

Council/ Committee:	Safety Committee	Agenda Item No.:	6
Date:		Category	
Subject:	Sickness Absence/Occupational Health Statistics April to June 2013	Status	Open
Report by:	Joint Assistant Director – Human Resources		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Cllr. E. Watts Leader		

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 2013 and 2012 .
 - 1.1 The sickness absence outturn for the first quarter of 2013 (April to June) is shown below, with comparisons for the same period during 2012:-:

April to June 2012	April to June 2013
1.93 days per FTE	2.40 days per FTE

The target for April to June 2013 was 2 days per FTE. A breakdown of these figures by Department, and by long term/short term sickness absence, is attached for information.

The overall sickness figure is higher than the same quarter of last year. This is due to an increase of 29.5 working days of long term sickness, whilst short term sickness has reduced by 55.5 days in this quarter. It is also worth noting that FTE numbers have reduced in the last 12 months

- 1.2 The outcome of occupational health referrals for the first quarter of 2013, with comparisons for 2012 are shown below:

	April to June 2012	April to June 2013
Rehabilitated	4	9
Continuing**	9	4
TOTAL	13	13

** 1 case unfit to return to role until specialist advice is provided
 1 case recuperating following surgery, expected return within 8 weeks of 25th July 2013
 2 cases awaiting surgery

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

Reasons for Long Term Sickness Absence April to June 2013		
Reason for Absence	No. of Employees Citing this Reason April to June 2012	No. of Employees Citing this Reason April to June 2013
Back/Neck	1	2
Stomach/Digestion	1	1
Heart/BP/Circulation	3	-
Muscular/Skeletal	4	6
Sick/Other	4	-
Neurological	-	-
Stress/Depression	-	2
Genito/Gynaechological	-	1
Chest	-	-
Ear/Nose/Mouth	-	1
TOTAL	13	13

- 1.4 The following routine health surveillance clinics have been held during April to June 2013:

- 20th June 2013

and covered topics such as

- Hand Arm Vibration,
- Blood Tests and
- Hepatitis B Immunisation to 'at risk' groups.

There have been 4 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

- 1. The report be received.**

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

BVPI12 - APRIL - JUNE 2013 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	EMPLOYEES @ APRIL 2013	DAYS LOST	FTE DAYS	LONG TERM ABSENCE NO OF DAYS	SHORT TERM ABSENCE NO OF DAYS	LT ABSENCE PER FTE	ST ABSENCE PER FTE
CHIEF EXECS DIRECTORATE							
CHIEF EXECUTIVES AND PARTNERSHIP	6.00	1.5	0.250	0	1.5	0.000	0.250
STRATEGY/PERFORMANCE	8.70	6	0.690	0	6	0.000	0.690
HUMAN RESOURCES AND PAYROLL	6.00	0	0.000	0	0	0.000	0.000
DEMOCRATIC	7.50	9.5	1.267	0	9.5	0.000	1.267
LEGAL AND LAND CHARGES	9.19	0	0.000	0	0	0.000	0.000
RESOURCES DIRECTORATE							
FINANCE	9.02	1.5	0.166	0	1.5	0.000	0.166
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.04	135.5	5.636	114.5	21	4.763	0.874
REVENUES	38.35	117	3.051	100	17	2.608	0.443
HEALTH AND WELL BEING							
LEISURE	41.37	19	0.459	0	19	0.000	0.459
NEIGHBOURHOODS							
COMMUNITY SAFETY	10.00	0	0.000	0	0	0.000	0.000
STREET SERVICES	78.92	338.5	4.289	246.5	92	3.123	1.166
HOUSING (REPAIRS AND MANAGEMENT)	107.67	260	2.415	163.5	96.5	1.519	0.896
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	19.60	11	0.561	11	11	0.561	0.561
REGENERATION	23.84	44.5	1.867	29	15.5	1.216	0.650
GRAND TOTAL	393.01	944.00	2.40	664.5	290.50	1.691	0.739
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							
Bolsover Directors included only at 100%, CEO, Neighbourhoods, Development							
Bolsover Assistant Directors included only at 100%, Legal, Strategy, Regeneration, Planning, Leisure							