

Measure Code	Measure Name	This Quarter Actual	This Quarter Target	Last Quarter Actual	Last Quarter Target	-4 Quarters Actual	-4 Quarters Target	DoT	Comments
HR02a	Turnover of staff	15		17		8		✗	A healthy staff turnover is considered to be around 10 to 15%.
HR03	Total days lost through sickness absence for the council (OSC)	2,306.55		2,270.91		1,933.62		n/a	<p>The total days lost this quarter has increased slightly to the last quarter. The main contributors have been increased sickness absence in Covid-19 related and mental health issues. The Cabinet Office warned UK Public Sector employers to brace themselves for higher sickness absence due to Covid-19 and Dacorum is experiencing this along with other colleagues across Hertfordshire local authorities. The Council's sickness scrutiny group continues to meet monthly to assess all sickness cases from the previous month. The group continues to focus on: identifying cases where there is a cause for concern and escalates formally where appropriate, ensure the Council is supporting long term sickness cases back to work as quickly as possible, identifies sickness trends and explores practices to help reduce absences. This group also monitors compliance to return work interviews to ensure staff members returning have a session with their manager to discuss their absence. The Council has provided clear guidance to staff and management through IMT on how to manage CV-19 sickness absence and what people need to do if they are infected, along with guidance on how best to reduce risks of infection. Linked to this we have a corporate risk assessment fully endorsed by our H&S team</p>

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									<p>Mental health related absence is also high and the Council continues to support staff in this area. The mental health first aider scheme was re-launched with a cohort of fully trained advisers. There has been increased promotion of this scheme this month, with A5 flyers and screen savers advertising the scheme. The fortnightly wellness programme also continues highlighting different wellness topics. This month has seen a focus on financial wellbeing with drop in clinics taking place and we launched a winter wellbeing programme which provides webinars/courses on tips to stay health over the colder winter months. Our on-line fitness classes have also commenced throughout January.</p> <p>IMT is being kept abreast of Covid related absences across the council teams so pressures can be mapped and identified. Proactive action can then be taken to keep our essential services running.</p>

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HR04a	Total days lost through SHORT TERM sickness absence (OSC)	1,299.04		1,072.65		657.62			<p>The total days for short term sickness absence has increased. There has been an increase in Covid-19 related sickness absence in this quarter. The Council's Incident Management Team is being kept abreast of Covid-19 related absences across the council teams so pressures can be mapped and identified. Proactive action can then be taken to keep our essential services running.</p> <p>The Council has provided clear guidance to staff and management through IMT on how to manage CV-19 sickness absence and what people need to do if they are infected, along with guidance on how best to reduce risks of infection. Linked to this we have a corporate risk assessment fully endorsed by our H&S team.</p>
HR04b	Total days lost through LONG TERM sickness absence (OSC)	1,007.51		1,198.26		1,276.00			<p>Long term sickness absence is less than the last quarter. The Council's sickness scrutiny group continues to review all sickness on a monthly basis to ensure that we are doing all we can to support staff back to work, this includes: maintaining regular contact, occupational health advice, adjusting working practices/workplaces.</p>
HR04e	Short term sickness as a percentage of all sickness (OSC)	56.32%		47.23%		34.01%		↑x	
HR04f	Long term sickness as a percentage of all sickness (OSC)	43.68%		52.76%		65.99%		n/a	
HR05	Average days lost due to sickness absence per FTE (OSC)	3.20		3.12		2.75		n/a	Please see HR03 comments.