Committee:	Safety Committee	Agenda Item No.:	5.
Date:	23rd September 2008	Category	
Subject:	Sickness Absence/Occupational Health Statistics April-June 2008	Status	Open
Report by:	Head of Human Resources/Payroll		
Other Officers involved:	Human Resources Assistant		
Director	Chief Executive Officer		
Relevant Portfolio Holder	People and Performance Portfolio Holder		

RELEVANT CORPORATE AIMS
STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation by providing monitoring information which can be used to shape future policy decisions

TARGETS
The subject matter of this report does not contribute to any specific targets in the Corporate Plan.

VALUE FOR MONEY
As this report relates to retrospective monitoring data value for money criteria is not applicable

THE REPORT

1. Sickness Absence/Occupational Health Referral Statistics April to June 2008 and 2007.

    1.1 The sickness absence outturn for the first quarter of 2008 (April to June) is shown below, with comparisons for the same period during 2007:

Apr-June 2008	Apr-June 2007
1.79 days per FTE	1.88 days per FTE

    The target for April to June 2008 was 2.25 days per FTE.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 10 for information.

Whilst the overall sickness figure is encouraging, due to a reduction in long term sickness, there has been an increase in short term sickness absence from 0.51 days per FTE to 0.71 days per FTE. As a result Heads of Service have been asked to ensure proactive measures are taken in those departments with the highest levels of short term sickness absence.

1.3   The outcome of occupational health referrals for the first quarter of 2008, with comparisons for the same period during 2007 are shown below:

	Apr-June 2008	Apr-June 2007
Rehabilitation	8	14
Resigned	0	1
Dismissal	0	1
Ill Health Retirement	0	1
Outstanding	2	0
TOTAL	**10**	**17**

1.4   The following health surveillance events have been held during the period April to June 2008.

Three routine health surveillance clinics were held in April and May covering reviews for Hepatitis B and blood tests, Hand Arm Vibration assessments, driver medicals and audiometry reviews for 36 employees.

There have been two employees undergoing counselling during this period.

ISSUES FOR CONSIDERATION

Members of the Committee are asked to note the statistical information provided and action taken to address any adverse trends.

IMPLICATIONS

Financial :   None
Legal :   None
Human Resources : Compliance with employment legislation relating to managing sickness absence

RECOMMENDATION

That the report be received.

ATTACHMENT: **Y (1)**
FILE REFERENCE: *N/A*
SOURCE DOCUMENT: *N/A*

APRIL TO JUNE 2008 LONG TERM SHORT TERM SPLIT							
DEPARTMENT	TOTAL FTE	DAYS LOST	FTE DAYS	LONG TERM ABSENCE NO OF DAYS	SHORT TERM ABSENCE NO OF DAYS	LT ABSENCE PER FTE	ST ABSENCE PER FTE
FINANCIAL SERVICES	18.11	6	0.33	0	6.00	**0.00**	**0.33**
PROCUREMENT	4.00	0	0.00	0	0.00	**0.00**	**0.00**
CHIEF EXECUTIVES OFFICE	5.00	0	0.00	0	0.00	**0.00**	**0.00**
ICT SERVICES	13.50	1	0.07	0	1.00	**0.00**	**0.07**
LEGAL SERVICES INCLUDING LAND CHARGES	11.78	53	4.50	52	1.00	**4.41**	**0.08**
PLANNING SERVICES	22.00	8	0.36	0	8.00	**0.00**	**0.36**
LEISURE SERVICES	31.42	60	1.91	21	39.00	**0.67**	**1.24**
DEMOCRATIC	11.10	12	1.08	0	12.00	**0.00**	**1.08**
COMMUNITY SERVICES	18.75	23	1.23	0	23.00	**0.00**	**1.23**
HUMAN RESOURCES AND PAYROLL	9.44	3	0.32	0	3.00	**0.00**	**0.32**
ENVIRONMENTAL HEALTH	27.82	43.5	1.56	29	14.50	**1.04**	**0.52**
CUSTOMER SERVICE/PERFORMANCE	15.00	5	0.33	0	5.00	**0.00**	**0.33**
REGENERATION INCLUDING SECURITY	41.66	70.5	1.69	21	49.50	**0.50**	**1.19**
REVENUE SERVICES	40.50	21.5	0.53	0	21.50	**0.00**	**0.53**
HOUSING (INC REPAIRS AND WARDEN SERVICE)	116.58	233	2.00	137	96.00	**1.18**	**0.82**
STREET SERVICES	103.21	349	3.38	274	75.00	**2.65**	**0.73**
CONTACT CENTRES	26.74	38	1.42	24	14.00	**0.90**	**0.52**
GRAND TOTAL	*516.61*	*926.50*	*1.79*	*558*	*368.50*	*1.08*	*0.71*

Street Services include Depot Resources, GM and Cleansing and Waste Services