

BVPI 12 – EMPLOYEE ATTENDANCE

Report of the Chief Executive of Derby Homes

1. SUMMARY OF REPORT

This report informs the Committee of the BVPI 12 figure for 2008/9.

2. RECOMMENDATION

To note the contents of the report.

3. MATTER FOR CONSIDERATION

- 3.1 The BVPI12 indicator calculates the average days sick for each employee. Each year a target is set. The target for 2008/9 was 8 days.
- 3.2 Attached is a graph showing performance for each of the major divisions of Derby Homes. We have achieved an overall figure of 5.84 which is an excellent result. The graph shows that attendance rates have been higher in Customer Services and Performance. This has been due to employee on long term sickness.
- 3.3 We have an active approach to attendance management. All employees have access to medical counselling support. Any employee who calls in sick immediately receives a telephone medical assessment and is offered advice and guidance.
- 3.4 The Personnel Team offer individual support to employees absent on ill health and review processes that can ensure a timely return to work. Managers receive advice on policies and procedures which ensures a consistent approach in attendance management.
- 3.5 Our Attendance Incentive Scheme offers all employees an opportunity to enter a quarterly draw to win £1,000 for 100% attendance.

4. FINANCIAL AND BUSINESS PLAN IMPLICATIONS

- 4.1 In 2006 we began working with Active Health Partners. At that time the BVPI 12 figure was 11.5 days. Calculations showed the following savings could be made each year by reducing sickness absence:

Reduction	Productivity Saving*
10%	£9,220
20%	£54,440
30%	£99,660

*These figures exclude the costs of AHP

4.2 In 2007/8 we achieved a 20% reduction and a productivity saving of £54,440.

4.3 In 2008/9 we have achieved a 50% reduction and a productivity saving of £166,000.

5. CONSULTATION IMPLICATIONS

The trade unions are kept informed of all initiatives which support employee attendance.

6. PERSONNEL IMPLICATIONS

As contained within the report.

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

- Legal and Confidentiality
- Environmental
- Health & Safety
- Equalities Impact Assessment
- Risk

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

Author: Christine Hill, Personnel Manager, Telephone 01332 711035, Email christine.hill@derbyhomes.org

Background Information: None

Supporting Information: None