



DEVON & SOMERSET FIRE & RESCUE AUTHORITY

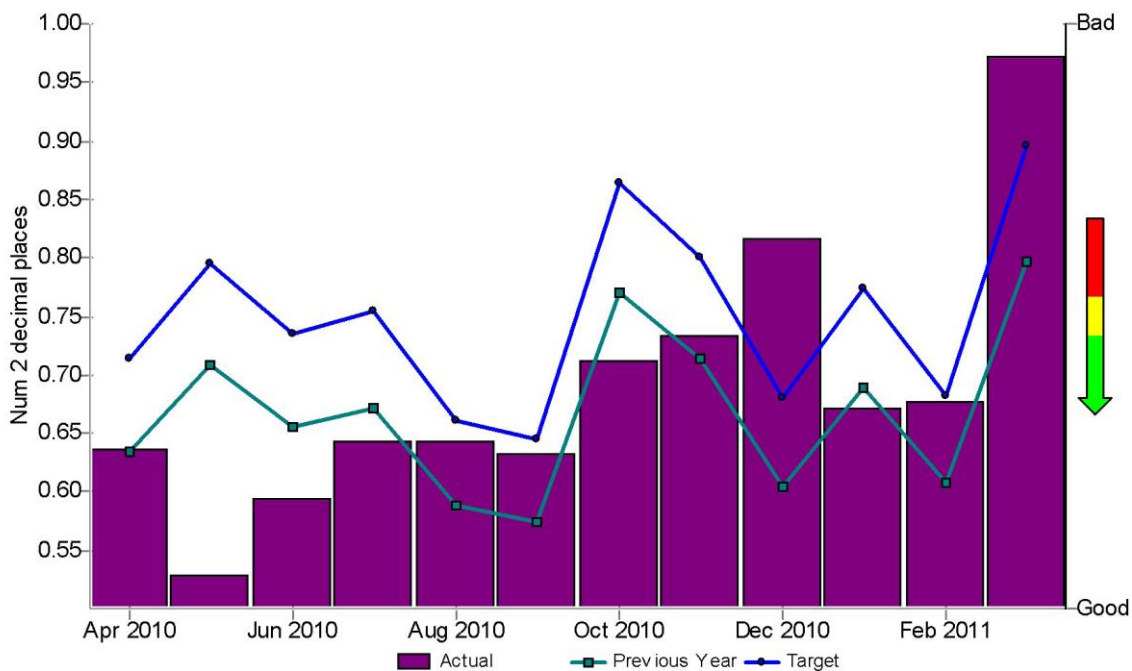
REPORT REFERENCE NO.	HRMDC/11/8
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	17 JUNE 2011
SUBJECT OF REPORT	ABSENCE MANAGEMENT
LEAD OFFICER	Director of People and Organisational Development
RECOMMENDATIONS	<i>That the report be noted.</i>
EXECUTIVE SUMMARY	The progress with Absence Management has been included as a standing item within the Human Resources Management and Development (HRMD) agenda. This report includes an update of the Service performance for absence levels.
RESOURCE IMPLICATIONS	There are ongoing resource implications in relation to absence management in terms of providing cover when required.
EQUALITY IMPACT ASSESSMENT	The Absence Management policy has had an equality impact assessment.
APPENDICES	None
LIST OF BACKGROUND PAPERS	None

1. **INTRODUCTION**

1.1 Absence levels have previously been identified as a key measure that the Human Resources Management and Development (HRMD) Committee will monitor and review as a standing item. The target for 2010/11 is an average rate of 9.0 days/shifts lost per person. This report covers the period of April 2010 to March 2011. At the time of writing data is not available for the current financial year but a further verbal update will be given on the day of the meeting.

2. **2010/11 PERFORMANCE**

2.1 For the year 2010/11 the actual level of performance was 8.25 days/shifts lost per person compared with the previous year when it was as at an average of 8.02 days per person. This is 2.9% worse than the previous year but 8.3% better than the target level.



All Staff – Sickness Rates per Person – by Month

	Actual 10/11	Previous Year 09/10	% variance on previous year	% variance on target
Apr-10	0.64	0.64	0.0%	-10.9%
May-10	0.53	0.71	-25.5%	-33.6%
Jun-10	0.59	0.66	-9.2%	-19.2%
Jul-10	0.64	0.67	-4.3%	-14.8%
Aug-10	0.64	0.59	9.1%	-2.8%
Sep-10	0.63	0.57	10.1%	-1.9%
Oct-10	0.71	0.77	-7.5%	-17.6%
Nov-10	0.73	0.71	-2.9%	-8.4%
Dec-10	0.82	0.61	-34.9%	20.0%
Jan-11	0.67	0.69	-2.5%	-13.2%
Feb-11	0.68	0.61	-11.2%	-1%
Mar-11	0.97	0.80	-21.8	-1%
Total	8.25	8.02	-2.9%	8.3%

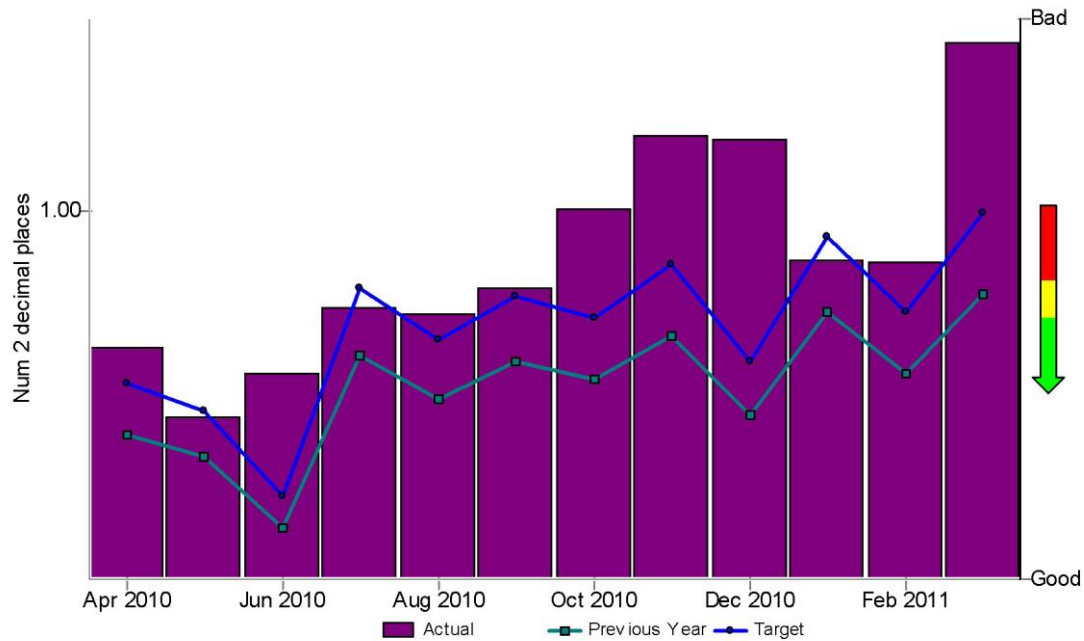
2.2

The Service can then break down the figures by staff category and the rates for uniformed, control and non-uniformed are shown below.

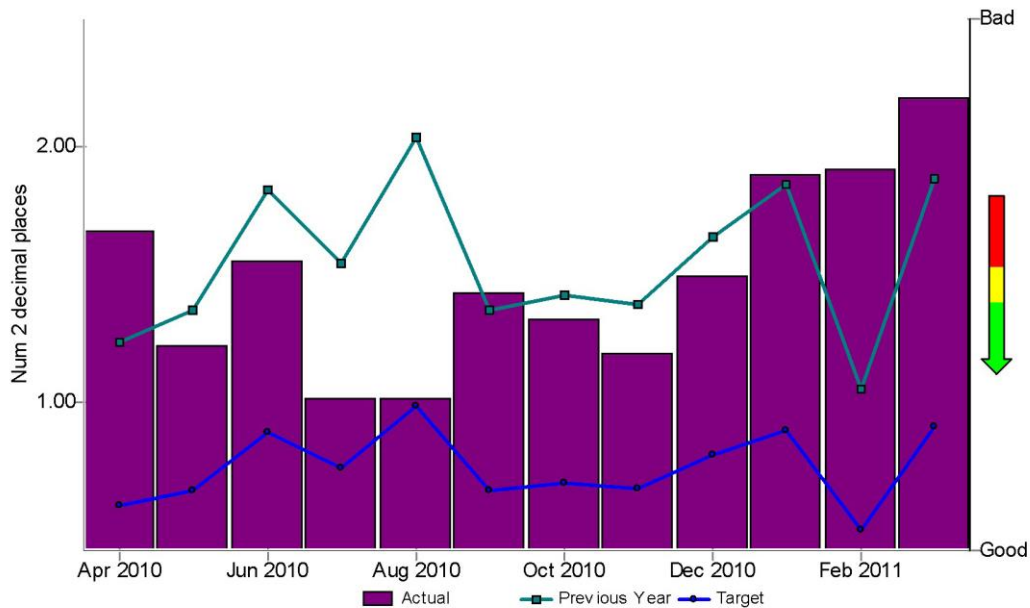
Uniformed Staff Sickness Rates by Month 2010/11



Non-uniformed Staff Sickness Rates by Month 2010/11

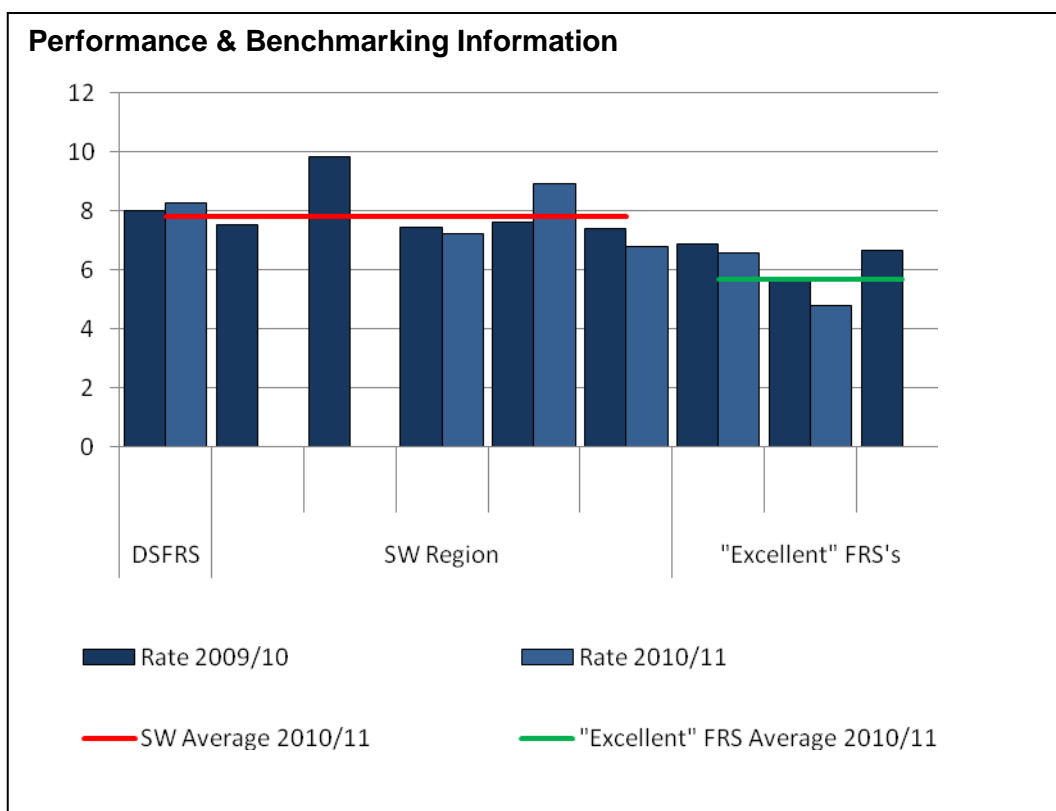


Control Staff Sickness Rates by Month 2010/11



BENCHMARKING

- 4.1 We are currently recording just below the public sector organisations average days lost to sickness (8.25 days for DSFRS compared to 8.3 days for all public sector). However as the private sector has an average of 5.8 days lost the overall national average is 6.4 days. We would need to reduce our days lost by 22.42% (1.85 days) to achieve the national average.
- 4.2 Sickness absence cost DSFRS £1,152,169 in 2010/11. If we were to reduce by 22.42% to the national average of 6.4 days this could mean a cost reduction of £258,317 to £893,852.
- 4.3 The comparisons with other SW Fire & Rescue Services and the national "Excellent" Fire & Rescue Services are shown below:





5. CONCLUSION

5.1 For the year 2010/11 the Service was below the year end target of 9 days/shifts but has not performed quite as well as the previous year.

Jane Sherlock
DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT