



## Brighton & Hove City Council

**Meeting:** Overview & Scrutiny Organisation Committee

**Date:** 18th July 2005

**Report of:** Director of Strategy & Governance

**Subject:** BV12 Staff Sickness Results 2002-05

**Ward(s) affected:** All

### 1. Purpose of the report

1.1 This report presents the BV12 staff sickness performance indicator (PI) results for 2003/04 and 2004/05. These are based on the monthly submissions from Human Resources.

### 2. Recommendations

2.1 To note the Performance Indicator results for 2003-05 as detailed in Appendix one.

2.2 To note that the 2004/05 year end results are provisional and will, for the first time be audited by Brighton & Hove Council Audit staff. Previously this function was carried out by District Audit.

### 3. Background

3.1 On the 26 June 2002, the Policy & Resources Committee agreed a new approach for performance management for the council in the document "Performance Matters". This introduced an holistic approach to performance management based on co-ordinated work under eight themes:

- Leadership
- Culture and Behaviour
- Integrated Planning and Review Frameworks
- Effective Monitoring and Review Processes
- Performance Indicators that Support Priorities
- Management of People and Finance

- Community Engagement/Customer Focus
- Project and Procurement.

Performance Matters can be found on the Wave.

- 3.2 Performance Matters proposed a new reporting framework designed to provide councillors with improved performance data, which can be used in their policy-making and scrutiny roles. Detailed within the document is the performance monitoring reporting timetable including the Best Value Performance Reports.
- 3.3 In April 2003 the Audit Commission inspected the way in which staff sickness was managed in Brighton & Hove. They made recommendations for Human Resources to address and again reviewed progress in 2004.
- 3.4 The monthly results on Appendix 1 show the sickness rates before, during and after the review.
- 3.5 A further report will be submitted to OSOC once the national comparative performance indicator dataset for 2004/05 becomes available in December 2005.

#### **4. Consultation**

- 4.1 The information required for the central government suite of performance indicators covers the entire authority. Staff have been consulted in order to set annual targets and collect monthly performance against them.

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<b>Wards affected</b>	All

**Background papers**

- 1 Best Value Performance Plan 2004/05.
- 2 Performance Indicators for 2003-05.
- 3 Performance Matters, P&R Committee 26 June 2002.

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