

Bolsover District Council**Safety Committee**10th November 2014

Sickness Absence/Occupational Health Statistics, July to September 2014

Report of the Joint Assistant Director Human Resources

This report is public.

Purpose of the Report

To provide Sickness Absence/Occupational Health Statistics for July to September 2014 for the Committee to consider.

1 Report Details**1. Sickness Absence/Occupational Health Referral Statistics July to September 2014.**

- 1.1 The sickness absence outturn for the second quarter of 2014 (July to September) is shown below, with comparisons for the same period during 2013:-

July to September 2013	July to September 2014
2.50 days per FTE	2.48 days per FTE

The target for July to September 2014 was 2.12 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 at a similar level to the same quarter of last year.

- 1.2 The outcome of occupational health referrals for the second quarter of 2014, with comparisons for 2013 shown below:

Status	July to September 2013	July to September 2014
Rehabilitated	8	10
Continuing	2	7
Ill Health	1	0
TOTAL	11	17

- 1.3 The top three causes of sickness absence for July to September 2014 and for the same period last year are as follows:

July to September 2013		July to September 2014	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	219.5	Musc/Skeletal	275
Stress/Depression	154.5	Stress/Depression	144
Back/Neck	117.5	Back/Neck	118
TOTAL	491.5	TOTAL	537

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

Reasons for Long Term Sickness Absence July to September 2014		
Reason for Absence	No. of Employees Citing this Reason July to September 2013	No. of Employees Citing this Reason July to September 2014
Chest Infection	0	1
Back/Neck	2	2
Muscular/Skeletal	2	7
Stress/Depression	1	1
Infection	0	1
Genito/Gynaecological	0	1

Neurological	1	1
Heart/BP/Circulation	0	1
Other	4	2
Ear/Nose/Mouth	1	0
TOTAL	11	17

1.5 There was no routine health surveillance clinics held during July to September 2014. When clinics take place they cover topics such as:

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

There have been 5 employees undergoing counselling during this period.

ISSUES FOR CONSIDERATION

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

2 Conclusions and Reasons for Recommendation

N/A

3 Consultation and Equality Impact

3.1 Sickness absence data is considered at the UECC and quarterly performance review meetings.

4 Alternative Options and Reasons for Rejection

N/A

5 Implications

N/A

5.1 Finance and Risk Implications

N/A

5.2 Legal Implications including Data Protection

N/A

5.3 Human Resources Implications

Contained in the report

6 Recommendations

6.1 For the Committee to note the report.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	

8 Document Information

Appendix No	Title
N/A	
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
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Report Reference –

BVPI12 - JULY TO SEPTEMBER 2014 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 6 MTHS	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	5.50	1	0.182	0	1	0.000	0.182
STRATEGY/PERFORMANCE	7.70	0	0.000	0	0	0.000	0.000
HUMAN RESOURCES AND PAYROLL	6.50	5	0.769	0	5	0.000	0.769
DEMOCRATIC	6.50	6.5	1.000	0	6.5	0.000	1.000
LEGAL AND LAND CHARGES	8.69	3	0.345	0	3	0.000	0.345
RESOURCES DIRECTORATE							
FINANCE	10.02	39	3.892	35	4	3.493	0.399
PROCUREMENT	1.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.79	77	3.106	33	44	1.331	1.775
REVENUES	37.95	20	0.527	0	20	0.000	0.527
HEALTH AND WELL BEING							
LEISURE	42.52	11	0.259	0	11	0.000	0.259
ENVIRONMENTAL HEALTH	0.50	2.5	5.000	0	2.5	0.000	5.000
NEIGHBOURHOODS							
COMMUNITY SAFETY	9.88	4	0.405	0	4	0.000	0.405
STREET SERVICES	78.92	315.5	3.998	188.5	127	2.388	1.609
HOUSING (REPAIRS AND MANAGEMENT)	108.17	445	4.114	367	78	3.393	0.721
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	18.60	14	0.753	0	14	0.000	0.753
REGENERATION	22.62	34	1.503	0	34	0.000	1.503
GRAND TOTAL	390.67	977.50	2.50	623.5	354.00	1.596	0.906

BVPI12 - JULY - SEPTEMBER 2014 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 3 MTHS	DAYS LOST	FTE DAYS	LONG TERM ABSENCE NO OF DAYS	SHORT TERM ABSENCE NO OF DAYS	LT ABSENCE PER FTE	ST ABSENCE PER FTE
SENIOR MANAGERS GROUP	6.5	4.7	0.72	0.00	4.70	0.00	0.72
	6.5	4.7	0.72	0.00	4.70	0.00	0.72
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.58	62	9.42	59.00	3.00	8.97	0.46
DEMOCRATIC	7.12	21	2.95	0.00	21.00	0.00	2.95
PARTNERSHIP TEAM	5	3	0.60	0.00	3.00	0.00	0.60
ECONOMIC GROWTH/HOUSING STRATEGY	4.46	0	0.00	0.00	0.00	0.00	0.00
PLANNING	15.36	10	0.65	0.00	10.00	0.00	0.65
	38.52	96	2.49	59.00	37.00	1.53	0.96
OPERATIONS DIRECTORATE							
FINANCE	9.01	41	4.55	35.00	6.00	3.88	0.66
PROPERTY/ESTATES	16.94	52	3.06	34.00	18.00	2.07	1.06
REVENUES	36.12	148.5	4.11	101.50	47.00	2.81	1.30
COMMUNITY SAFETY	11.31	3	0.26	0.00	3.00	0.00	0.26
STREET SERVICES	81.27	194	2.39	115.00	79.00	1.41	0.97
HOUSING (REPAIRS AND MANAGEMENT)	110.87	348.5	3.14	210.00	138.50	1.89	1.25
	265.52	787	2.96	495.50	291.50	1.87	1.10
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	8.06	2	0.25	0.00	2.00	0.00	0.25
HUMAN RESOURCES AND PAYROLL	6.75	66	9.78	66.00	0.00	9.78	0.00
CUSTOMER SERVICE	25.94	19	1.36	0.00	19.00	0.00	0.73
LEISURE	41.66	2	0.05	0	2	0	0.05
	82.41	89	1.08	66	23	0.8	0.28
GRAND TOTAL	392.97	976.7	2.48	620.50	356.20	1.58	0.90