

# Chichester District Council

## Corporate Governance & Audit Date 31 October 2022

### Sickness Absence Report

#### 1. Contacts

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#### 2. Executive Summary

This report reviews for the committee recent trends and developments regarding sickness absence for the Council looking back to before the Covid-19 pandemic up to the current time. It was also thought that it would be helpful to include at the end an update on the Council's staff turnover.

#### 3. Recommendation

##### 3.2 That the committee notes the findings of the report.

#### 4. Background

4.1 It was considered that it would be helpful for the committee to see recent sickness absence trends and developments at the Council following the challenging period of the last few years caused by the Covid-19 pandemic.

#### 5. Outcomes to be Achieved

5.1 This report is for information.

#### 6. Proposal

6.1 Not applicable.

#### 7. Alternatives Considered

7.1 Not applicable.

#### 8. Resource and Legal Implications

8.1 None

## 9. Consultation

The report appendix is being submitted to and discussed at the Joint Employee Consultative Panel on the 27 October 2022.

## 10. Community Impact and Corporate Risks

10.1 Not applicable.

## 11. Other Implications

<b>Are there any implications for the following?</b> If you tick "Yes", list your impact assessment as a background paper in paragraph 13 and explain any major risks in paragraph 9		
	Yes	No
<b>Crime and Disorder</b> The Council has a duty "to exercise its functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area". Do the proposals in the report have any implications for increasing or reducing crime and disorder?		No
<b>Biodiversity and Climate Change Mitigation</b> Are there any implications for the mitigation of/adaptation to climate change or biodiversity issues? If in doubt, seek advice from the Environmental Strategy Unit (ESU).		No
<b>Human Rights and Equality Impact</b> You should complete an Equality Impact Assessment when developing new services, policies or projects or significantly changing existing ones. For more information, see Equalities FAQs and guidance on the intranet or contact Corporate Policy.		No
<b>Safeguarding and Early Help</b> The Council has a duty to cooperate with others to safeguard children and adults at risk. Do these proposals have any implication for either increasing or reducing the levels of risk to children or adults at risk? The Council has committed to dealing with issues at the earliest opportunity, do these proposals have any implication in reducing or increasing demand on Council services?		No
<b>General Data Protection Regulations (GDPR)</b> Does the subject of the report have significant implications for processing data likely to result in a high risk to the rights and freedoms of individuals? Processing that is likely to result in a high risk includes (but is not limited to): <ul style="list-style-type: none"><li>• systematic and extensive processing activities and where decisions that have legal effects – or similarly significant effects – on individuals.</li><li>• large scale processing of special categories of data or personal data relation to criminal convictions or offences.</li><li>• Any larger scale processing of personal data that affects a large number of individuals; and involves a high risk to rights and freedoms e.g. based on the sensitivity of the processing activity.</li><li>• large scale, systematic monitoring of public areas (including by CCTV).</li></ul> Note - If a high risk is identified a Privacy Impact Assessment must be provided to the Data Protection Officer.		No
<b>Health and Wellbeing</b> The Council has made a commitment to 'help our communities be healthy and active'. You should consider both the positive and negative impacts of your proposal on the health and wellbeing of communities and individuals living and working in the district. Is your proposal likely		No

to impact positively or negatively on certain groups and their ability to make healthy choices, for example low income families, carers, older people/children and young people. Are there implications that impact on areas of the district differently? eg the rural areas or those wards where health inequalities exist. If in doubt ask for advice from the Health and Wellbeing team.		
<b>Other</b> (please specify)		No

## 12. Appendices

12.1 Sickness Absence Report - Appendix - October 2022

## 13. Background Papers

13.1 None