

THE VALE OF GLAMORGAN COUNCIL

CORPORATE PERFORMANCE AND RESOURCES SCRUTINY COMMITTEE: 16TH
JUNE, 2022

REFERENCE FROM CABINET: 9TH JULY, 2022

**“C5 Q4 SICKNESS ABSENCE REPORT 2021/2022 (EL/PR) (SCRUTINY
– CORPORATE PERFORMANCE AND RESOURCES) –**

The report set out the sickness absence figures for the 12-month period 1st April, 2021 to 31st March, 2022 as part of the agreed performance management arrangements.

Absence levels had returned to levels similar to 2019/2020 (prior to COVID-19). The previous year (2020/2021) saw low levels of absence. Absence had increased in 2021/2022 in comparison to 2020/2021.

The absence rates were set out in paragraph 4.1 and showed an increase from 8.59 days lost per FTE (April 2020 to March 2021) to 11.35 days lost per FTE (April 2021 to March 2022). The annual target figure (April 2021 to March 2022) was set as 9.20 days lost per FTE.

The Leader said that Cabinet Members would discuss sickness absence figures in more depth and on an ongoing basis with their relevant Directors, as well as there being cross-party review by Scrutiny Committee.

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 twelve-month (April 2021 to March 2022) sickness absence figures provided in Appendix A be noted.
- (2) T H A T the report be referred to 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.”