

ATTENDANCE MANAGEMENT

Report of the Chief Executive of Derby Homes

1. SUMMARY

To provide details of our attendance rates in 2010/11.

2. RECOMMENDATION

To note the contents of the report.

3. MATTER FOR CONSIDERATION

- 3.1 The BVPI 12 figure for 2010/11 is 6.78 days. This is within the target of 7.5 days.
- 3.2 In 2009/10 the BVPI 12 figure for Derby Homes was 5.87. For the transferring ESD employees the BVPI12 figure was 14.5 days. This is a combined figure of 8.74 days. We have therefore achieved a significant improvement in overall attendance.
- 3.3 By way of comparison we can report that in 2010/11 the BVPI 12 figure for “old Derby Homes” as 5.4 days and for the transferred staff as 9.1 days.
- 3.4 The Repairs team has experienced a significant improvement in attendance. This can be attributed to:
 - Resolving a number of long term sickness cases
 - The use of First Care – a nurse led sickness reporting scheme
 - Consistent support for managers dealing with attendance
 - The Attendance Incentive Scheme
 - The Derby Homes culture to managing performance.

4. CONSULTATION IMPLICATIONS

The BVPI 12 figure will be reported to the JCC.

5. PERSONNEL IMPLICATIONS

As contained within the report.

6. EQUALITIES IMPACT ASSESSMENT

Our management of employee attendance ensures that individual's needs and requirements are considered at all stages. We have a range of measures that help sustain employment and that enable employees to return to work after a period of sickness absence.

The areas listed below have no implications directly arising from this report:

- Financial and Business Plan
- Legal and Confidentiality
- Environmental
- Health & Safety
- Risk
- Policy Review

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or Phil Davies, Chief Executive, phil.davies@derbyhomes.org – Phone: 01332 888528

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Background Information: None.

Supporting Information: None.