

NORTH WALES FIRE AND RESCUE SERVICE

FIRE AUTHORITY EXECUTIVE PANEL REPORT

DATE:	14 th January 2004
REPORT BY:	CHIEF FIRE OFFICER
PURPOSE OF REPORT:	To inform Members of the decisions taken by the Chief Fire Officer and confirmed by the Chairman in respect of the granting of extension of sick pay. To inform Members of the Service's sickness absence levels.

1. **EXTENSION OF SICK PAY**

- 1.1 Since the meeting of the Fire Authority on 27th October 2003, four extensions of sick pay have been granted.
- 1.2 In one case the entitlement to six months' full pay had expired and an extension of full pay has been granted for a further six months, or a return to work, whichever is the sooner.

In two cases the entitlement to six month's full pay had expired and an extension of pay at 50% of full pay has been granted for a period of six months, or a return to work, whichever is the sooner.

In one case the entitlement to six months' full pay had expired and an extension of full pay has been granted for a further three months, or a return to work, whichever is the sooner.

- 1.3 In the period under review of the personnel, three are retained and one is a wholetime uniformed employee in the Service.

2. **SICKNESS ABSENCE LEVELS**

- 2.1 Information is attached comparing sickness absence rates for the period April – October 2003 with the same period last year.
- 2.2 Long term sickness absence accounts for the majority of sickness absence within the Service.
- 2.3 Members are asked to note that the increase in sickness absence levels for the period in question, in comparison to the same period for the previous year is down predominantly to an increase in long term sickness absence.

3. **RECOMMENDATION**

- 3.1 To note the report

COMPARISON OF SICKNESS ABSENCE RATES

Actual number of shifts/days lost to sickness April 2002 to October 2002 in North Wales Fire & Rescue Service

(7 months)

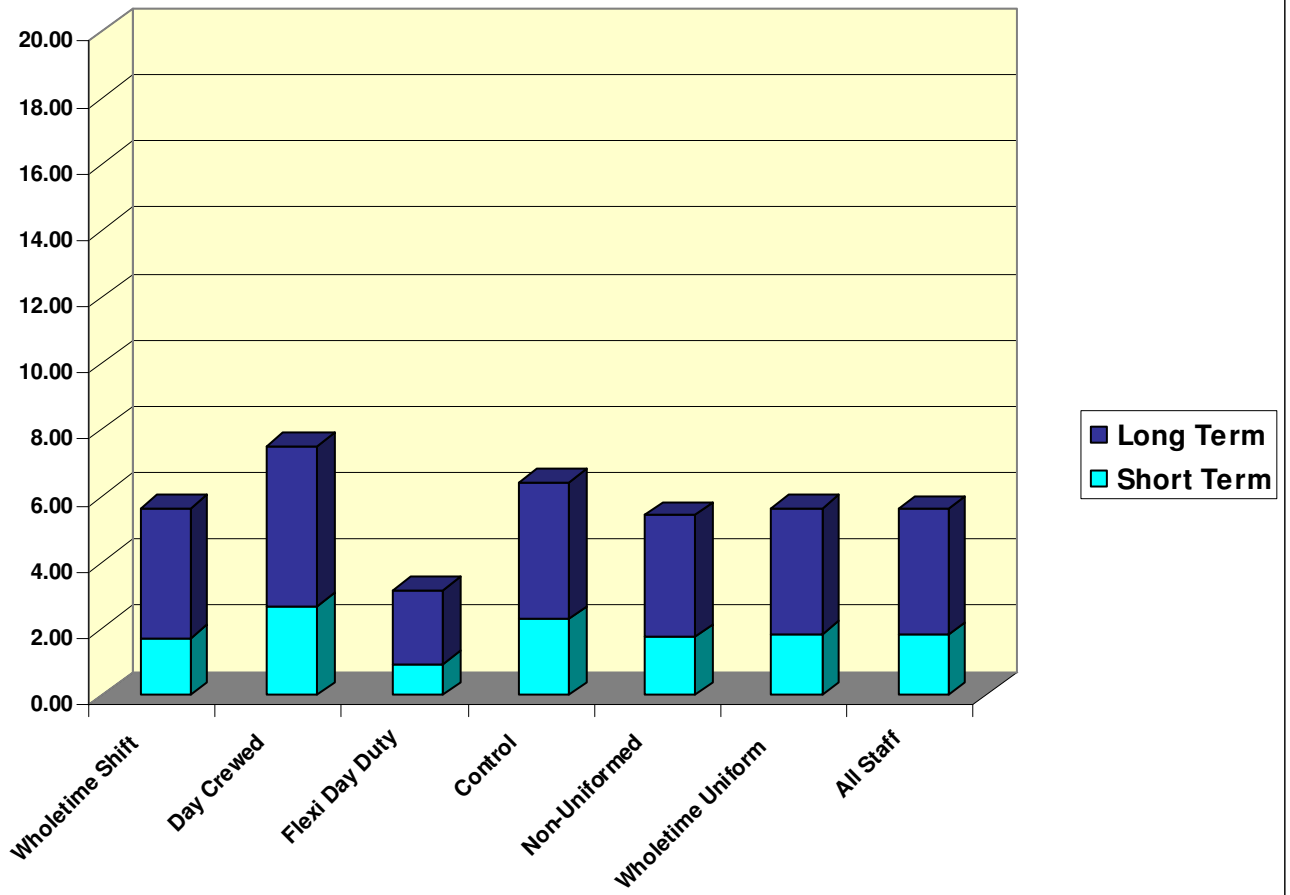
Employee Category	Average number of employees	Number of shifts/days lost to short term sickness	Average number of shifts/ days lost per employee to short term sickness	Number of shifts/days lost to long term sickness	Average number of shift/days lost per employee to long term sickness
Wholetime shift staff	132	224	1.70	521	3.94
Day Crewed Staff	78	209	2.68	377	4.83
Flexi / Day Duty Staff	69	63	0.91	156	2.26
Control Staff	31	71	2.29	128	4.13
Non Uniform Staff	89	156	1.75	327	3.67
Wholetime Uniform	310	567	1.83	1182	3.81
All Staff	399	723	1.81	1509	3.78

Actual number of shifts/days lost to sickness April 2003 to October 2003
in North Wales Fire & Rescue Service

(7 months)

Employee Category	Average number of employees	Number of shifts/days lost to short term sickness	Average number of shifts/ days lost per employee to short term sickness	Number of shifts/days lost to long term sickness	Average number of shift/days lost per employee to long term sickness
Wholetime Shift staff	134.7	307	2.28	638	4.74
Day Crewed Staff	85.4	217	2.54	321	3.76
Flexi / Day Duty Staff	70.9	43	0.60	628	8.86
Control Staff	30.6	80	2.61	79	2.58
Non Uniform Staff	92.1	264.5	2.87	394	4.28
Wholetime Uniform	321.6	647	2.01	1666	5.18
All Staff	413.7	911.5	2.20	2060	4.98

Proportion of Short / Long Term Sickness Absence April 2002 -October 2002



Proportion of Short / Long Term Sickness April - October 2003

