

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE:  
17<sup>TH</sup> MARCH, 2021

REFERENCE FROM CABINET: 8<sup>TH</sup> MARCH, 2021

**“C505 Q3 SICKNESS ABSENCE REPORT 2020/2021 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –**

The Leader presented the report, the purpose of which was to update Members on the sickness absence statistics for the 9-month period from 1<sup>st</sup> April to 31<sup>st</sup> December, 2020.

The report set out the sickness absence figures for the 9-month period 1<sup>st</sup> April to 31<sup>st</sup> December, 2020 as part of the agreed performance management arrangements.

There had been a significant decrease in absence levels during the first nine months of 2020/2021 compared with the same period for the previous financial year. The absence rates were set out in paragraph 4.1 of the report and showed a decrease from 7.62 days lost per FTE (April to December 2019) to 6.12 days lost per FTE (April to December 2020). The target for quarter three (April to December 2020) was set as 6.68 days lost per FTE.

There continued to be a review of absence cases which took place on a monthly basis, particularly reviewing staff with absences over 4 weeks and those who had regular absences to provide early intervention and support. Absence was discussed at Directorate Management Teams as part of their service-based action plans.

Support to teams continued whilst they undertook their duties supporting those most vulnerable in the community, the Council had and would continue to roll out a comprehensive package of wellbeing support. This had been rolled out since November 2020 with the focus on physical, mental and financial wellbeing and in addition to the support currently available via Care First and Occupational Health.

The Health and Safety Teams were also working with the Organisational Development Team to roll out ergonomic risk assessments to all those employees working from home to ensure they had the appropriate equipment available.

Figures for the comparison for the rest of the Welsh Authorities would not be available until later in the year, but those would be shared when available. The annual target for the Vale of Glamorgan Council was set as 9.2 days lost per FTE.

The performance management approach to absence management would continue throughout 2020/21 with further updates provided to Cabinet and Scrutiny as required.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the report and the nine-month (Quarter 1, 2 and 3 of 2020/21) sickness absence figures provided in Appendix A to be noted.
- (2) T H A T the report be referred to the Corporate Performance and Resources Scrutiny Committee for consideration, with any comments referred back to Cabinet for further consideration.

Reasons for decisions

- (1) To bring matters to the attention of Members of the Cabinet in line with corporate objectives.
- (2) To enable the Scrutiny Committee to maintain a continued focus on the management of sickness absence throughout all services of the Council and to make recommendations to Cabinet, as appropriate.”