



Belfast City Council

Report to:	Strategic Policy and Resources Committee
Subject:	Absence management performance, quarter two, July-September 2008.
Date:	24 October 2008
Reporting Officer:	Jill Minne, Acting Head of Human Resources, extension 3220
Purpose	
The purpose of this report is to inform members of the council's performance in managing absence during quarter two, July – September 2008.	
Relevant Background Information	
In 2007/08 the average number of days lost per full time employee was 13.91 The Strategic Policy and Resources Committee agreed an overall council target reduction in absence of two days by 2010/11.	
Key Issues	
Absence Management Performance Quarter Two July – September 2008	
The following are the key absence performance indicators for quarter two, July – September 2008. Appendix one provides absence rates at corporate, department and service levels against target and performance for the same time last year.	
<ul style="list-style-type: none">• The average number of working days lost per FTE for quarter two for this year is 2.79 days• The average number of working days lost per FTE for last quarter (quarter one of 2008/09) was 2.79 days• The average number of working days lost per FTE for the same quarter last year (quarter two 2007/08) was 3.88 days.• This represents a reduction of 1.09 days for the same time last year.• This means that at quarter two the council is on target (i.e. to reduce by two days by 2010/11) as our reduction so far this year is 1.79 days• 75.72 % of staff had no absence during quarter two of this year. This represents an increase for the same time last year when 73.27% of staff had no absence.• 5.10 % of the council's staff were categorised as long term absent. This represents a decrease from the same time last year when 7.99%% of staff were categorised as long	

term sick.

Recommendations

Members are asked to note the performance figures for quarter two 2008/09

Documents Attached

Appendix 1 – Year to date figures at quarter two performance indicators at corporate, department and section level.