

## MATTERS REFERRED BY PERFORMANCE AND GOVERNANCE COMMITTEE

### PERFORMANCE MONITORING

*(Performance and Governance Committee – Minute 52 - 13 March 2012)*

The report provided the Committee with a summary of Council performance and detailed all 'Red' performance indicators for the period to the end of January 2012.

With reference to LPI DS 002 – Total Trading Account Position (year to date), the Policy and Performance Manager assured a Member that whilst the Finance Advisory Group would be considering diesel costs they would also be looking at the trading account as a whole and looking at all elements of the budget.

Members were concerned at the 10% level of staff affected by illness and requiring extended periods of absence. Members were interested to know how much was stress related, work related or other causes, and how it compared with the national average. The Director of Corporate Resources and Deputy Chief Executive recognised that long term sickness levels were high but it had been a difficult 12 months. He stated that a number of processes were in place to manage and control sickness levels, however, some delays were out of the Council's control such as chasing G.P. reports, which can take 3-4 months. The Chief Executive reported that Management Team had looked very carefully at this issue and the new Human Resources Manager had been asked to look at it and see if she could develop a revised strategy to bring the figures down.

Resolved: That

- (a) that LPI HR 003 – Number of working days lost through long term sickness absence per FTE (>20cumulative days) be referred to Services Select Committee; and
- (b) the contents of the report be noted.

**PLEASE NOTE** It has not been possible to gather all of the information required for consideration at this meeting. However it has been added to the work plan for June 2012.