

Committee:	Safety Committee	Agenda Item No.:	6.
Date:	7 <sup>th</sup> September 2012	Category	
Subject:	Sickness Absence/Occupational Health Statistics April to June 2012	Status	Open
Report by:	Assistant Director Human Resources		
Other Officers involved:	Human Resources Officer Senior Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E. Watts, Leader of the Council		

### **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 2012 and 2011.
  - 1.1 The sickness absence outturn for the first quarter of 2012 (April to June) is shown below, with comparisons for the same period during 2011:

<b>April to June 2011</b>	<b>April to June 2012</b>
1.63 days per FTE	1.93 days per FTE

The target for April to June 2012 was 2 days per FTE. A breakdown of these figures by Department, and by long term/short term sickness

absence, is attached at page 13 for information.

The overall sickness figure is higher than last year but still within the target. This is largely due to an increase of 98 working days due to long term sickness, although short term sickness has reduced by 46 days. The vast majority of this increase results from the following sections where there have been increases in both long term and short term sickness absence:-

- Leisure
- Street Services
- Housing (Repairs and Management)

Please see below in 1.2 the reasons for continuing absence in these areas. A breakdown of the total sickness figures into long term/short term sickness absence is shown below for information:-

	<b>Long Term</b>	<b>Short Term</b>
April to June 2011	0.89 days per FTE	0.74 days per FTE
April to June 2012	1.19 days per FTE	0.72 days per FTE

It is also an important point to note that there has been a significant drop in short term and long term absence for Apprentices for this quarter, 1.5 days short term, and no long term absence, compared with 107.5 days short term and 42 days long term absence for the same period of 2011.

1.2 The outcome of occupational health referrals for the first quarter of 2012, with comparisons for 2011 are shown below:

	<b>April to June 2011</b>	<b>April to June 2012</b>
Rehabilitated	4	4
Continuing**	2	9
<b>TOTAL</b>	<b>6</b>	<b>13</b>

\*\* 1 case awaiting appointment with Hospital Consultant  
 1 case returning on completion of cardiac rehabilitation programme – hopefully August 2012  
 3 recuperating following surgery and are expected to return within 4 weeks following 28<sup>th</sup> June 2012  
 1 awaiting MRI scan results – absence due to an Industrial Injury. No return to work date known presently  
 2 awaiting ill health retirement authorisation  
 1 case returning on completion of physiotherapy

1.3 A breakdown of the reasons for all long term sickness absence is as follows:

<b>Reasons for Long Term Sickness Absence April to June 2012</b>		
<b>Reason for Absence</b>	<b>No. of Employees Citing this Reason April to June 2011</b>	<b>No. of Employees Citing this Reason April to June 2012</b>
Muscular Skeletal	2	4
Stress/Depression	1	-
Other	1	4
Genito/Gynaechological	1	-
Back/Neck	1	1
Heart/BP/Circulation	-	3
Stomach/Digestion	-	1
<b>TOTAL</b>	<b>6</b>	<b>13</b>

1.4 The following routine health surveillance clinics have been held during April to June 2012:

- 18<sup>th</sup> April
- 15<sup>th</sup> May
- 13<sup>th</sup> June

and covered topics such as Hand Arm Vibration, audiometry, driver medicals for 9 employees and blood tests and Hepatitis B immunisation to 'at risk' groups in the current Hepatitis B programme.

There have been 2 employees undergoing counselling during this period.

### **ISSUES FOR CONSIDERATION**

The report is for monitoring purposes only and there are no specific issues for consideration other than the statistics given.

### **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 - APRIL TO JUNE 2012 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	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
<b>CHIEF EXECES DIRECTORATE</b>							
CHIEF EXECUTIVES AND PARTNERSHIP	6.50	1	0.154	0	1	0.000	0.154
STRATEGY/PERFORMANCE	13.60	2	0.147	0	2	0.000	0.147
HUMAN RESOURCES AND PAYROLL	10.50	11	1.048	0	11	0.000	1.048
APPRENTICES	48.00	1.5	0.031	0	1.5	0.000	0.031
DEMOCRATIC	10.10	14.5	1.436	0	14.5	0.000	1.436
LEGAL AND LAND CHARGES	8.69	4	0.460	0	4	0.000	0.460
<b>RESOURCES DIRECTORATE</b>							
FINANCE	10.02	1	0.100	0	1	0.000	0.100
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	23.64	102	4.315	81	21	3.426	0.888
REVENUES	38.39	30	0.781	18	12	0.469	0.313
<b>HEALTH AND WELL BEING</b>							
LEISURE	45.99	74	1.609	42	32	0.913	0.696
<b>NEIGHBOURHOODS</b>							
COMMUNITY SAFETY	11.00	2	0.182	0	2	0.000	0.182
STREET SERVICES	86.23	321.5	3.728	186.5	135	2.163	1.566
HOUSING (REPAIRS AND MANAGEMENT)	112.27	292	2.601	211	81	1.879	0.721
<b>DEVELOPMENT</b>							
PLANNING/HOUSING STRATEGY	18.10	33	1.823	30	3	1.657	0.166
REGENERATION	28.58	25	0.875	0	25	0.000	0.875
<b>GRAND TOTAL</b>	<b>474.42</b>	<b>914.50</b>	<b>1.93</b>	<b>568.5</b>	<b>346.00</b>	<b>1.198</b>	<b>0.729</b>
Street Services include Depot Resources, Street Scene and Waste Services							
Housing includes Repairs and Maintenance and Supporting People Service							
Legal includes Land Charges							
Planning includes Housing Strategy							
Directors included as 50% in Leisure, Finance, Development Admin, CEPT, Street Services							
Assistant Directors included as 50% in Customer Service, Strategy/Performance, HR and Payroll, Legal, Finance, Leisure, Planning, Regeneration							