

EAST AYRSHIRE COUNCIL

DEVELOPMENT SERVICES COMMITTEE –4 MAY 2004

ABSENCE MANAGEMENT REPORT QUARTER 1 (2004)

Report by the Executive Director of Development and Property Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to advise the Committee of absence rates for the Department of Development Services for the quarterly period ending 31 March 2004.

2. HISTORICAL INFORMATION

- 2.1 Historical data for this quarter last year and Quarter 4 of 2003 is detailed in Appendix A to assist Members in considering the absence rates.

3. ANALYSIS OF QUARTERLY ABSENCE RATES

- 3.1 The department's average absence rate over the period 1 January 2004 – 31st March 2004 was 5.26%. This consisted of 3.45% for APT&C employees, 10.14% for manual employees and 2.14% for craft employees. This compares to 1.80%, 5.52% and 0.49%, for these groups respectively in the same quarter in 2003.

4. DIRECTOR'S COMMENTS

- 4.1 With regard to the absence levels reported for Quarter 1 the following points can be noted:
- 4.1.1 In relation to the high absence rate for manual employees, this is attributable to a small number of long term absences which are being dealt with in accordance with the Council's managing absence policy. Excluding these long term absences from the figures reduces the absence rate for manual workers to 3.38% for the period.
- 4.1.2 Musculo-Skeletal related problems were the main reason for absence within Development & Property Services, accounting for 21.90% of the overall collective absence rate of 774 days. The absence information does not identify any common underlying reason at this time but all absences will be monitored on an ongoing basis with referrals to Occupational Health and/or Employee Counselling Service as appropriate.
- 4.1.3 12 absence reviews and 7 Follow-Up meetings had been held. There was 1 referral to the Occupational Health Service.
- 4.1.4 A detailed review of individual record cards within each section has been carried out to ensure that the Council's Managing Absence Policy is being adhered to in terms of Absence Review Meetings.

5. FINANCIAL IMPLICATIONS – COST OF ABSENCE

5.1 The current cost of absence requires to be met from within existing resources.

6. LEGAL/POLICY IMPLICATIONS

6.1 Absence within Development & Property Services is being managed in accordance with Council Policy and employment legislation.

7. RECOMMENDATIONS

7.1 The Committee is asked to note the contents of this report.

James Lavery
Executive Director of Development and Property Services

AMcC
14 April 2004

LIST OF BACKGROUND PAPERS

- 1. Departmental Returns – Quarter 1, 2004**
- 2. Departmental Returns – Quarter 4, 2003**

Any member wishing further information should contact James Lavery, Executive Director Development and Property Services (Telephone 01563 554875).

Implementation Officer: Aynsley McCrone

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HISTORICAL DATA

APT&C EMPLOYEES

SECTION	Q1 2003 (01.01.03 – 31.03.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Economic Development	1.10%	5.38%	+4.28%
Planning & Building Control	2.95%	2.86%	-0.09%
Roads & Transportation	1.55%	2.96%	+1.41%

SECTION	Q4 2003 (01.10.03 – 31.12.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Economic Development	8.93%	5.38%	-3.55%
Planning & Building Control	5.15%	2.86%	-2.29%
Roads & Transportation	3.15%	2.96%	-0.19%

Council Target: 4%

MANUAL EMPLOYEES

SECTION	Q1 2003 (01.01.03 – 31.03.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Roads & Transportation	5.52%	10.14%	+4.62%

SECTION	Q4 2003 (01.10.03 – 31.12.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Roads & Transportation	9.10%	10.14%	+1.04%

Council target: 5%

CRAFT EMPLOYEES

SECTION	Q1 2003 (01.01.03 – 31.03.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Roads & Transportation	0.95%	2.14%	+1.19%

SECTION	Q4 2003 (01.10.03 – 31.12.03)	Q1 2004 (01.01.04 – 31.03.04)	% INCREASE/ DECREASE
Roads & Transportation	2.42%	2.14%	-0.28%

Council Target: 5%