



Belfast City Council

Report to:	Strategic Policy and Resources Committee
Subject:	Year-end Absence Rates 2010/11
Date:	17 June 2011
Reporting Officer:	Peter McNaney, Chief Executive
Contact Officer:	Jill Minne, Head of Human Resources

Purpose

This report:

- Provides sickness absence data for the financial year 2010/11.
- Compares this year's performance to the same period last year.
- Proposes targets for the reduction in sickness absence by March 2013.

Relevant Background Information

The Council's performance in relation to managing attendance is reported to the Audit Panel on a quarterly basis and to Strategic Policy and Resources twice a year.

In June 2010, the Strategic Policy and Resources Committee agreed a new two year council target to reduce sickness absence to 11.00 days per full time equivalent by March 2011 and 10.75 days per full time equivalent by March 2012.

Key Issues

- At the end of the financial year 2011 the average number of day's sickness absence per full time employee is 10.3 days.
- This means that the council has not only met this years target but exceeded the two year target to reduce sickness absence to 10.75 days by the end of March 2012.
- There was a reduction in the number of staff absent this year (58.5%) compared to the same time last year (61.7% 2009/10)
- 41.5% of staff had no absence this year compared to 38.3% for the same time last year (2009/10).
- Long term absence reduced this year with 58.6% (14,270 days) of absence classified as long term absence compared to 63% (19,217 days) for the same time last year.
- The table below shows that there has been a reduction of nearly five and a half days (35%) in sickness absence per full time employee since 2005/06.

2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
15.75 days	15.08 days	13.91 days	11.22 days	11.98 days	10.3 days

Appendix 1 provides details of department performance for 2010/11

Resource Implications

Proposed target for reduction 2012/2013

While the Council more than achieved its two year target in one year considerable resources and significant work has been required to achieve this and will continue to be required to ensure there is no upward movement. In addition, considerable corporate HR resources are now being allocated to adopt a similar approach to reducing employee costs (through reducing agency staff and overtime). It is therefore proposed that the council seeks to sustain this level in 2011/12 and to reduce to 10 days per full time equivalent by March 2013.

Recommendations

Members are asked to:

- Note the sickness absence data for the financial year 2010/11 and this year's performance compared to the same period last year.
- Agree the attendance targets.

Documents Attached

Appendix 1 – Department performance for 2010/11

Appendix 1 Year end performance 2010/11	Target for 2010/11 (days per fte)	Actual days absence per fte at March 2011	Actual days absence per fte at March 2010	% of workforce employed in this part of the council	% of sickness absence in this part of the council
BCC	11.00	10.30	11.98		
Chief Executive's	8.28	9.81	9.02	4.63%	4.40%
Finance and Resources	7.44	7.74	7.48	9.99%	7.50%
Health & Environmental Services	11.44	10.26	12.22	36.21%	36.04%
Parks and Leisure	13.38	12.37	15.84	26.80%	32.15%
Development	8.89	9.27	9.37	11.42%	10.27%
Property and Projects	10.42	9.08	10.84	10.96%	9.65%