

NORTH WALES FIRE & RESCUE SERVICE

FIRE AUTHORITY EXECUTIVE PANEL REPORT

DATE:	22 nd April 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 Authority's sickness absence levels for the last quarter.

1. **EXTENSION OF SICK PAY**

- 1.1 Since the meeting of the Executive Panel on 14th January 2004, 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 eighteen months until retirement on ill health grounds on 3rd July 2004.

In one case the entitlement to six months' full pay had expired and an extension of full pay has been granted until retirement on ill health grounds.

In both cases extension of sick pay was granted pending information from Occupational Health of the individuals' long term health position. Once confirmation had been received from Occupational Health that ill health retirement was appropriate the necessary action was undertaken. Dates of ill health retirement have been confirmed for both individuals.

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

- 1.3 In the period under review of the personnel, two are retained and two are wholetime uniformed employees in the Service.

2. **SICKNESS ABSENCE LEVELS**

- 2.1 Information is attached comparing sickness absence rates for the period April 2003 - February 2004 with the same period last year.
- 2.2 Long term sickness absence accounts for the majority of sickness absence within the Service.

3. **RECOMMENDATION**

- 3.1 To note the report.

COMPARISON OF SICKNESS ABSENCE RATES

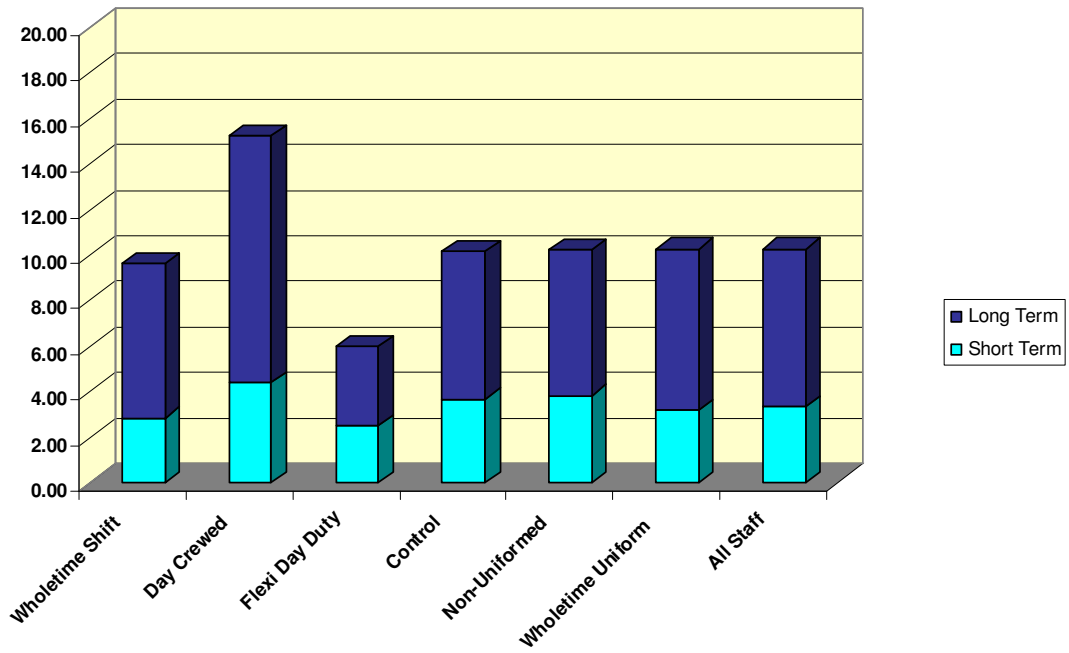
Actual number of shifts/days lost to sickness April 2002 to February 2003 in North Wales Fire & Rescue Service (11 months)

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	130	349	2.68	882	6.78
Day Crewed Staff	80	352	4.40	865	10.81
Flexi / Day Duty Staff	66	166	2.52	228	3.45
Control Staff	29	106	3.66	188	6.48
Non Uniform Staff	91	348.5	3.83	583	6.41
Wholetime Uniform	305	973	3.19	2163	7.09
All Staff	396	1321.5	3.34	2746	6.93

Actual number of shifts/days lost to sickness April 2003 to February 2004 in North Wales Fire & Rescue Service (11 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	133.7	456	3.41	942	7.04
Day Crewed Staff	85.6	302	3.53	497	5.80
Flexi / Day Duty Staff	70.8	148	2.09	743	10.49
Control Staff	30.7	126	4.10	113	3.68
Non Uniform Staff	92.6	447.5	4.83	498.5	5.38
Wholetime Uniform	320.8	1032	3.22	2295	7.15
All Staff	413.4	1479.5	3.58	2793.5	6.75

Proportion of Short/Long Term Sickness Absence April 2002 - February 2003



Proportion of Short/Long Term Sickness Absence April 2003 - February 2004

