AGENDA MANAGEMENT SHEET

Name of Meeting: Corporate Performance Committee
Date of Meeting: 6 February 2014

Ward Relevance: All
Contact Officer: Paul Ansell, Scrutiny and Policy Officer (01788) 533591

Summary: The employee wellbeing review’s action plan requires reports to the committee at the end of Quarters 1 and 3 2013/14 to monitor the effectiveness of absence management policy in conjunction with Finance and Performance monitoring. This is the second of these two reports. The Head of Resources will be present at the meeting to discuss the findings.

Financial Implications: As detailed in the report
Risk Management Implications: None
Environmental Implications: None
Legal Implications: None
Equality and Diversity: No new or existing policy or procedure has been recommended.
Summary

The employee wellbeing review’s action plan requires reports to the committee at the end of Quarters 1 and 3 2013/14 to monitor the effectiveness of absence management policy in conjunction with Finance and Performance monitoring. This is the second of these two reports. The Head of Resources will be present at the meeting to discuss the findings.

1. ABSENCE MANAGEMENT

The following chart provides an update of the chart submitted to the committee after Quarter 1.

LI 058 Working days per employee lost due to sickness absence – cumulative

It is important to note that this chart shows absence cumulatively during the course of the year so the number of days becomes greater as the year progress. This is a valid way of looking at absence because we are ultimately interested in the overall picture for a whole year.
LI 058 Working days per employee lost due to sickness absence – non-cumulative

Viewing the data non-cumulatively continues shows that seasonal variation is not as great as one might have supposed. Moreover, the variations do not necessarily form the same patterns each year. It has in the past been assumed that this has been because two-thirds of days lost through absence have been long-term absence, which tends not to follow seasonal trends.

As the year has progressed the ratio between long-term and short-term sickness has changed:

<table>
<thead>
<tr>
<th>Quarter</th>
<th>2012/13</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Long term days lost cumulative (%) of total</td>
<td>Short term days lost cumulative (%) of total</td>
</tr>
<tr>
<td>Q1</td>
<td>748 (73%)</td>
<td>269 (27%)</td>
</tr>
<tr>
<td>Q2</td>
<td>1332 (64%)</td>
<td>737 (36%)</td>
</tr>
<tr>
<td>Q3</td>
<td>2319 (65%)</td>
<td>1226 (35%)</td>
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</tbody>
</table>

The cumulative position at the end of Quarter 3 shows that, compared with last year, there have been almost exactly the same number of days lost (3527 against 3541). However, there has been a significant reduction in the percentage of these lost days that are long term absence.

2. **EMPLOYEE WELLBEING DAY**

One of a range of means of promoting employee health is to run employee wellbeing days.

Team Prevent the employee wellbeing day held on 21 January. This year there was a variety of stands covering a wide range of activities. Exhibitors included:

Mind – offering stress advice

A local podiatrist
Rugby College – offering taster sessions of hand, nail and shoulder massages

Healthy Staff Magazine

Simplyhealth – Healthcare plans

Kaarp Benefits – a dedicated voluntary benefits scheme for Local Authority employees.

The Queens Diamond Jubilee Centre – rowing challenge

Smokefree Warwickshire – advice regarding stopping smoking

Jo’s Trust – The week of the event was National Cervical Cancer Awareness week, so a representative from Jo’s trust were there to offer advice

Hooza – Hula Hopping Classes – doing demonstrations and offering the chance to have a go

Wii Fit Challenge with a chance to win a smoothie maker

Team Prevent nurses on site gave mini health checks

Information stand covering a wide range of health topics with leaflets for people to take away.

As always the most popular stand was the testing for cholesterol, blood pressure and blood sugar levels.

The event was well attended by employees and the feedback was very good. Our employees appreciate the day and the diverse things that are on offer to them.
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Subject Matter: Finance and Performance Monitoring 2013/14 Quarter 3 – Supplementary Report

LIST OF BACKGROUND PAPERS

There are no background papers relating to this item.