



**REPORT TO:** OVERVIEW AND SCRUTINY COMMITTEE

**DATE:** 8 JULY 2010

**REPORTING OFFICER:** HEAD OF ORGANISATIONAL DEVELOPMENT  
LOUISE SANDALL

**SUBJECT:** SICKNESS ABSENCE – STATISTICS

**WARDS AFFECTED:** ALL

**1.0 PURPOSE OF REPORT**

1.1 To provide an update to the Overview and Scrutiny Committee in relation to sickness absence monitoring against the BVPI 12.

**2.0 RECOMMENDATION**

2.1 To consider the Council's position in comparison to previous years.

**3.0 INTRODUCTION**

3.1 The Council continues to use the form best value performance indicator (BVPI) 12 criteria for calculating sickness absence rate as this provides a consistent record of analysis. BV12 is the calculation of average number of days per full time equivalent (FTE) employee.

3.2 The statistics indicate for the 12-month period from 01/04/09 to 31/03/10 the average full-time equivalent number of days sickness absence, per employee, at Ryedale District Council is 8.89 days. This is a significant decrease from the previous figure reported of 10.68 days for the period 01/04/08 to 31/03/09.

3.3 8.89 days is the lowest rate since 2005/6. The table below gives Ryedale District Council results since 2005.

	<b>2005/06</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/2009</b>	<b>2009/2010</b>
<b>Ryedale</b>	<b>6.68</b>	<b>11.88</b>	<b>8.99</b>	<b>10.68</b>	<b>8.89</b>

3.4 National context, 'the average worker took 6.4 days off sick in 2009, the lowest since 1987. The main reason for the improvement was progress in the public sector, where absence went from 9 days in 2007 to 8.3 days in 2009. The average in the private sector is 5.8 days'. CBI absence report 2010.

3.5 In regards to comparing locally the table below gives the BVPI results for the 6 other local authorities in North Yorkshire. From this you can see last year Ryedale had the

highest number of days sickness absence. This year Ryedale has improved on this and is now the 5th highest out of the 7 local authorities in North Yorkshire.

BVPI 12 table of all North Yorkshire Local Authorities results since 2005

	<b>2005/06</b>	<b>2006/07</b>	<b>2007/08</b>	<b>2008/2009</b>	<b>2009/2010</b>
Craven	10.35	11.95	12.52	9.08	12.61
Hambleton	7.62	6.71	7.25	9.94	8.31
Harrogate	9.00	8.59	8.45	6.8	7.24
Richmondshire	7.31	8.42	8.73	10.53	9.88
<b>Ryedale</b>	<b>6.68</b>	<b>11.88</b>	<b>8.99</b>	<b>10.68</b>	<b>8.89</b>
Scarborough	9.93	10.26	9.12	9.37	7.66
Selby	10.51	8.74	8.90	8.31	6.25
<b>Rank out of 7</b>	<b>1st</b>	<b>6th</b>	<b>5th</b>	<b>7th</b>	<b>5th</b>

#### 4.0 CONCLUSION

- 4.1 Members will note that this years statistics have shown an improvement in the authorities sickness absence level.
- 4.2 Members are reminded that a presentation from Selby District Council about Attendance Management will be on Wednesday 21 July at 6.30pm.
- 4.3 It is expected that the sickness absence review will be completed at the 19 August 2010 meeting of this committee.

#### Background Papers:

None

#### OFFICER CONTACT:

Please contact Louise Sandall, Head of Organisational Development if you require any further information on the contents of this report. The officer can be contacted at Ryedale House on 01653 600666 ext 350 or e-mail at [louise.sandall@ryedale.gov.uk](mailto:louise.sandall@ryedale.gov.uk)