

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee **DATE:** 12
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PART 1 **FOR INFORMATION**

REDUCING SICKNESS ABSENCE PERFORMANCE UPDATE

1 Purpose of Report

To provide members with an update on progress of reducing the Council's Sickness absence. The Paper includes appendices with the latest performance figures and the Council's Overall Sickness Absence Balanced Scorecard

2 Recommendation(s)/Proposed Action

For information only

3 Supporting Information

Appendix 1 - graph showing sickness absence rates per month (expressed as Full Time Equivalent Days lost FTE)

Appendix 2 - Council Balanced Scorecard for Sickness up until and including the end of June 2013

1. Further to the last Employment and Appeals Committee in June, the sickness absence balanced scorecard has now been running within the Council for several months. It has enabled managers to report on absence and relevant action being taken, in accordance with the absence policy.
2. As a result of the production of the sickness absence balanced scorecard managers have been able to:-
 - better identify those staff that are subject to the absence policy and take appropriate action to ensure compliance;

- improve monitoring of attendance at Occupational Health appointments to ensure that absence is both supportively and proactively managed; and positively encourage attendance;
- ensure attendance at the absence training course by all relevant managers and take positive action where appropriate;
- generally raise awareness and discussion about the importance of this project and the impact of attendance.