

**NOTTINGHAM CITY HOMES**

**HUMAN RESOURCES  
COMMITTEE  
14 JULY 2009**

**REPORT OF DIRECTOR OF ORGANISATIONAL  
DEVELOPMENT**

**ABSENCE UPDATE**

**1 SUMMARY**

1.1 Several initiatives aimed at reducing NCH's absence levels were agreed at the last meeting. Officers agreed to provide a full report on progress after six months. This "interim" report gives a brief update on events since the last meeting.

**2 RECOMMENDATIONS**

2.1 It is recommended that the report is noted.

**3 BACKGROUND**

3.1 The Committee considered a detailed report on sickness absence at its last meeting. Among other things it was agreed to terminate the two absence pilots then in place and focus on long term cases in order to reduce absence levels. These stood at 15.49 days per employee per annum in March 2008, and 13.28 days in February 2009. The estimated cost to the company for the year to March 2009 was £1.7m.

**4 PROGRESS IN THE PAST THREE MONTHS**

4.1 Since the last HRC meeting EMT has decided to focus on reducing the absence figure to and consolidating it at 12 days per employee per annum as a first step. Once this has been achieved problem areas can be identified for more specific action.

4.2 The absence figure currently stands at 10.95 days per annum. Whether this is a temporary blip or the first sign of progress remains to be seen. 20% of current absence appears to be caused by stress either inside or outside of the workplace. A Stress Management policy is currently being developed and we have started to look at existing trends to identify patterns.

4.3 The long term absence figure has also reduced marginally but still remains relatively high. Since the last meeting there have been four absence related dismissals and one resignation. Ten employees have returned to work. However, sixteen new cases have been fed back into the system. Work is currently being undertaken to get these individuals back to work at the earliest opportunity.

4.4 A full report will be presented to the next meeting.

#### **4 FINANCIAL AND RISK IMPLICATIONS**

4.1 NCH is attempting to reduce its absence costs from £1.7m per annum.

#### **5 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES**

The implications for NCH have been included in the report.

#### **6 VALUE FOR MONEY AND EFFICIENCY ISSUES**

The value for money and efficiency issues have been included in the report.

#### **7 EQUALITY AND DIVERSITY IMPLICATIONS**

7.1 NCH applies its policies equally to all employees.

#### **8 BACKGROUND MATERIAL AND PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

Absence Management Report - HRC 14<sup>th</sup> April 2009.

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**Date: 7 July 2009**