

Scotland Excel

To: Executive Sub Committee

On: 31 March 2017

**Report
by
Director Scotland Excel**

Employee Absence Management Report

1. Introduction and purpose of the report

In response to the Renfrewshire Council Internal Audit team recommendation, the Joint Committee has requested that a report on organisational sickness absence be submitted on a quarterly basis highlighting the absence rate in the organisation. The absence rate is also a key performance indicator within the business plan section on organisational development and as such is monitored closely.

2. Scotland Excel Absence Management Target

The Joint Committee has previously agreed that Scotland Excel should work to an absence rate of below 4%. This target aligns Scotland Excel with partner organisations, supports good practice in this area and demonstrates the ongoing commitment to absence management as a key efficiency target.

3. Overview of Attendance

In line with audit recommendations, the attached report has been prepared for the Executive Sub Committee. The report details:

- Breakdown of current month, last six months and last 12 months absence figures
- Illustration of 12 months in days
- Illustration of last 12 months in percentages and full-time equivalent (FTE)

The report includes the latest absence details for period to February 2017. The rate of absence across the organisation has shown a slight increase to 3.2% from 2.5% due to one long term absences. Despite this recent long term absence the figures for 6 and 12 months remain below the 4% target.

The reduction over the last quarter brings the absence rates for:

- previous 1 month to 3.2% (40.5 days / 2.02 FTE)
- previous 6 months to 2.5% (187 days / 1.7% FTE)
- previous 12 month period to 2.8% (422.5 days / 1.92 FTE)

Scotland Excel will continue its positive practices, including working with Occupational Health and other support services, to support attendance and in particular to support the members of staff who have significant health issues and will work with commitment to maintain the absence rate below the 4% target.

4. Recommendation

The Executive Sub Committee is requested to note the contents of report.

Absence Report

Organisation Level

Month Ending: 28 February 2017



Current Month				Last 6 Months				Last 12 Months					
Self Certified Sick	Doctor Certified Sick	Total Sick Leave	Sickness Absence Rate	Sickness Absence Rate	Total Sick Leave	Doctor Certified Sick	Self Certified Sick	Sickness Absence Rate	Total Sick Leave	Doctor Certified Sick	Self Certified Sick	Sickness Absence Rate	Sickness Absence Instances
23.5	17	40.5	3.2%	2.5%	187	121	66	2.5%	187	319.5	103	2.8%	30
Total:													

No of Employees (Permanent and Temporary): 75 Average no of Sickness Absence Days per Employee: 5.6
 No of Leavers included: 7

