

Appendix VI

Table 1

Legal Services

November 2012 Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2013):	4.63 7.28
<i>Comparison to 30 November 2011: Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2012):</i>	4.96 7.68
FTE Days Lost: 01 April 2012 to 30 November 2012	578.3
<i>Comparison to: FTE Days Lost 01 April 2011 to 30 November 2011</i>	517.6

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)
Development	0.18	0.29	-8.21	1.0	5.5
Development and Regulatory	4.47	7.02	-1.48	274.1	62.0
Performance Planning and Information	5.90	9.27	0.77	115.2	19.5
Property Finance & Technology	4.86	7.63	0.87	188.0	38.9

Table 2

Long Term Sickness Cases

Service Area	No
Social Care Legal Team A	2
P&F Commercial Property Team	1
Service Development Team	1

Length of Cases

• 4-6 months	4
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Top 3 Reasons for long term sickness:

• Post Op Recovery	2
• Mental Health	1
• Debility	1

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

Service Area	On Target	Overdue	% Overdue
Performance & Information	5	1	17%
Prop Fin & Technical	7	1	13%
Development & Regulator	6	1	14%

Table 4**Hearings and Reviews**

Directorate	2011/12		2012/13	
	Dismissals	Reviews	Dismissals	Reviews
Legal Services	0	0	0	0

Table 5**Appeals and Employment Tribunals**

Directorate	Appeal	Employment Tribunal
Legal Services	0	0

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

Service	Cases	Stage 1	Stage 2	Stage 3
Prop Fin & Technical	1	0	1	0

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

- Managing Attendance Briefing Sessions held within the Directorate.