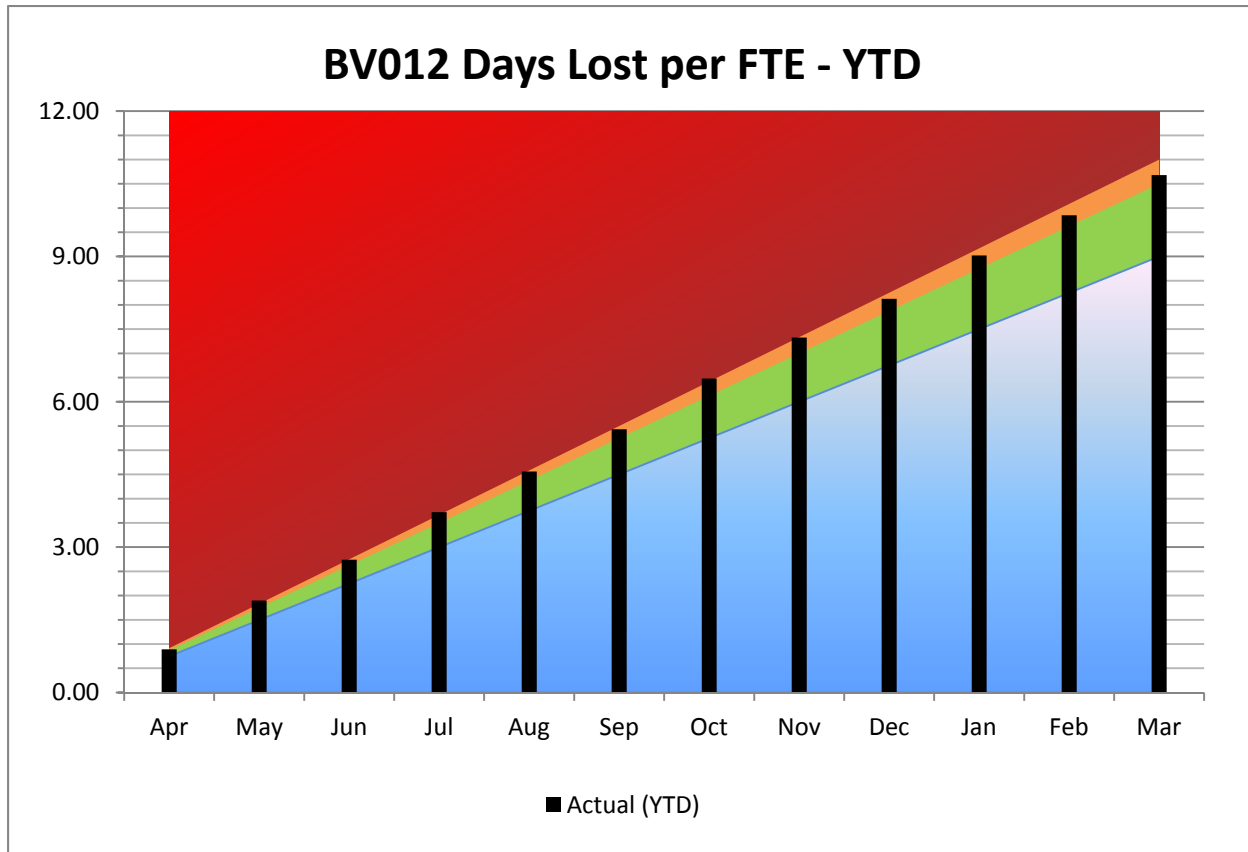


O & S - ABSENCE REVIEW

The BV12 Rolling Performance Indicator for March, covering the 12 month period from 1 April 2012 to 31 March 2013, is 10.68 FTE days against a target of 10 FTE days.

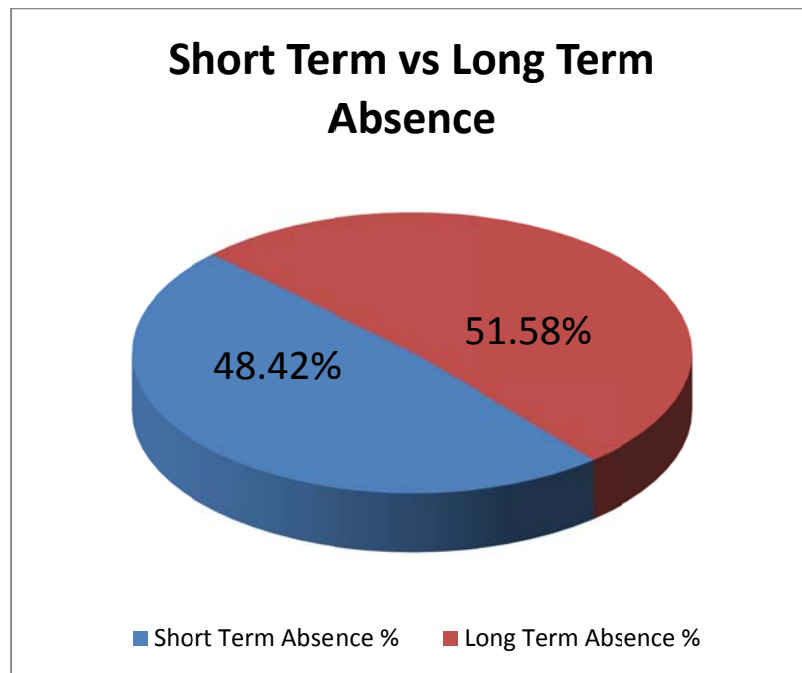
The graph below shows the cumulative BV 12 Days Lost per FTE year to date, this identifies that the result is within tolerance (amber).



Long Term vs Short Term absence

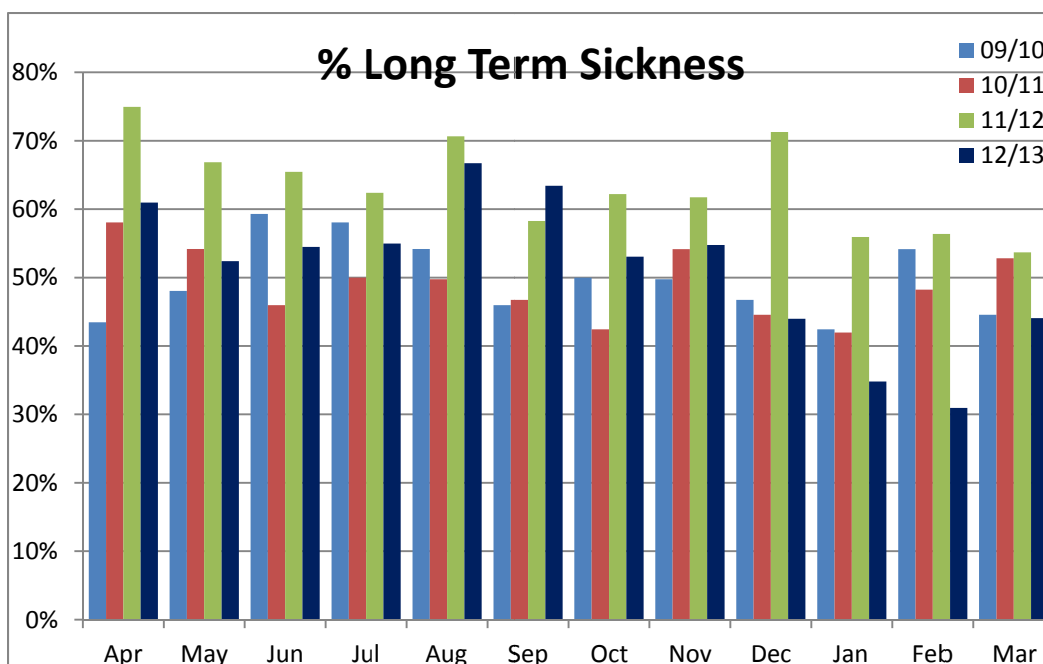
The percentage of short term sickness absence for the period is 48.42% compared to 51.58% long-term sickness absence.

The results for March show an increase in the short term absence levels with 48.42% compared to 47.16% in February. This trend will continue as we work with individuals currently on long term sick, and support them to return to work. Short term absence is a key area that managers need to focus on.



Short Term V Long Term as a percentage

Short term absences are defined as absences that are intermittent and sporadic and normally last for a period of less than four weeks. Long term absences are defined as absences that are continuous and extend over a period of four weeks or more.



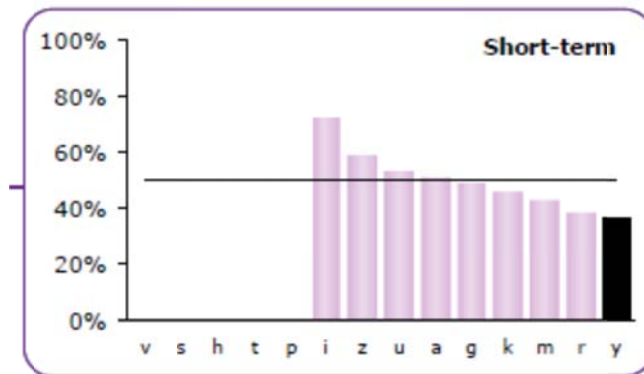
Long Term Sickness as a percentage

Benchmarking Data

Northampton Borough Council participates in the CIPFA Human Resources Benchmarking Club on an annual basis. The outturn data for 2011/12 was submitted to CIPFA in May and the final report is released in July. The participating authorities are of varying size and range from an employee headcount of 521 to 947. For the year 2011-12, Northampton Borough Council's employee headcount was 911. Graphs extracted from the report are shown below. Each bar in the graph represents an organisation's value, Northampton Borough Council's bar is highlighted in black and relates to the 2011-12 outturn position. In the following sections the benchmarking data is used to compare the 2012-13 outturn results.

Short-term sickness absence

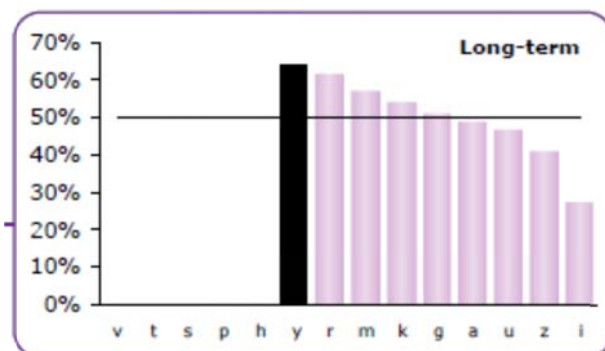
The 2012-13 outturn for short term absence levels of 48.42% represents an upward trend towards the average for the benchmarking group. This shows a positive improvement in the distribution of short and long term sickness absence and identifies that Northampton Borough Council is controlling sickness absence whether short and long term.



CIPFA 2012 Short-term sickness absence percentage

Long-term sickness absence

The 2012-13 outturn for long term absence levels of 51.58% represents a downward trend for the Authority, and is now comparable to the average for the benchmarking group. This has been achieved through the implementation of Wellness Recovery Action Plans (RAP's) that are used as a focussed casework approach to support employees and encourage early return to work.



CIPFA 2012 Long-term sickness absence days

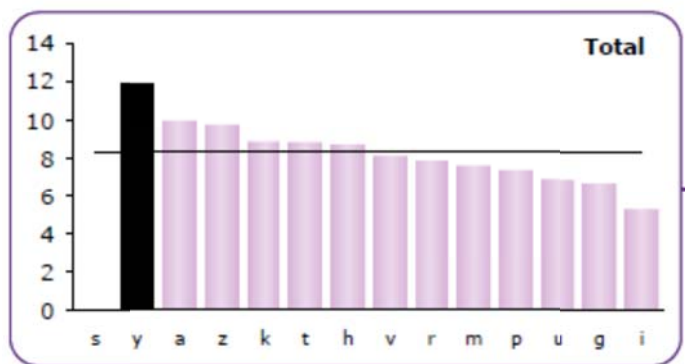
All sickness absence

The distribution of short-term and long-term sickness absence for outturn 2012-13 has shown some significant change compared to 2011-12. The outturn result is comparable to the CIPFA benchmarking group at 48.42% for short term and 51.58% for long-term sickness absence. This is a positive result of the focus on both short and long term sickness absence.

	%	Avg
Short-term	36%	50%
Long-term	64%	50%

CIPFA 2012 % split of all sickness absences

The outturn result of 10.68 FTE days lost due to sickness absence is a significant improvement on the 2011-12 result of 11.88 FTE days. Comparing the 2012-13 outturn position to the benchmarking group identifies that Northampton Borough Council is moving towards the average and the gap between our result and other organisations is reducing.



CIPFA 2012 BV 12 sickness absence