
OVERVIEW OF EFFICIENCY AND RESOURCES SCRUTINY COMMITTEE

1. Since the last meeting of the Council, the following are the main areas of work the Efficiency and Resources Scrutiny Committee has undertaken.

Year-end Sickness Absence Figures 2015/16

2. Information on the outturn sickness absence figures for 2015/16 has been reported, together with plans for supporting the wellbeing of the Council's workforce to aid the reduction of sickness absence and increase the resilience of employees to face the challenges ahead.
3. The outturn sickness absence figure for 2015/16, was 8.8 days per full-time equivalent (FTE), which is an improvement of 0.53 on last year's outturn figure, however this is still 1.3 days over the target of 7.5 days, with stress continuing to be the highest reason for absence and average days lost.
4. The overall attendance rate was 96 per cent, with 43.94 per cent of staff having no sickness absence during that period.
5. Following questions, we were aware of the management actions in place to manage sickness absence and we sought re-assurance that these actions were consistent across the Authority in line with the Council's sickness absence policy.
6. When we looked at the breakdown of the percentage of the workforce with zero absence, we were concerned that some elements of the workforce within that breakdown had higher levels of absence and, although, some context was given, we felt that this was an area we needed to look into further and a small group of Members are going to meet with representatives from HR to discuss this.

Corporate Health and Safety Report 2015/16

7. Information was also given on the Authority's performance in relation to health and safety for the financial year 2015/16. Health and Safety continues to be a high priority for the Authority and the main focus for the year has been to continue the development of the health and safety management system and improve health and safety compliance. Overall, health and safety performance indicators show improvement on last year.
8. We discussed the number of near misses, which is an unplanned event which did not result in injury or illness but had the potential to do so, and the importance of all staff recording those near misses to prevent accidents occurring and the need for Managers to be aware of the importance of undertaking risk assessments for

routine and non-routine activities and for actions against those assessments to be monitored.

Disposal of Land at Eastbourne School Phase II

9. Following the decision of Cabinet, at its meeting held on 12 July, 2016, clarification was sought on the allocation of funding to provide sporting facilities within the Town from the proceeds of the sale of land at Eastbourne School phase II, particularly the funding allocated to Carmel College to provide a new artificial grass pitch with an appropriate surface for hockey at that school.
10. It was reported that Cabinet had previously agreed that up to £550,000 of the anticipated capital receipt from phase II was to be reinvested in sports provision priorities as determined through the Playing Pitch Strategy and that by investing this, external funding had also been obtained to enable improved leisure facilities within the Town to be provided.

Councillor Ian Haszeldine
Chair Efficiency and Resources Scrutiny Committee