

**Bolsover District Council****Safety Committee**

Sickness Absence/Occupational Health Statistics 2014/15

**Report of the Joint Assistant Director Human Resources**

This report is public.

**Purpose of the Report**

To provide Sickness Absence/Occupational Health Statistics 2014/15 for the Committee to consider.

**1 Report Details****1. Sickness Absence/Occupational Health Referral Statistics 2013/14 and 2014/15.**

- 1.1 The sickness absence outturn for 2014/15 are shown below, with comparisons for 2013/14:

<b>Target 2014/15</b>	<b>Out turn 2013/14</b>	<b>Out turn 2014/15</b>
8.5 days	9.10 days	9.20 days

A breakdown of these figures for 2014/15 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2014/15, with comparisons for 2013/14 is shown below:

	<b>2013/14</b>	<b>2014/15</b>
Rehabilitation	38	39
Ill Health Retirement	-	0
Dismissed/Capability	1	0
Outstanding	2	2
Retired	1	0
<b>TOTAL</b>	<b>42</b>	<b>41</b>

1.3 The top three causes of sickness absence for 2013/14 and 2014/15 are as follows:

2013/14		2014/15	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	878	Musc/Skeletal	789.5
Stress	698	Stress	540
Back/Neck	471	Infections	344
<b>TOTAL</b>	<b>2047</b>	<b>TOTAL</b>	<b>1673.5</b>

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

Reasons for Long Term Sickness Absence 2014/15	
Reason for Absence	No. of Employees Citing this Reason
Stress/Depression	8
Neurological	4
Muscular/Skeletal	18
Back/Neck	3
Other	3
Genito/Gynae	3
Heart/BP/Circulation	1
Infections	1

There have been 8 employees undergoing counselling during this period.

## **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**

<b>Is the decision a Key Decision?</b> (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
<b>District Wards Affected</b>	
<b>Links to Corporate Plan priorities or Policy Framework</b>	

## 8 **Document Information**

<b>Appendix No</b>	<b>Title</b>
N/A	
<b>Background Papers</b> (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)	
<b>Report Author</b>	<b>Contact Number</b>
Linda Charity	2496

## BVPI12 -2014/15 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 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
SENIOR MANAGERS GROUP	5.00	63.50	12.70	63.50	0.00	12.70	0.00
	<b>5.00</b>	<b>63.50</b>	<b>12.70</b>	<b>63.50</b>	<b>0.00</b>	<b>12.70</b>	<b>0.00</b>
<b>GROWTH DIRECTORATE</b>							
LEGAL AND LAND CHARGES	6.79	185.00	27.25	162.00	23.00	<b>23.86</b>	<b>3.39</b>
DEMOCRATIC	6.76	58.00	8.58	0.00	58.00	<b>0.00</b>	<b>8.58</b>
PARTNERSHIP TEAM	5.00	18.00	3.60	0.00	18.00	<b>0.00</b>	<b>3.60</b>
ECONOMIC GROWTH_HOUSING STRATEGY	4.30	47.50	11.05	19.50	28.00	<b>4.53</b>	<b>6.51</b>
PLANNING	15.20	50.50	3.32	8.00	42.50	<b>0.53</b>	<b>2.80</b>
	<b>38.05</b>	<b>359.00</b>	<b>9.43</b>	<b>189.50</b>	<b>169.50</b>	<b>4.98</b>	<b>4.45</b>
<b>OPERATIONS DIRECTORATE</b>							
FINANCE	9.02	105.00	11.64	78.00	27.00	<b>8.65</b>	<b>2.99</b>
PROPERTY/ESTATES	18.60	297.00	15.97	245.00	52.00	<b>13.17</b>	<b>2.80</b>
REVENUES	36.30	332.50	9.16	203.50	129.00	<b>5.61</b>	<b>3.55</b>
COMMUNITY SAFETY	10.25	12.00	1.17	0.00	12.00	<b>0.00</b>	<b>1.17</b>
STREET SERVICES	77.55	669.50	8.63	401.00	268.50	<b>5.17</b>	<b>3.46</b>
HOUSING (REPAIRS AND MANAGEMENT)	121.53	1286.00	10.58	921.00	365.00	<b>7.58</b>	<b>3.00</b>
	<b>273.25</b>	<b>2702.00</b>	<b>9.89</b>	<b>1848.50</b>	<b>853.50</b>	<b>6.76</b>	<b>3.12</b>
<b>TRANSFORMATION DIRECTORATE</b>							
IMPROVEMENT	8.35	22.50	2.69	0.00	22.50	<b>0.00</b>	<b>2.69</b>
HUMAN RESOURCES AND PAYROLL	6.80	150.00	22.06	148.00	2.00	<b>21.76</b>	<b>0.29</b>
CUSTOMER SERVICE	25.13	254.50	10.13	142.00	112.50	<b>5.65</b>	<b>4.48</b>
LEISURE	41.66	110.50	2.65	53.00	57.50	<b>1.27</b>	<b>1.38</b>
	<b>81.94</b>	<b>537.50</b>	<b>6.56</b>	<b>343.00</b>	<b>194.50</b>	<b>4.19</b>	<b>2.37</b>
<b>GRAND TOTAL</b>	<b>398.24</b>	<b>3662.00</b>	<b>9.20</b>	<b>2444.50</b>	<b>1217.50</b>	<b>6.14</b>	<b>3.06</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							
Senior Managers Group includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							

BVPI12 - APRIL 2013 TO MARCH 2014 OUT-TURN LONG TERM/SHORT TERM SPLIT							
DEPARTMENT	AVERAGE EMPLOYEES 12 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	3.25	25	7.69	0	25	0	7.69
	<b>3.25</b>	<b>25</b>	<b>7.69</b>	<b>0</b>	<b>25</b>	<b>0</b>	<b>7.69</b>
<b>GROWTH DIRECTORATE</b>							
LEGAL AND LAND CHARGES	8.99	16	1.780	0	16	0.000	1.780
DEMOCRATIC	8.29	28.5	3.438	0	28.5	0.000	3.438
PARTNERSHIP TEAM	5.50	28.5	5.182	28.5	0	5.182	0.000
ECONOMIC GROWTH_ HOUSING STRATEGY PLANNING	2.40	28	11.667	0	28	0.000	11.667
	18.35	17	0.926	0	17	0.000	0.926
	<b>43.53</b>	<b>118</b>	<b>2.711</b>	<b>28.5</b>	<b>89.5</b>	<b>0.655</b>	<b>2.056</b>
<b>OPERATIONS DIRECTORATE</b>							
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
FINANCE	9.52	54	5.672	35	19	3.676	1.996
PROPERTY/ESTATES	21.49	157	7.306	92	65	4.281	3.025
REVENUES	37.95	189	4.980	81	108	2.134	2.846
COMMUNITY SAFETY	10.38	13	1.252	0	13	0.000	1.252
STREET SERVICES	78.05	973	12.466	689.5	283.5	8.834	3.632
HOUSING (REPAIRS AND MANAGEMENT)	115.00	1494	12.991	1100	394	9.565	3.426
	<b>275.20</b>	<b>2880</b>	<b>10.465</b>	<b>1997.5</b>	<b>882.5</b>	<b>7.258</b>	<b>3.207</b>
<b>TRANSFORMATION DIRECTORATE</b>							
IMPROVEMENT	7.85	13.5	1.720	0	13.5	0.000	1.720
HUMAN RESOURCES AND PAYROLL	7.00	19	2.714	0	19	0.000	2.714
CUSTOMER SERVICE	25.04	540.5	21.585	437	103.5	17.452	4.133
LEISURE	41.54	76	1.830	0	76	0.000	1.830
	<b>81.43</b>	<b>649</b>	<b>7.970</b>	<b>437</b>	<b>212</b>	<b>5.367</b>	<b>2.603</b>
<b>GRAND TOTAL</b>	<b>403.41</b>	<b>3672.00</b>	<b>9.10</b>	<b>2463.00</b>	<b>1209.00</b>	<b>6.105</b>	<b>2.997</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							
Senior Managers Group includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							