
Agenda Item: 11.1

South Tees Hospitals 
NHS Foundation Trust

Meeting / Committee:	Board of Directors	Meeting Date:	26 th June 2012
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This paper is for: (Only 1 column to be marked with x as appropriate)	Action/Decision	Assurance	Information X
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Title:	Management of Sickness Absence
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Purpose:	The purpose of this report is to inform Board members of the rationale offered in terms of factors leading to an absence rate of 4.46% in 2011/12 compared to a target of 4.2% and measures being taken to secure the delivery of 2012/13 target of 3.9%.
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Summary:	The paper provides information on the work being undertaken by the project group which has been established to provide a focus for the management of sickness absence throughout the organisation. The delivery of the project, specifically actions relating to performance management, revised attendance management policy, training for managers, case management, occupational health review and staff engagement will all contribute to the delivery of the Trust's sickness absence target of 3.9% for 2012/13 and the related productivity and efficiency benefits.
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Prepared By:	C W Harrison Director of HR	Presented By:	C W Harrison Director of HR
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Recommendation:	The Board of Directors is asked to note the report for information.
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Implications (mark with x in appropriate column(s))	Legal	Financial X	Clinical	Strategic	Risk & Assurance X
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