

EAST AYRSHIRE COUNCIL

DEVELOPMENT SERVICES COMMITTEE – 26 SEPTEMBER 2000

ABSENCE MANAGEMENT REPORT QUARTER MARCH – JUNE 2000

Report by the Director of Development Services

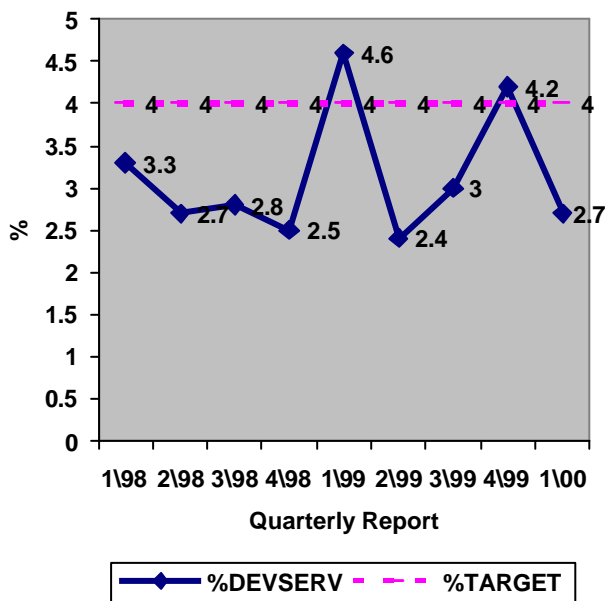
1. PURPOSE OF REPORT

1.1 The purpose of this report is to advise the Committee of the absence rates for the Department of Development Services for the quarterly period ending 30 June 2000.

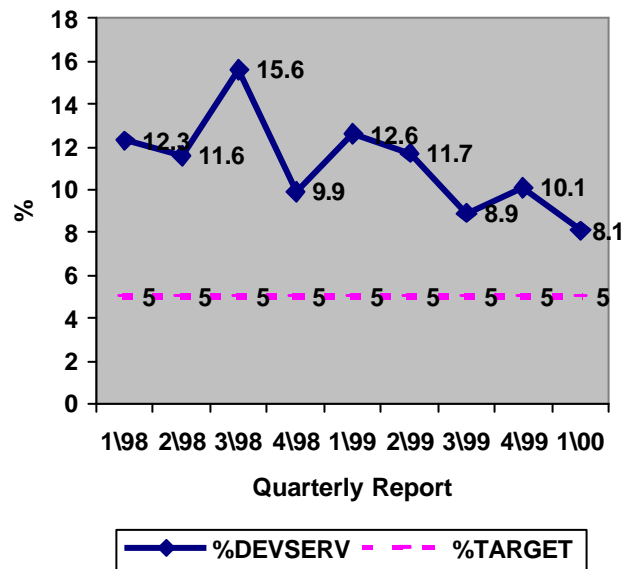
2. HISTORICAL INFORMATION

2.1 Absence statistics for the period ending January 1998 to the current quarter are highlighted below.

APT&C Employees

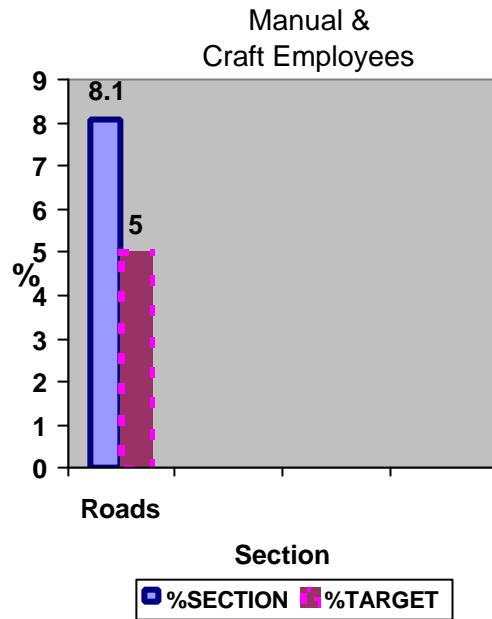
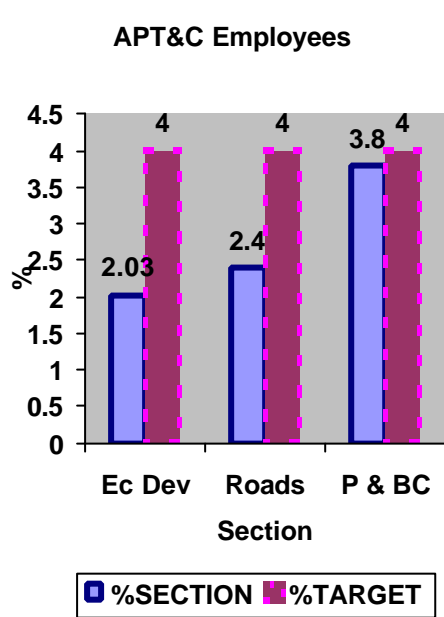


Manual & Craft Employees

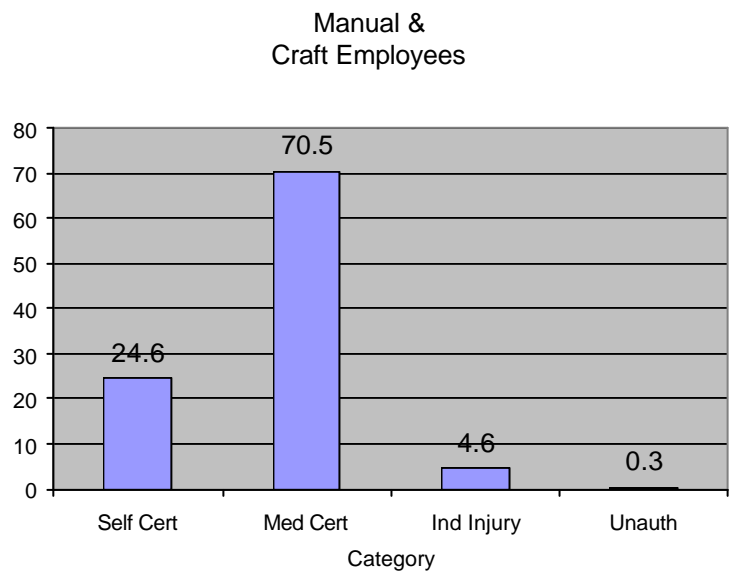
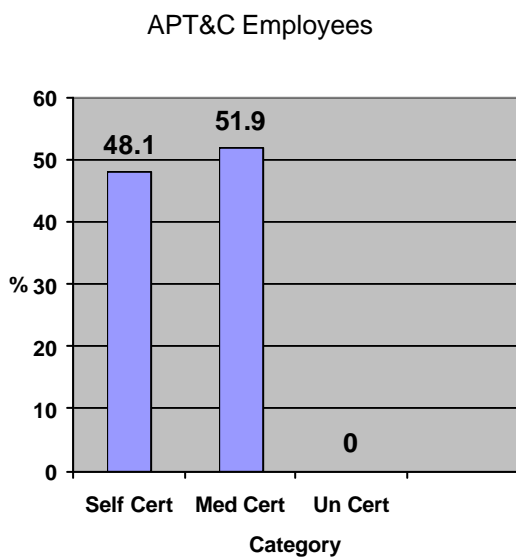


3. ANALYSIS OF CURRENT QUARTER ABSENCE RATES

3.1 Absence statistics by section:



3.2 Absence statistics by levels of certification:



4. ANALYSIS

<u>AREA</u>	<u>REASONS FOR ABSENCE</u>	<u>MANAGEMENT ACTION TAKEN</u>
ECONOMIC DEVELOPMENT	Rate below target	~
PLANNING & BUILDING CONTROL	Rate below target	Long term sick employee has returned to work
ROADS (MANUAL & CRAFT)	Absence level above target due to long term absences	Long term absences have been reviewed
ROADS (STAFF)	Rate below target	~

5. FINANCIAL IMPLICATIONS

- 5.1 The Corporate Personnel Department is currently in the process of developing an appropriate mechanism for costing absence. It is anticipated that development will progress in association with the phased implementation of the Corporate Human Resource Information System (Cyborg).

6. LEGAL/POLICY IMPLICATIONS

- 6.1 Nil

7. CONCLUSIONS

- 7.1 The level of absences overall have decreased but the level of long term sick absence is of some concern. Procedures for managing absence have been applied and progress of the longer term absentees monitored closely through regular contact and referrals to the Occupational Health Service.

8. RECOMMENDATIONS

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

Stephen Chorley
Director of Development Services

SC/TG

11 September 2000

LIST OF BACKGROUND PAPERS

Nil

Anyone wishing further information should contact Tracey Gillon, Personnel Officer on 01563 576141

Implementation Officer: Tracey Gillon

AGENDA