

Appendix III

City Development

Table 1

November 2012	4.64
Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2013):	7.29
<i>Comparison to November 2011:</i>	5.29
<i>Cumulative Days Lost Per FTE</i> <i>Predicted Year End as at (31 March 2012):</i>	8.20
FTE Days Lost: 01 April 2012 to 30 November 2012	9082.5
<i>Comparison to:</i> <i>01 April 2011 to 30 November 2011</i>	12509.3

Service Area	Days Lost Per FTE (Cumulative)	Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2013):	+ / - Variance from 2012/13 Corp. Target (8.5 days)	FTE Days lost over period	Average FTE Over Period (Cumulative)
Asset Management	4.19	6.58	-1.92	385.8	90.8
Culture	5.18	8.14	-0.36	2671.3	515.2
Economic Development	3.42	5.37	-3.13	255.9	75.7
Employment & Skills	7.67	12.06	5.56	442.5	58.2
Highways and Transportation	4.98	7.83	-0.67	2025.1	407.4
Planning and Sustainable Development	4.14	6.51	-1.99	854.8	202.9
Regeneration Programmes	0.70	1.09	-7.41	18.1	24.8
Resources and Strategy	6.71	10.54	2.04	206.7	30.9
Sport Service	5.75	9.03	0.53	2221.3	380.6

Table 2

Long Term Sickness Cases

Service Area	No	Service Area	No
Asset Mgt	1	Resources & Strategy	1
Economic Development	1	Sport Service	8
Employment & Skills	2		
Heritage	2		
Highways & Transport	2		
Libraries & Information	8		
Planning & Sustained Development	1		

Length of Absence	
• 12 months +	0
• 7-9 months	3
• 4-6 months	5
• 0-3 months	18

Top 3 Reasons for long term sickness:

• Mental Health	5
• Musculoskeletal	3
• Hospitalisation	6

Table 3**Stages 1 to 3 on target and overdue**

Service Area	On Target	Overdue	% Overdue
Highways & Transport	71	8	10%
Events	5	0	0%
Asset Management	9	0	0%
Arts & Venues	5	0	0%
Heritage	31	7	18%
Libraries & Information	84	7	8%
Sports Service	105	15	13%
Economic Development	9	2	18%
Planning & Sustained Development	35	8	19%
Resources & Strategy	4	2	33%
Marketing Leads Services	3	1	25%
Employment & Skills	17	1	6%

Table 4**Hearings and Reviews**

	2011/12		2012/13	
Directorate	Dismissals	Reviews	Dismissals	Reviews
City Development	9	1	7	3

Table 5**Appeals & Employment Tribunals**

Directorate	Appeal	Employment Tribunal
City Development	1	0

Table 6**100 employees with the most instances of sickness absence**

	Cases	Stage 1	Stage 2	Stage 3	Employment Ceased
Arts & Venues	1	0	0	0	1
Economic Development	2	1	1	0	0
Heritage	3	0	0	0	1
Highways & Transport	2	0	2	0	2
Libraries & Information	3	1	0	1	1
Planning & Sustained Development	1	0	0	1	0
Total	12	2	3	2	5

Table 7**Overview of activities taking place to reduce sickness absence:**

- Attendance Team monthly challenge meetings with Libraries taking place.
- Targeting 3 hot spot areas (Sport, Employment & Skills, Resources & Strategy and also Culture), including actions plans.
- Early intervention on long term sickness taking place, including referrals to Occupational Health.