

EAST AYRSHIRE COUNCIL

HOUSING COMMITTEE - 22 MARCH 2006

ABSENCE MANAGEMENT REPORT QUARTER 4 (2005) FOR HOUSING & BUILDING AND WORKS SERVICES

Report by the Executive Director of Neighbourhood Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to advise the Committee of absence rates for the Housing and Building & Works Services within the Department of Neighbourhood Services for the quarterly period ending 31 December 2005.

2. HISTORICAL INFORMATION

- 2.1 Historical data for this quarter is detailed in Appendix A to assist members in considering the absence rates.

3. ANALYSIS OF QUARTERLY ABSENCE RATES

- 3.1 The average absence rates for the Housing and Building & Works Services over the period 1 October 2005 - 31 December 2005 are as follows:

Housing	APT&C	3.69%	Building & Works	APT&C	4.31%
	Manual	0%		Manual	3.80%

This compares with the figures for the same period in quarter 4 of 2004 shown below:

Housing	APT&C	3.13%	Building & Works	APT&C	2.89%
	Manual	0%		Manual	4.50%

4. DIRECTOR'S COMMENTS

- 4.1 With regard to the absence levels reported for Quarter 4 the following can be noted:

- 4.1.1 Short term absence was the main reason for absence within the Housing & Building & Works Services of the Department of Neighbourhood Services, accounting for 3.39% of the overall collective absence rate.

- 4.1.2 16 Absence Reviews and 18 Follow-Up Meetings were held in the Housing & Building & Works Services within the Department of Neighbourhood Services. There were 3 referrals to the Occupational Health Service and 7 referrals for physiotherapy.

4.1.3 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.

5.2 The Head of Personnel continues to review the Council's existing Managing Absence Policy with a view to further reducing absence levels and related costs.

6. LEGAL/POLICY IMPLICATIONS

6.1 Absenteeism within Neighbourhood 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.

William Stafford
Executive Director of Neighbourhood Services

CMCA/CA/LA

23 February 2006

LIST OF BACKGROUND PAPERS

Nil

Anyone wishing further information should contact Catriona Arter Personnel Officer for Neighbourhood Services (Telephone 01563 576635).

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HOUSING COMMITTEE – 22 MARCH 2006

ABSENCE MANAGEMENT REPORT QUARTER 4 (2005)

HISTORICAL DATA

1. ANALYSIS OF QUARTERLY ABSENCE RATES

1.1. Absence statistics in the Housing & Building Works Services within the Department of Neighbourhood Services are detailed below to assist members in considering the absence rates.

APT&C AND MANUAL EMPLOYEES

Comparison between Quarter 3 (2005) and Quarter 4 (2005)

SECTION	Q3 2005 (1.7.05 – 30.9.05)	Q4 2005 (1.10.05 – 31.12.05)	INCREASE/ DECREASE
Building & Works			
APT&C	3.01%	4.31%	+1.30%
Manual	3.80%	3.80%	No change
Housing			
APT&C	2.79%	3.69%	+ 0.9%
Manual	1.03%	0%	- 1.03%

Comparison between Quarter 4 2004 and Quarter 4 2005

SECTION	Q4 2004 (1.10.04 – 31.12.04)	Q4 2005 (1.10.05 – 31.12.05)	INCREASE/ DECREASE
Building & Works			
APT&C	2.89%	4.31%	+1.42%
Manual	4.50%	3.80%	- 0.70%
Housing			
APT&C	3.13%	3.69%	- 0.56%
Manual	0%	0%	No change

**Council Target: 4% APT&C
5% MANUAL**