

Committee:	Safety Committee	Agenda Item No.:	5.
Date:		Category	
Subject:	Sickness Absence/Occupational Health Statistics 2012/13	Status	Open
Report by:	Joint Assistant Director – Human Resources		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E. Watts, Leader & Portfolio Holder for Policy, Strategy, Finance, Customer Service and Human Resources		

#### **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 2011/12 and 2012/13.**

- 1.1 The sickness absence outturn for 2012/13 are shown below, with comparisons for 2011/12:

Target 2012/13	Out turn 2012/13	Out turn 2011/12
8 days	8.41 days	7.83 days

A breakdown of these figures for 2012/13 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2012/13, with comparisons for 2011/12 is shown below:

	2011/12	2012/13
Rehabilitation	39	33
Ill Health Retirement	0	3
Dismissed	2	2
Outstanding	0	4
Compromise Agreement	1	0
12 month career break	1	0
<b>TOTAL</b>	<b>43</b>	<b>42</b>

- 1.3 The top three causes of sickness absence for 2011/12 and 2012/13 are as follows:

2011/12		2012/13	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	1152	Musc/Skeletal	806
Stress	801	Stress	735
Stomach/Digestion	548	Stomach/Digestion	705
<b>TOTAL</b>	<b>2501</b>	<b>TOTAL</b>	<b>2246</b>

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

Reasons for Long Term Sickness Absence 2012/13	
Reason for Absence	No. of Employees Citing this Reason
Back/Neck	3
Stomach/Digestion	5
Heart/BP/Circulation	4
Muscular/Skeletal	14
Sick/Other	3
Neurological	2
Stress/Depression	8
Genito/Gynaechological	1
Chest	1
Ear/Nose/Mouth	1

1.5 The following routine health surveillance clinics have been held during the financial year 2012/13:

- 18<sup>th</sup> April
- 15<sup>th</sup> May
- 13<sup>th</sup> June
- 8<sup>th</sup> August
- 27<sup>th</sup> September
- 16<sup>th</sup> October
- 24<sup>th</sup> October
- 28<sup>th</sup> November
- 13<sup>th</sup> December
- 15<sup>th</sup> February

and covered topics such as Hand Arm Vibration, audiometry, driver medicals, blood tests and hepatitis B immunisation to 'at risk' groups.

There have been 11 employees undergoing counselling during this period.

### **ISSUES FOR CONSIDERATION**

The report is for monitoring purposes only and there are no specific issues for consideration.

### **IMPLICATIONS**

Financial : None  
Legal : None  
Human Resources : None

### **RECOMMENDATION**

**The report be received.**

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

## BVPI12 - 2012/13 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 12 MONTHS	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 EXECS DIRECTORATE</b>							
CHIEF EXECUTIVES AND PARTNERSHIP STRATEGY/PERFORMANCE	6.50	10.5	1.615	0	10.5	0.000	1.615
HUMAN RESOURCES AND PAYROLL APPRENTICES	11.10	18.5	1.667	0	18.5	0.000	1.667
DEMOCRATIC	11.25	18	1.600	0	18	0.000	1.600
LEGAL AND LAND CHARGES	47.00	117	2.489	30	87	0.638	1.851
	10.10	77.5	7.673	42.5	35	4.208	3.465
	8.69	76	8.746	47	29	5.409	3.337
<b>RESOURCES DIRECTORATE</b>							
FINANCE	9.52	34.5	3.624	26	8.5	2.731	0.893
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.37	454.5	18.650	339	115.5	13.911	4.739
REVENUES	38.12	238	6.243	119	119	3.122	3.122
<b>HEALTH AND WELL BEING</b>							
LEISURE	45.70	170.5	3.731	106	64.5	2.319	1.411
<b>NEIGHBOURHOODS</b>							
COMMUNITY SAFETY	11.00	0	0.000	0	0	0.000	0.000
STREET SERVICES	85.73	1301.5	15.181	1023	278.5	11.933	3.249
HOUSING (REPAIRS AND MANAGEMENT)	115.80	1274.5	11.006	873.5	401	7.543	3.463
<b>DEVELOPMENT</b>							
PLANNING/HOUSING STRATEGY	18.60	70	3.763	48	22	2.581	1.183
REGENERATION	26.09	111.5	4.274	34	77.5	1.303	2.970
<b>GRAND TOTAL</b>	<b>472.38</b>	<b>3972.50</b>	<b>8.41</b>	<b>2688</b>	<b>1284.50</b>	<b>5.690</b>	<b>2.719</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							