

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment and Appeals Committee
DATE: 25th October 2016
CONTACT OFFICER: Surjit Nagra, OD/HR Business Partner
AUTHOR: Gemma Bailey, Head of Corporate HR
WARD(S): All

PART 1

FOR INFORMATION

STAFF WELLBEING UPDATE

1. Purpose of Report

To provide Members with updated data on the Council's Sickness Absence. The data includes the period April 2016 to June 2016.

2. Recommendation(s)/Proposed Action

The report is submitted for information only

3. Supporting Information

The overall number of sick days for the Council has reduced over the last 3 months (April - June) to 8.0 which are below the target of 8.1.

Below is a summary of number of sick days per Directorate for June:

Directorate	No of Sick Days (June)	Target	Increase or Decrease over last 3 months
Chief Executive	3.4	6.8	↑
CCS	6.2	8.1	↓
RHR	8.7	8.1	↑
Wellbeing	9.9	9.4	↓

Appendix A shows number of sick days per FTE by Division which is on a rolling 12 month basis.

Appendix B shows number of sick days per FTE by Directorate against the target on a rolling 12 month basis.

Appendix C shows the short term and long term sickness cases.

Employee Assistance Programme.

At the last Committee meeting, Members requested an update on the number of staff that had used the Employee Assistance Programme. The EAP provides services for staff such as counselling and information on financial support, childcare etc.

Records show that a total of 33 individuals used the service in the period September 2015 – September 2016. The following is a breakdown of service utilisation:

Telephone counselling	23
Face to face counselling	7
Information	3
Total	33

4. Appendices

- Appendix A - FTE Rolling by Division
- Appendix B - FTE Rolling by Directorate
- Appendix C - Sickness Cases