

HUMAN RESOURCES

Report By: Personnel Manager, Well-being

NOT FOR DISCLOSURE CONFIDENTIAL

Wards Affected

None

Purpose

1. To report on the sickness absence and other matters for the Environment Directorate

Considerations

2. Attached at appendix 1 is the human resources report taken from the Computerised Human Resources Information System (CHRIS).
3. The report covers the financial year 16th August 2002 – 15th August 2003. The figures include all temporary and fixed term contract employees but do not include casuals. This means the numerator and denominator are different to BV PI 12 but hardly measurable
5. The report shows the number of people working in each division of the Directorate and the full time equivalent (FTE). The next column shows the FTE days lost for each division followed by the average days lost per FTE.
6. The days lost compares well with last year and is slightly less than the current overall figure for the Council of 7.62 FTE days lost per employee
7. Below the chart are other statistics that show the breakdown and staff turnover etc.
8. The second page shows the reason for sickness absence and it can be seen that people are using stress as a reason for absence. The Occupational Health and Safety Committee are meeting on the 15th September to discuss ways of monitoring assessing and auditing stress throughout the Council.
9. Also shown on page 2 of the appendix is a breakdown of accidents by division over the last year. Attacks by animals affect all sections of the Directorate and perhaps this should be highlighted at future team meetings. Overall the Council is showing a remarkable low number of accidents where people take more than 3 days off work. Managers, supervisors and other employees should be congratulated that they are keeping themselves and others safe.
9. The directorate had no ill health retirements during the year.

Recommendation

That the report is noted.

Further information on the subject of this report is available from (John Clarke) on 01432 260448