

ANGUS COUNCIL

CONTRACT SERVICES COMMITTEE - 20 AUGUST 2002

SICKNESS ABSENCE APRIL-JUNE 2002

REPORT BY CONTRACT SERVICES MANAGER

ABSTRACT

The object of this report is to provide Members with information on sickness absence within Contract Services for the period April to June 2002 and to compare this with the same period last year.

1. RECOMMENDATION

It is recommended that Members note the content of this report.

2. BACKGROUND

Members will recall that by approving report 987/99, they requested information on sickness absence on a quarterly basis.

In all contracting organisations sickness absence can have a major effect on the overall performance. Contract Services has a continuous monitoring programme in operation providing information to senior management on a month-to-month basis in order that appropriate action can be taken timeously.

The information relevant to the first quarter of the current and previous financial year is attached for Members' information, broken down into the individual strands of service delivery.

The level of sickness absence is 5.68% overall. It should be noted that medical certificates cover the vast majority of absence. This accounts for 1394 days incurred by 52 employees out of a total absence of 1723 days and compares with 809 days by 55 employees last year.

In Leisure Management one employee was absent for the whole period while two others were off for 69 and 45 days respectively. In Cleansing Services six employees were each off for more than 60 days.

Management action has resulted in two of the above taking early retirement on health grounds and two having their employment terminated on grounds of capability.

Sickness absence will continue to be scrutinised throughout the Service and appropriate action taken.

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

4. HUMAN RIGHTS IMPLICATIONS

There are no Human Rights implications arising from this report.

5. CONSULTATION

The Chief Executive, Director of Finance, Director of Law and Administration and the Personnel Services Manager have been consulted on the contents of this report.

M P Graham
Contract Services Manager
19 July 2002

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.