

We effectively target our resources

Maximise the organisational strength, capacity, resilience and wellbeing to deliver the Council's strategic objectives through people

Sickness absence

The number of working days lost to the authority due to sickness absence per Full Time Equivalent (FTE). One FTE is equivalent to a 37 hour week. Two employees that work 18.5 hours per week (0.5FTE each) are the equivalent of 1 FTE.

Numerator = total number of working days lost due to sickness absence.

Denominator = average number of FTE employed for the financial year.

The total number of days lost are calculated by totalling an employee's total number of hours of sickness and dividing this by 7.4 (a standard working day). The report includes all permanent and Temporary (those on Fixed Term Contracts (FTC)) employees. This includes Fire and rescue Whole-time Firefighters. The report includes all days lost through sickness due to disability or long term sickness even if staff are not paid. The report excludes agency staff, contractors, Retained Firefighters and school employees.

Working days means days scheduled for work excluding holidays and leave. In the instance of an employee reporting sick part way through a working day, authorities should record the information to the nearest half-day shift.



Achieved

6.81

per FTE

Oct 2017-Sept 2018

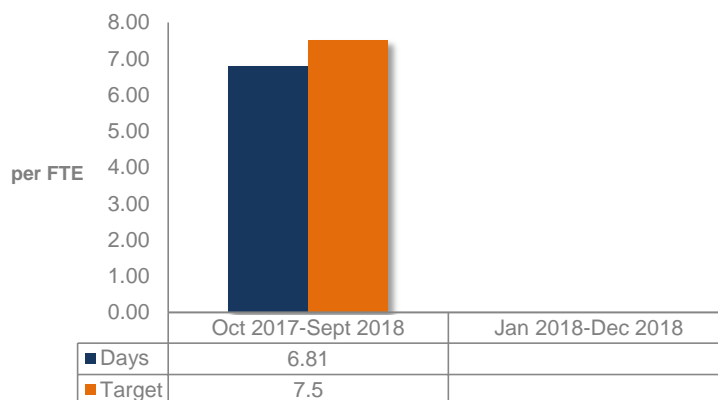


7.5

per FTE

Target for Oct 2017-Sept 2018

Sickness Absence



About the latest performance

This indicator shows the days lost per FTE for the 12 months between October 2017 to September 2018. We are currently under target and achieving this measure; ongoing application of our sickness absence policy helps to manage employee sickness rates.

Further details

This is a new measure being reported in the Council Business Plan therefore historical information is not available.

About the target

The target has been set to 7.5 days to encourage continuing downwards trend in sickness.

About the target range

A target range is not applicable to this measure.

About benchmarking

We anticipate benchmarking for this measure to be available from Quarter 4.