

CWOP/32/11

Policy & Scrutiny Committee Community and Older People

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Absence management in AHCW has previously been considered by the Committee as follows: an interim report was received on 11 February 2010 (Paper reference CWOP/05/10 and Minute 14/10 refers); an oral report was received on 9 September 2010 (Minute 64/10 refers); and the Final Report of the Task and Finish Group was received on 9 December 2010 (Paper reference CWOP/51/10 and Minute 97/10 refers).

Purpose of Report

This report provides a brief summary of progress in managing sickness following the Scrutiny Committee's recent review of the Directorate's performance on this key area of people management.

General Background

The improvements in performance reported through the review were sustained throughout 2010 / 2011 culminating in an end of year sickness absence rate of 3.4% against a target of 4.5%. This was a significant improvement over 2009 / 2010 when the rate was 4.2% against a target of 4.8%.

Current Position

The Directorate target for 2011 / 2012 has been set at 3.2% and current performance is on target at 3.2 % for the year to date.

Looking forward, a key challenge for the Directorate Leadership Team will be to ensure that staff are supported effectively through change as many of the AHCW specific and Corporate cross cutting NWOW projects are implemented over the coming year. Analysis of the feedback from the current staff survey (Your Voice) will enable us to focus on action planning around key areas identified by employees.