

Committee:	Safety Committee	Agenda Item No.:	5.
Date:	2 nd February 2009	Category	
Subject:	Sickness Absence/Occupational Health Statistics Jul-Sept 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 July to September 2008 and 2007.

- 1.1 The sickness absence outturn for the second quarter of 2008 (July to September) is shown below, with comparisons for the same period during 2007:

Jul-Sept 2008	Jul-Sept 2007
2.13 days per FTE	2.04 days per FTE

The target for July to September 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 12 for information.

Whilst the overall sickness figure is encouraging, there is a slight increase in the overall figure compared with the same quarter last year. This is due to both long term and short term sickness absence showing a slight increase as shown below:

	Long Term	Short Term
Jul-Sept 2007	1.23 days per FTE	0.81 days per FTE
Jul-Sept 2008	1.27 days per FTE	0.86 days per FTE

Despite the fact that the number of long term sickness cases has doubled compared with the same quarter last year, the HR team have worked hard to reduce the number of long term sickness cases, with all cases resolved by December 2008 (see paragraph 1.3). In terms of the short term sickness absence Heads of Service in those departments with the highest levels of short term sickness absence have been asked to ensure proactive measures are taken.

- 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:

	Jul-Sept 2008	Jul-Sept 2007
Rehabilitation	12	6
Resigned	1	0
Dismissal	1	0
Ill Health Retirement	0	1
Outstanding	0	0
TOTAL	14	7

- 1.4 The following health surveillance events have been held during the period July to September 2008.

Three routine health surveillance clinics were held in July, August and September covering reviews for Hepatitis B and blood tests, Hand Arm Vibration assessments, driver medicals and audiometry reviews for 24 employees.

There have been two employees undergoing counseling 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

The report be received.

ATTACHMENT: Y (1)

FILE REFERENCE: N/A

SOURCE DOCUMENT: N/A

BVPI12 - JULY TO SEPTEMBER 2008 LONG TERM SHORT TERM SPLIT

DEPARTMENT	AVERAGE 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	13.61	1.5	0.11	0	1.50	0.00	0.11
PROCUREMENT	4.00	0	0.00	0	0.00	0.00	0.00
CHIEF EXECUTIVES OFFICE	5.00	5	1.00	0	5.00	0.00	1.00
ICT SERVICES	13.50	10	0.74	0	10.00	0.00	0.74
LEGAL SERVICES INCLUDING LAND CHARGES	11.78	19	1.61	14	5.00	1.19	0.42
PLANNING SERVICES	21.50	21.5	1.00	2	19.50	0.09	0.91
LEISURE SERVICES	34.72	33.5	0.96	0	33.50	0.00	0.96
DEMOCRATIC	11.35	23	2.03	0	23.00	0.00	2.03
COMMUNITY SERVICES	18.25	47	2.58	38	9.00	2.08	0.49
HUMAN RESOURCES AND PAYROLL	9.44	1	0.11	0	1.00	0.00	0.11
ENVIRONMENTAL HEALTH	28.82	48	1.67	24	24.00	0.83	0.83
CUSTOMER SERVICE/PERFORMANCE	15.00	15	1.00	0	15.00	0.00	1.00
REGENERATION INCLUDING SECURITY	41.76	68	1.63	54	14.00	1.29	0.34
REVENUE SERVICES	40.25	39	0.97	0	39.00	0.00	0.97
HOUSING (INC REPAIRS AND WARDEN SERVICE)	116.03	232.5	2.00	168	64.50	1.45	0.56
STREET SERVICES	100.30	405	4.04	267.5	137.50	2.67	1.37
CONTACT CENTRES	25.90	122	4.71	82	40.00	3.17	1.54
GRAND TOTAL	511.21	1091.00	2.13	649.5	441.50	1.27	0.86

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