



Belfast City Council

Report to: Strategic Policy and Resources Committee

Subject: **Absence Management**

Date: 21st August, 2009

Reporting Officer: Peter McNaney, Chief Executive

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Purpose of Report

The purpose of this report is to inform members of the council's performance in managing absence during quarter one, April – June, 2009.

Relevant Background Information

In 2008/09, the average number of days lost per full time employee was 11.22 The Strategic Policy and Resources Committee agreed an overall Council target to reduce to 10.50 days by 2010/11.

Key Issues

Absence Management Performance Quarter One April – June 2009

- The following are the key absence performance indicators for quarter one, April – June 2009. The attached appendix provides absence rates at corporate, department and service levels against target and performance for the same time last year, as requested by members.
- The average number of working days lost per FTE for quarter one for this year is 2.72 days
- The average number of working days lost per FTE for last quarter (quarter four of 2008/09) was 3.02 days
- The average number of working days lost per FTE for the same quarter last year (quarter one 2008/09) was 2.79 days.
- This represents a reduction of 0.30 day for quarter four last year and 0.07 day for the same time last year.
- This means that at quarter one the council is on target.

- 75.35% of staff had no absence during quarter one of this year. This represents an increase for the same time last year when 75.31% of staff had no absence.
- 5.19% of the council's staff were categorised as long term absent. This represents a decrease from the same time last year of 5.29%

Recommendation

Members are asked to note the performance figures for quarter one 2009/10

Documents Attached

Quarter one performance indicators