

EAST AYRSHIRE COUNCIL

**COMMITTEE OF THE POLICY AND RESOURCES COMMITTEE
4 MAY 2000**

**ABSENCE MANAGEMENT REPORT
3 JANUARY 2000 - 31 MARCH 2000**

Report by Chief Executive

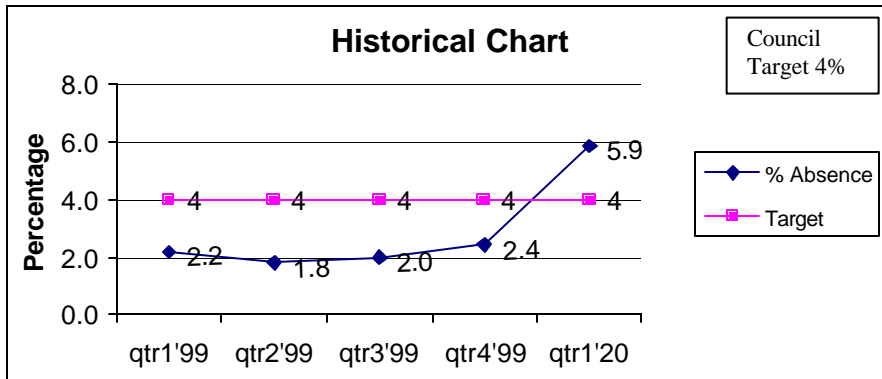
1. PURPOSE OF REPORT

1.1 The purpose of this report is to advise the Committee of absence rates for the Chief Executive's Department for the period beginning 3 January 2000 to 31st March 2000.

2. HISTORICAL INFORMATION

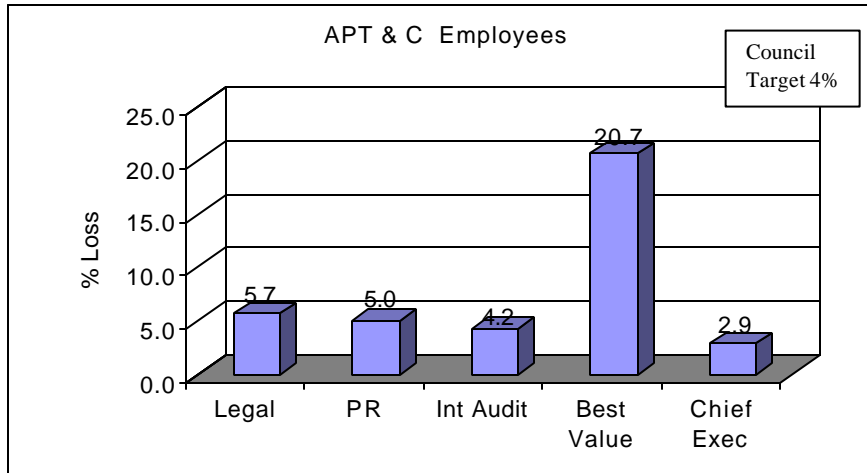
2.1 Absence statistics for the reporting period January 1999 to March 2000 are shown against the Council's target in the following graph:

(55 Employees)

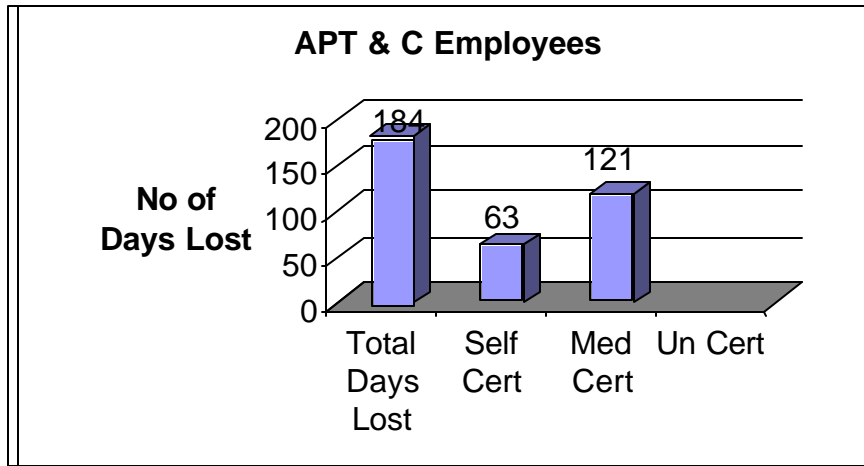


3. ANALYSIS OF CURRENT QUARTER ABSENCE RATES

3.1 Absence statistics by section:



3.2 Absence statistics by levels of certification.



4. CHIEF EXECUTIVE'S COMMENTS

- 4.1** The Department has implemented the Council's managing absence procedure and the Senior Management Team continually monitor and review absence levels within the Team Meeting Structure.
- 4.2** The absence rates for the current quarter are above the target absence rates due in part to a number of short-term absences attributable to colds and flu. Percentage rates are also disproportionately inflated where long-term sick absence occurs in sections which are numerically very small.
- 4.3** Absences within the Department continue to be managed in accordance with the Council's absence procedures.

5. FINANCIAL IMPLICATIONS – COSTS OF ABSENCE

- 5.1** The Personnel and Property Sub-Committee have asked the Head of Personnel to evaluate the Corporate Human Resource Information System absence module as a potential mechanism for costing absence.
- 5.2** The current cost of absence can be met from within existing resources.

6. LEGAL/POLICY IMPLICATIONS

- 6.1** Absence continues to be managed in accordance with the Council's Managing Absence Policy.

7. RECOMMENDATIONS

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

Chief Executive
13 April 2000

LIST OF BACKGROUND PAPERS

Nil

Any Member wishing further information should contact Fiona Lees, Depute Chief Executive, telephone 01563 576019.

AGENDA