

ANGUS COUNCIL

ENVIRONMENTAL AND LEISURE SERVICES COMMITTEE - 28 AUGUST 2003

SICKNESS ABSENCE APRIL-JUNE 2003

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 2003 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 4.88% overall. It should be noted that medical certificates cover the vast majority of absence. This accounts for 1070 days incurred by 38 employees out of a total absence of 1444 days and compares with 1394 days by 52 employees last year.

In Leisure Management three employees were absent for the whole period, which accounts for 195 days. Two of these employees are currently under medical review. In Cleansing Services three employees were off for the whole period and another four accrued 100 days between them. In Ground Maintenance three employees accrued 98 days.

The fall in absenteeism in Ground Maintenance and Cleansing sections is a welcome result from the management initiative.

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**  
**28 July 2003**

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.