



**Belfast City Council**

<b>Report to:</b>	<b>Strategic Policy and Resources Committee</b>
<b>Subject:</b>	<b>Absence management performance, quarter three, October-December 2008.</b>
<b>Date:</b>	<b>23 January 2009</b>
<b>Reporting Officer:</b>	<b>Jill Minne, Acting Head of Human Resources, extension 3220</b>

**Purpose**

The purpose of this report is to inform members of the council's performance in managing absence during quarter three, October – December 2008.

**Relevant Background Information**

In 2007/08 the average number of days lost per full time employee was 13.91 The Strategic Policy and Resources Committee agreed an overall council target reduction in absence of two days by 2010/11.

**Key Issues**

**Absence Management Performance Quarter Three October – December 2008**

The following are the key absence performance indicators for quarter three, October – December 2008. Appendix one provides absence rates at corporate, department and service levels against target and performance for the same time last year.

- The average number of working days lost per FTE for quarter three for this year is 3.09 days
- The average number of working days lost per FTE for the same quarter last year (quarter two 2007/08) was 3.76 days.
- This represents a reduction of 0.67 day for the same time last year.
- This means that at quarter three the council is on target ( i.e. to reduce by two days by 2010/11) as our reduction so far this year is 2.5 days
- 68.05 % of staff had no absence during quarter three of this year. This represents an increase for the same time last year when 67.86% of staff had no absence.
- 5.01 % of the council's staff were categorised as long term absent. This represents a decrease from the same time last year when 7.63% of staff were categorised as long term sick.

<b>Recommendations</b>
Members are asked to note the performance figures for quarter three 2008/09
<b>Documents Attached</b>
Appendix 1 – Year to date figures at quarter three performance indicators at corporate, department and section level.