

HR Committee

15 December 2022



Report of: Director: Workforce & Change

Title: HR dashboard & sickness review

Ward: City-wide

Officers Presenting Report: James Brereton (Head of Human Resources) and Mark Jefferson (Reward & Analytics Manager)

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Recommendation

That the Committee notes the report.

Summary

The purpose of this report is to update the Committee on the trends in relation to sickness absence.

The significant issues in the report are:

- Current average working days lost in the council is 10.1 per employee.
- Absence levels remain within the median of authorities reporting % of days lost due to sickness for all English single tier local authorities.
- Continuing to reduce sickness absence and supporting employees to return to work remain key priorities.



Policy

1. The Council has a Supporting Attendance Policy in place that takes account of good practice.

Consultation

2. Internal

Not required because this report is for information only.

3. External

Not required.

Context

4. This report provides the HR Committee with an update on sickness absence levels across the Council and ongoing and developing activity to reduce and manage sickness absence and improve workforce wellbeing.
5. The attached report (Appendix A) covers the following areas:
 - Sickness trend
 - Benchmarking with other local authorities
 - Current sickness (including absence reasons)
 - Sickness breakdown by directorate
 - Sickness Absence Casework
6. The information provides an update on absence trends for the Council and its Directorates over the last year (1 November 2021 to 30 October 2022). It also presents an overview of the policies and practice in place to improve attendance, with a particular focus on supporting managers in this area, and ongoing and strengthened work on employee wellbeing.
7. Average working days lost in the council is 10.1 per employee. Stress, Anxiety and Depression (26.2%), COVID-19 (17.9%) and Musculoskeletal (9.4%) account for over 53% of the total days lost.
8. HR work pro-actively with managers to support them in managing absence.
9. Absence levels generally remain within the median of authorities reporting % of days lost due to sickness for all English single tier local authorities.
10. We continue to take preventative measures to reduce sickness absence through our Health and Wellbeing Plan and Workforce Strategy. We are committed to supporting our employees at work. We are in the process of updating these documents which will set out the actions we will be taking this year to support our employees.

Proposal

11. That the Committee notes the report.

Other Options Considered

12. None because this report is for information only.

Risk Assessment

13. Not required because this report is for information only.

Public Sector Equality Duties

14a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.

14b) An Equalities Impact Assessment has not been completed because this report is for information only.

Legal and Resource Implications

Legal

Not required because this report is for information only.

Financial

(a) Revenue

(b) Capital

Not required because this report is for information only.

Land

Not applicable.

Personnel

Not required because this report is for information only.

Appendices:

A Sickness Absence Presentation

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.