



Hampshire
County Council

Policy & Resources Select Committee

Absence Management Update
Thursday 25th October 2012

Agenda

- Current absence levels & Issues
- Developments since last update
- Proposals moving forward

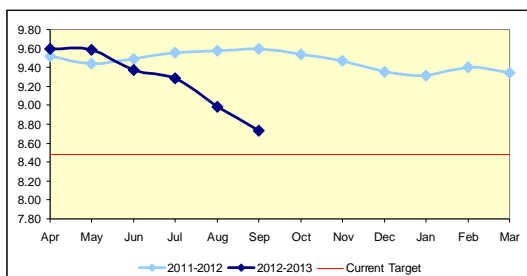
Current Absence Levels (Days Lost)

Month	2011-2012	2012-2013	Current Target
Apr	9.52	9.59	8.48
May	9.44	9.59	8.48
Jun	9.49	9.38	8.48
Jul	9.56	9.28	8.48
Aug	9.58	8.98	8.48
Sep	9.60	8.74	8.48
Oct	9.54		8.48
Nov	9.47		8.48
Dec	9.36		8.48
Jan	9.32		8.48
Feb	9.40		8.48
Mar	9.34		8.48

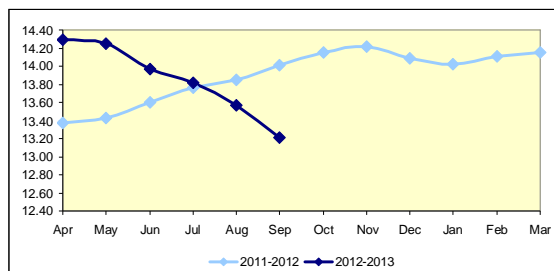
Department	Sept 12	Target
Adult Services OP/PD	13.21	15.5
Adult Services excl OP/PD	10.11	10.5
Children's Services	8.38	7.50
Corporate Services	5.88	TBA
CCBS	6.47	6.50
ETE	7.16	6.64

Current Absence Levels (Days Lost)

All Departments

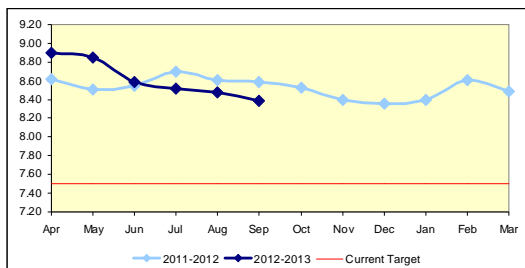


Adult Services

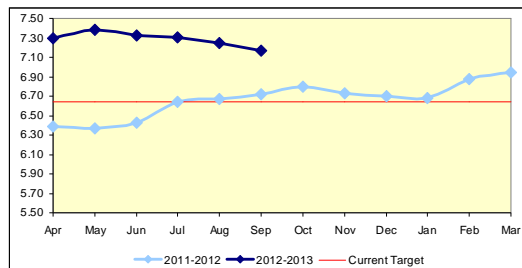


Current Absence Levels (Days Lost)

Children's Services

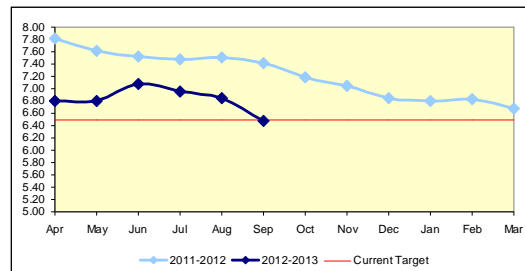


ETE



Current Absence Levels (Days Lost)

CCBS



Benchmarking Data

- Councils with In House Adults Residential Care; 8.45 days lost. HCC; 8.74 days lost
- Councils without In House Adults Residential Care; 7.94 days lost. HCC; 7.65 days lost
- National benchmarks.
 - Public Sector: 9 days lost
 - Local Government: 8.1 days lost

Developments since last Update

- Managers held accountable for absence management
- Absence being considered at recruitment stage
- Absence policies shared with temporary agency provider
- Increased communication with staff when off

Developments Since Last Update

- Consistent focus on managing attendance
- Departmental targets
- “Working Well in Hampshire” web pages
- HR support
- Occupational Health review

Working Well in Hampshire



Occupational Health Review

- Undertaken as part of “wellbeing” approach
- Reviewed all systems, processes and responsibilities
- Action plan now being implemented to deal with key issues
- Preparation for shared services with Hampshire Constabulary & Hampshire Fire & Rescue

Proposals Moving Forward

- Simplifying absence triggers
- Requiring details of management action
- Cultural shift – management responsibility
- Triage system to deal with priority cases
- Shared services arrangement
- National negotiations?