

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
22nd October 2014**

REPORT AUTHOR: County Councillor Phil Pritchard, Portfolio Holder for HR and ICT

SUBJECT: Question from County Councillor Gareth Ratcliffe

Is the Portfolio Holder content with the current level of sickness absence in the council, and are there any services where he feels that sickness absence levels are unacceptable?

Please find attached a report containing the current sickness absence statistics.

Overall the figures reflect that;

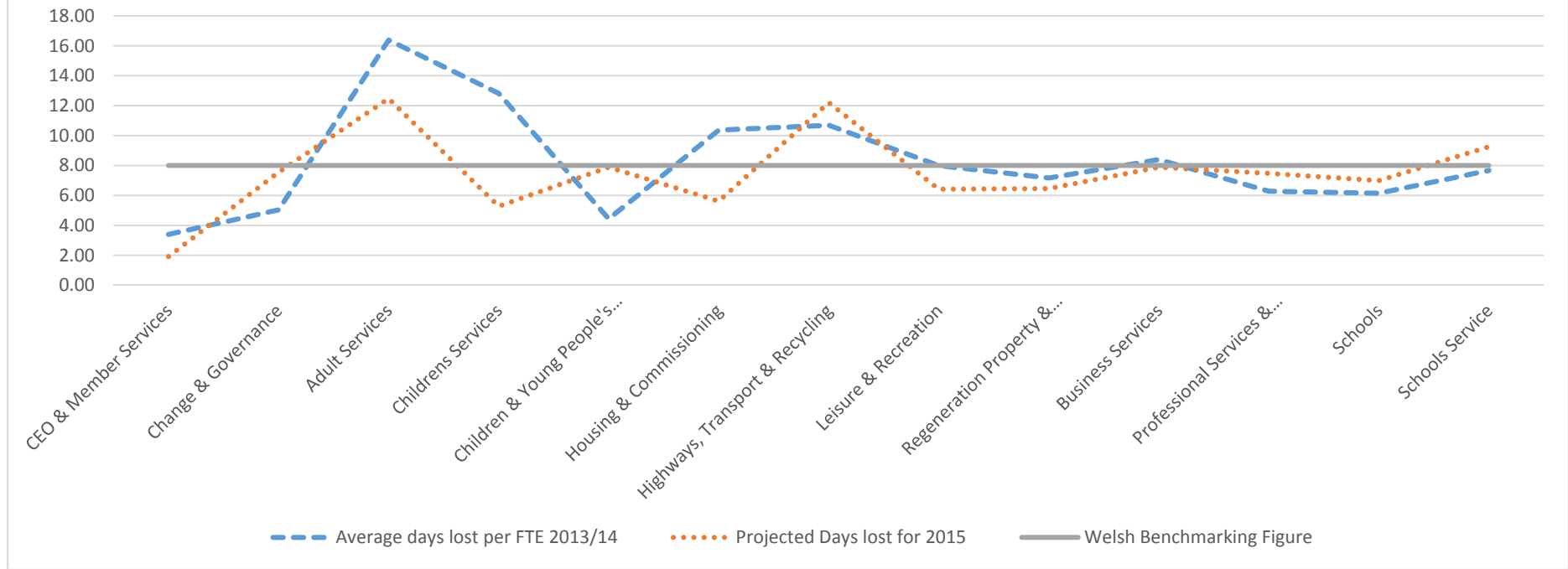
- The average days lost per full time equivalent (FTE) across the Council is projected to be 0.49 days less at the end of the 2014/15 year when compared with 2013/14 actual.
- The Welsh National Benchmark figure for all Local Authorities is 8 days per FTE, based on the projected figure taken from quarter 1, the average days lost per FTE across the Council is 0.16 days less at the end of the 2014/15 year when compared with 2013/14 actual.

A service by service breakdown is provided within the report based on the same comparisons explained above.

Average days lost per FTE Comparisons between 2014 and 2015 and Welsh Benchmarking Figure

Service Area	Average days lost per FTE 2013/14	Average days lost per FTE Q1 14/15	Projected Days lost for 2015	Variance between 2014 & Projected 2015	Welsh Benchmarking Figure	Variance between Projected and benchmarking figures
CEO & Member Services	3.40	0.48	1.92	-1.48	8.00	-6.08
Change & Governance	5.04	1.89	7.56	2.52	8.00	-0.44
Adult Services	16.39	3.12	12.48	-3.91	8.00	4.48
Childrens Services	12.83	1.32	5.28	-7.55	8.00	-2.72
Children & Young People's Partnership	4.44	1.97	7.89	3.45	8.00	-0.11
Housing & Commissioning	10.37	1.41	5.62	-4.75	8.00	-2.38
Highways, Transport & Recycling	10.70	3.05	12.20	1.50	8.00	4.20
Leisure & Recreation	8.00	1.60	6.42	-1.58	8.00	-1.58
Regeneration Property & Commissioning	7.17	1.62	6.47	-0.70	8.00	-1.53
Business Services	8.40	1.97	7.89	-0.51	8.00	-0.11
Professional Services & Commissioning	6.28	1.87	7.48	1.20	8.00	-0.52
Schools	6.15	1.75	6.99	0.84	8.00	-1.01
Schools Service	7.68	2.31	9.26	1.58	8.00	1.26
<u>Powys Total</u>	<u>8.33</u>	<u>1.96</u>	<u>7.84</u>	<u>-0.49</u>	<u>8</u>	<u>-0.16</u>

Powys Average days lost comparison 2014 to 2015



Average fte days lost comparison between 2014/2015

