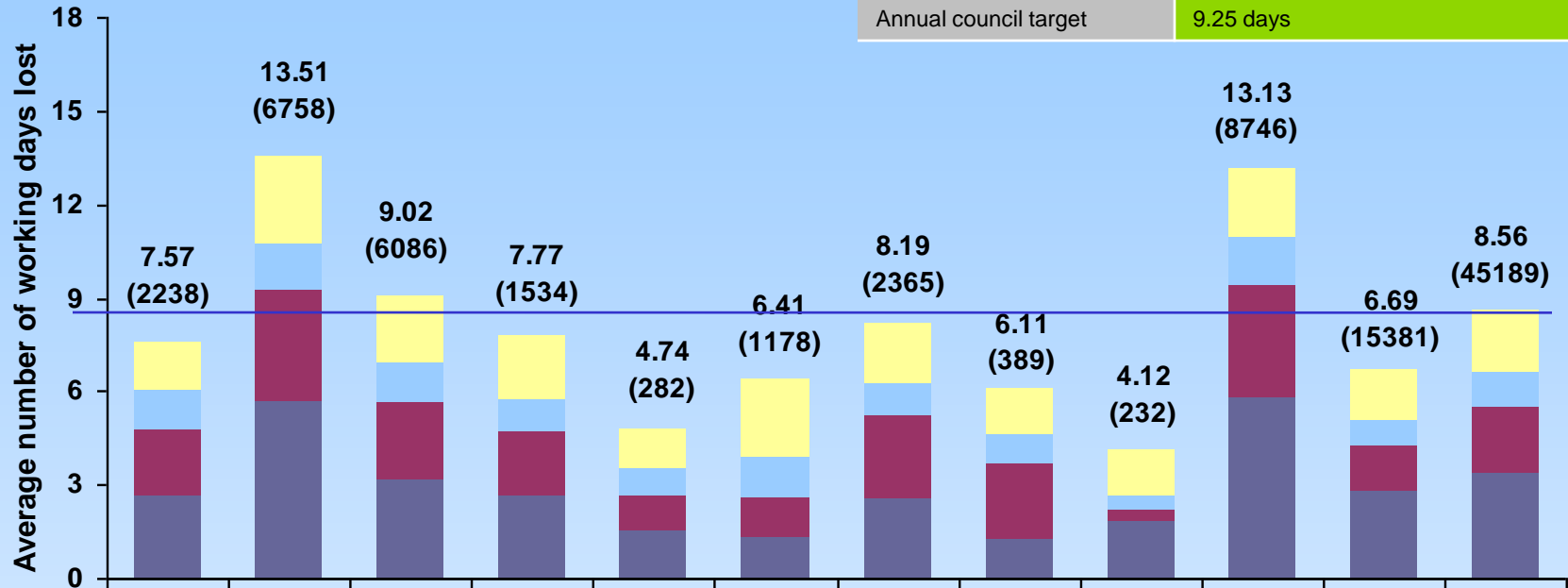
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Background Papers used in the preparation of this report

None

Average number of days lost due to sickness absence April 2010 to February 2011

Reporting period	April 2010 to February 2011
Council actual to date	8.56 days
Council target to date	8.53 days
Annual council target	9.25 days



	AM	AS	CH	CP	EM	FI	HP	HR	LD	NE	Schools	NLC
Up to 7 days	1.53	2.76	2.08	2.01	1.21	2.48	1.93	1.51	1.45	2.21	1.64	1.92
8 to 20 days	1.26	1.52	1.29	1.09	0.92	1.36	1.03	0.93	0.44	1.55	0.81	1.1
21 to 60 days	2.17	3.58	2.49	2	1.06	1.22	2.64	2.43	0.4	3.54	1.44	2.16
Over 60 days	2.61	5.65	3.16	2.67	1.55	1.35	2.59	1.24	1.83	5.83	2.8	3.38

Key & 2010/11 service targets

AM	Asset Management & Culture	8.25
AS	Adult Social Services	14.60
CH	Children & Young People's Services	8.48
CP	Community Planning & Resources	9.27

EM	Executive Management	1.25
FI	Strategy Development	2.56
HP	Strategic Regeneration	3.73
FI	Finance	8.26

HP	Highways & Planning	9.25
HR	Human Resources	6.03
LD	Legal & Democratic	4.34
NE	Neighbourhood & Environment	10.91

() – figures in brackets show the total number of FTE days lost

Actual and projected sickness absence summary 2010/11

Service	Up to 7 days	8-20 days	21-60 days	Over 60 days	Actual April to Feb	Target April to Feb	Target year end	Projected year end based on April to Feb actual	Comparison with Same Period Last Year
Asset Management & Culture	1.53	1.26	2.17	2.61	7.57	7.98	8.25	8.25	-6.9%
Adult Social Services	2.76	1.52	3.58	5.65	13.51	13.83	14.60	14.7	-21.2%
Children & Young People's Services ¹	1.74	0.92	1.68	2.88	7.22	7.87	8.48	7.88	-4.5%
Children & Young People's Services	2.08	1.29	2.49	3.16	9.02	8.22	8.88	9.84	+0.56%
Schools	1.64	0.81	1.44	2.80	6.69	7.60	8.34	7.30	-16.5%
Community Planning & Resources	2.01	1.09	2.00	2.67	7.77	8.65	9.27	8.48	-20.7%
Executive Management Team	2.00	1.71	0.00	0.00	3.71	1.13	1.25	4.05	+56.5%
Finance	2.48	1.36	1.22	1.35	6.41	7.77	8.26	7.00	-20.3%
Highways & Planning	1.93	1.03	2.64	2.59	8.19	8.53	9.25	8.93	-19.9%
Human Resources	1.51	0.93	2.43	1.24	6.11	5.39	6.03	6.67	+3.7%
Legal & Democratic	1.45	0.44	0.40	1.83	4.12	4.31	4.34	4.50	-9.8%
Neighbourhood & Environment	2.21	1.55	3.54	5.83	13.13	10.30	10.91	14.32	+17.8%
Strategy Development	0.80	1.51	0.00	0.00	2.31	3.52	3.73	2.52	-39.7%
Strategic Regeneration, Housing & Dev't	1.13	0.52	1.68	2.46	5.79	2.44	2.56	6.32	+174.4%
North Lincolnshire Council	1.92	1.10	2.16	3.38	8.56	8.53	9.25	9.28	-10.8%

¹ includes schools & non-schools

Red = above 5% over target, Amber = 0-5% Over Target, Green = Target or Below