

EAST AYRSHIRE COUNCIL

EDUCATION COMMITTEE – 1ST April 2003

ABSENCE MANAGEMENT REPORT FOR PERIOD 1 JAN-31 DEC 2002

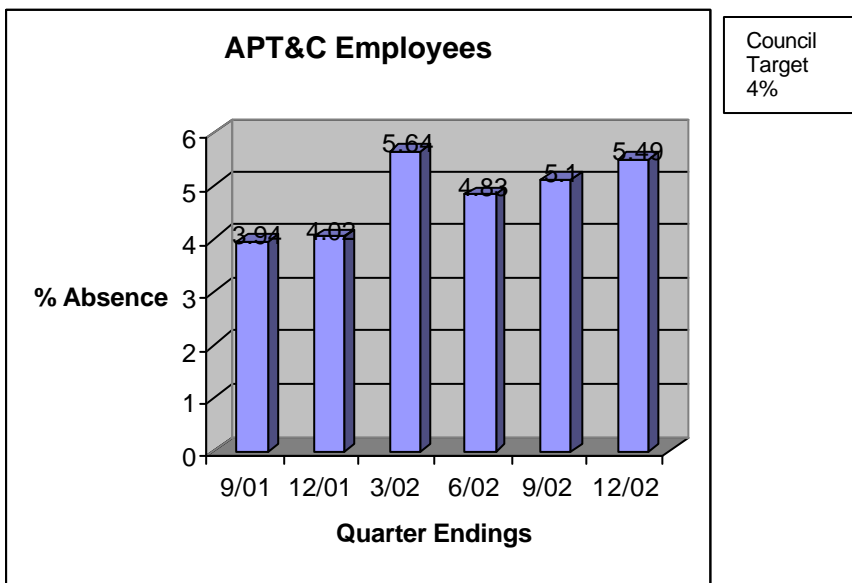
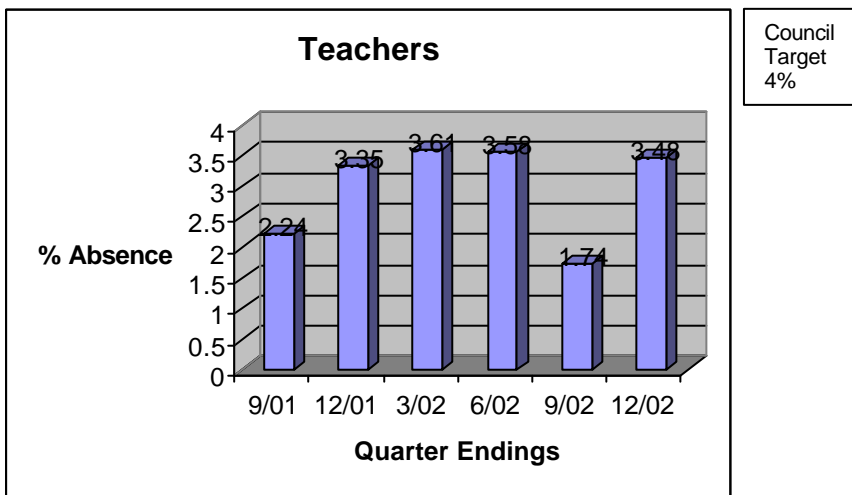
Report by the Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to advise the Committee of absence rates for the Department of Educational and Social Services (former Education employees) for the period 1 Jan – 31 December 2002.

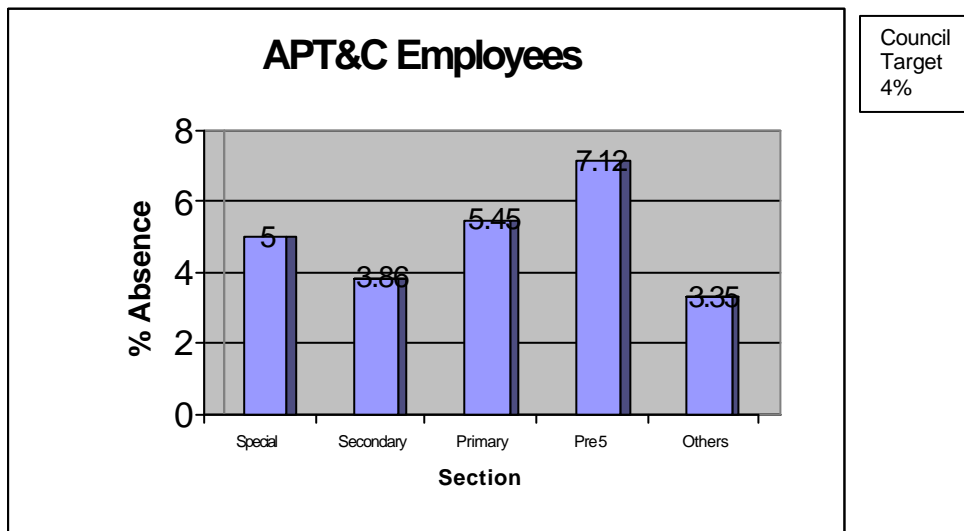
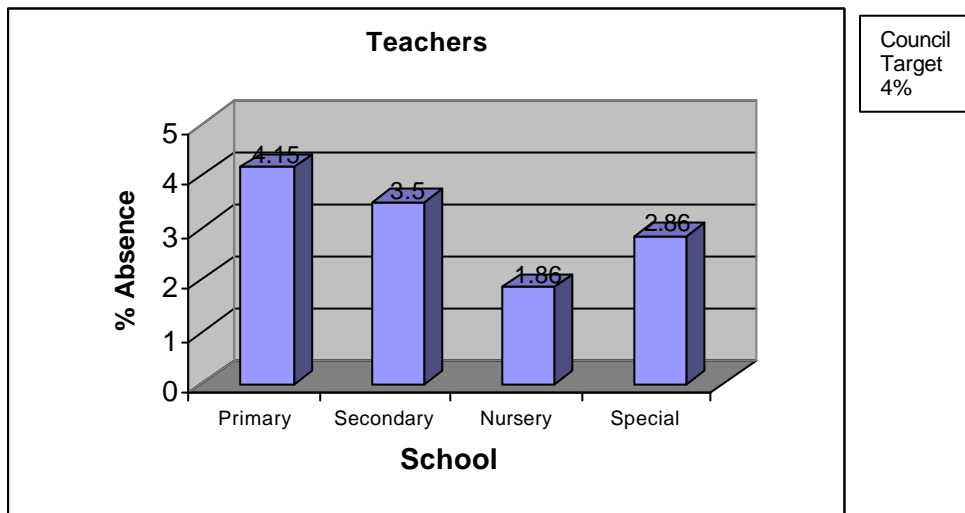
2. HISTORICAL INFORMATION

- 2.1 Absence statistics for the six quarterly periods from Sept 2001 – December 2002 are shown against the Council's targets in the following graphs:-

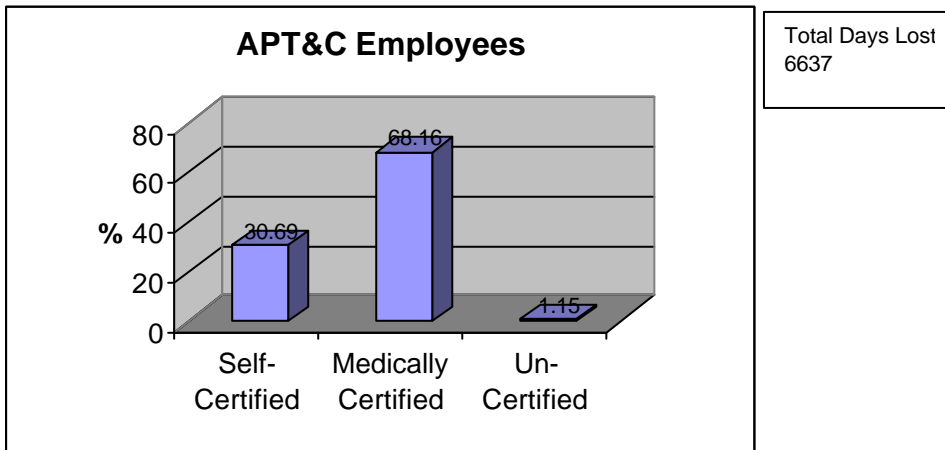
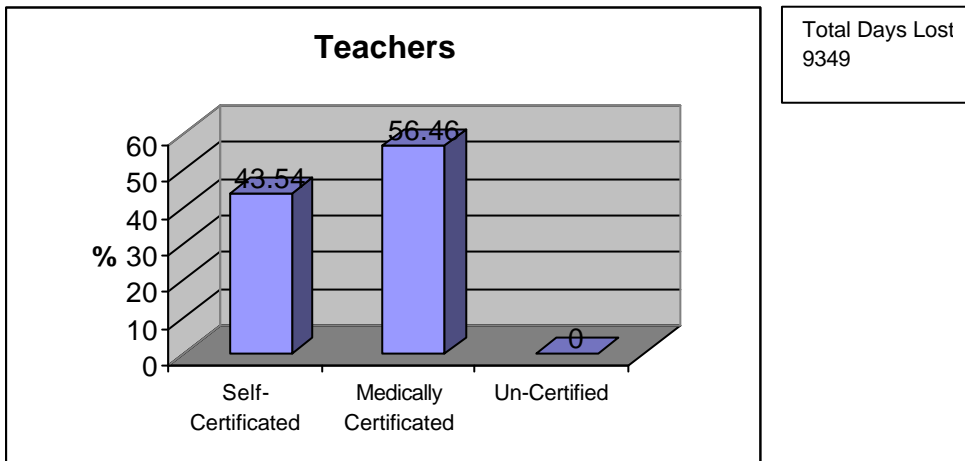


3. ANALYSIS OF QUARTERLY ABSENCE RATES

3.1 Absence statistics by section in reporting period 1 Jan - 31 December 2002.



3.2 Absence statistics by level of certification in reporting period 1 Jan - 31 December 2002



DIRECTOR'S COMMENTS

4.1 There is considerable variation in absence both between groups of employees and at different times of year. Absence rates also vary from one section or establishment to another. The Personnel Section monitors the situation closely and is ensuring that Authority Absence Management procedures are being followed. The Department of Educational and Social Services supports all of the corporate initiatives related to health & work.

5. LEGAL/POLICY IMPLICATIONS

5.1 Absenteeism within the Department of Educational and Social Services is being managed in accordance with Council policy and employment legislation.

6. FINANCIAL IMPLICATIONS

6.1 Not all categories of staff are replaced by temporary employees during absence. In such cases there are no additional direct costs. However, for staff such as teachers and where children with special educational needs are concerned replacement staff have to be found therefore incurring costs.

7. RECOMMENDATIONS

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

John Mulgrew
Director of Educational & Social Services
17 March 2003
JS/LR

LIST OF BACKGROUND PAPERS

Nil

Any member wishing further information should contact Janice Shaw, Personnel Manager (Schools) 01563 576045.

Implementation Officer – Graham Short