

Bolsover District Council**Safety Committee**

Sickness Absence/Occupational Health Statistics July 2015 to September 2015

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 2015 to September 2015 for the Committee to consider.

1 Report Details**1.1 Sickness Absence/Occupational Health Statistics July 2015 to September 2015 with comparative data for the same period of 2014.**

The sickness absence outturn for July to September 2015 is shown below, with comparisons for the same period of 2014:

Target 2015/16	Out turn July to September 2014	Out turn July to September 2015
8.5 days	2.48 days per FTE	1.49 days per FTE

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

1.2 The outcome of occupational health appointments July to September 2015, with comparisons for the same period of 2014 is shown below:

	July to September 2014	July to September 2015
Rehabilitated	10	0
Continuing	7	1
TOTAL	17	1

1.3 The top three causes of sickness absence for July to September 2015 with comparative data for the same period of 2014 are as follows:

July to September 2014		July to September 2015	
Cause	Days Lost	Cause	Days Lost
Muscular/Skeletal	275	Stress/Depression	180
Stress/Depression	144	Muscular/Skeletal	119

Back/Neck	118	Other	69.5
TOTAL	537	TOTAL	368.5

1.4 A breakdown of the reasons for all long term sickness absence for July to September 2015 with comparative data for the same period of 2014 is as follows:

Reasons for Long Term Sickness Absence July to September 2015		
Reason for Absence	No. of Employees Citing this Reason July to September 2014	No. of Employees Citing this Reason July to September 2015
Chest /Respiratory	1	0
Back/Neck	2	1
Muscular/Skeletal	7	3
Stress/Depression	1	3
Infection	1	0
Genito/Gynaecological	1	0
Neurological	1	0
Heart/BP/Circulation	1	0
Other	2	0
TOTAL	17	7

There have been 5 employees undergoing counselling during this period.

2. **Stress Related Illness by Directorate July to September 2015**

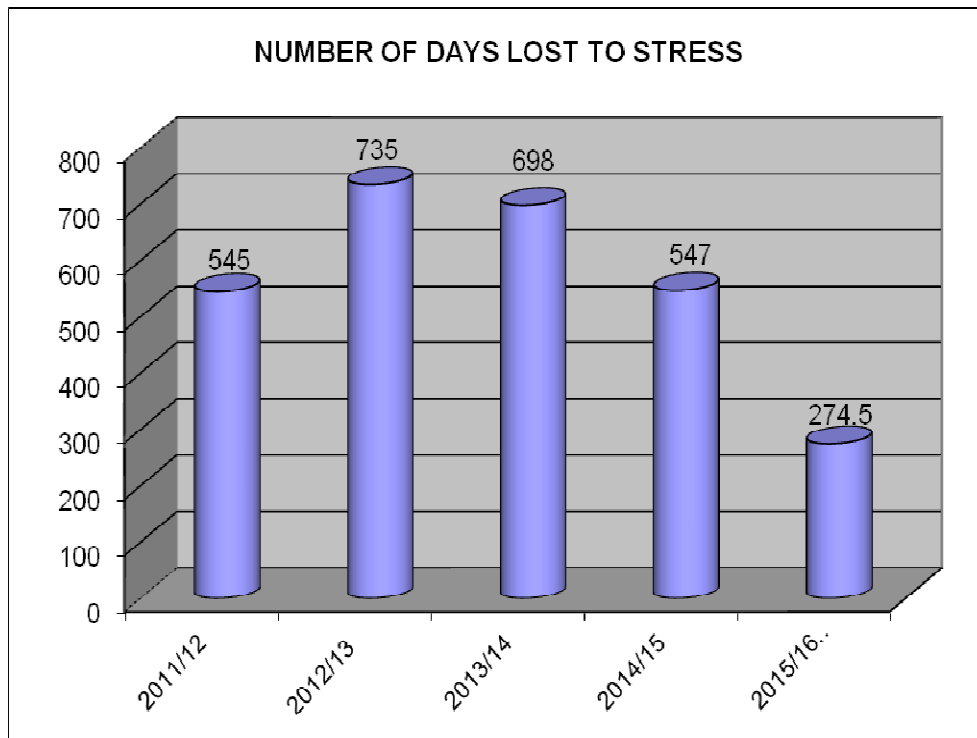
NO OF WORKING DAYS LOST*
OPERATIONS
106 days
TRANSFORMATION
49 days
GROWTH
25 days

NB Stress related illness only covers Stress/Depression related illness.

*** Employee numbers removed to avoid employee identification.**

TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS = 180
TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS SAME PERIOD IN 2014 = 144

An analysis of days lost due to stress related absence is as follows:



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
Linda Charity	2496

Report Reference –

BVPI12 - JULY TO SEPTEMBER 2015 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 9 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
STRATEGIC ALLIANCE	5.00	29.00	5.80	29.00	0.00	5.80	0.00
	5.00	29.00	5.80	29.00	0.00	5.80	0.00
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	13.00	1.91	0.00	13.00	0.00	1.91
DEMOCRATIC	7.01	57.00	8.13	53.00	4.00	7.56	0.57
PARTNERSHIP TEAM	5.00	1.00	0.20	0.00	1.00	0.00	0.20
ECONOMIC GROWTH_ HOUSING STRATEGY	4.90	31.00	6.33	25.00	6.00	5.10	1.22
PLANNING	15.80	6.00	0.38	0.00	6.00	0.00	0.38
	39.50	108.00	2.73	78.00	30.00	1.97	0.76
OPERATIONS DIRECTORATE							
FINANCE	8.52	0.00	0.00	0.00	0.00	0.00	0.00
PROPERTY/ESTATES	17.17	26.00	1.51	0.00	26.00	0.00	1.51
REVENUES	37.36	94.00	2.52	66.00	28.00	1.77	0.75
COMMUNITY SAFETY	11.25	1.00	0.09	0.00	1.00	0.00	0.09
STREET SERVICES	68.87	90.00	1.31	27.00	63.00	0.39	0.91
HOUSING (REPAIRS AND MANAGEMENT)	118.68	162.50	1.37	42.00	120.50	0.35	1.02
	261.85	373.50	1.43	135.00	238.50	0.52	0.91
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	8.35	4.50	0.54	0.00	4.50	0.00	0.54
HUMAN RESOURCES AND PAYROLL	7.60	4.00	0.53	0.00	4.00	0.00	0.53
CUSTOMER SERVICE	23.76	47.00	1.98	0.00	47.00	0.00	1.98
LEISURE	38.63	7.00	0.18	0.00	7.00	0.00	0.18
	78.34	62.50	0.80	0.00	62.50	0.00	0.80
GRAND TOTAL	384.69	573.00	1.49	242.00	331.00	0.63	0.86
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							
Strategic Alliance includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							