

Bolsover District CouncilSafety Committee7th November 2016**Sickness Absence/Occupational Health Statistics April to June 2016**Report of the Joint Assistant Director Human Resources

This report is public.

Purpose of the Report

To provide Sickness Absence/Occupational Health Statistics for April to June 2016 for the Committee to consider.

1 Report Details**1.1 Sickness Absence/Occupational Health Statistics April to June 2016 with comparative data for the same period of 2015.**

The sickness absence outturn for April to June 2016 is shown below, with comparisons for the same period of 2015:

Target 2016/17	Out turn April to June 2015	Out turn April to June 2016
8.5 days	1.35 days	1.92 Days

* The average working days lost for 2015/16 for East Midlands Councils is 9.50 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 April to June 2016, with comparisons for the same period of 2015 is shown below:

	April to June 2015	April to June 2016
Rehabilitated	1	6
Continuing	0	10
Left authority	0	2
TOTAL	1	18

1.3 The top three causes of sickness absence for April to June 2016 with comparative data for the same period of 2015 are as follows:

April to June 2015		April to June 2016	
Cause	Days Lost	Cause	Days Lost
Back/Neck	103.5	Muscular/Skeletal	186.5
Stress	94.5	Stress	165.5
Other	77	Other	150.5
TOTAL	275	TOTAL	502.5

1.4 A breakdown of the reasons for all long term sickness absence for April to June 2016 with comparative data for the same period of 2015 is as follows:

Reasons for Long Term Sickness Absence April to June 2016		
Reason for Absence	No. of Employees Citing this Reason April to June 2015	No. of Employees Citing this Reason April to June 2016
Back/Neck	1	0
Stress/Depression	1	6
Other	2	2
Muscular/Skeletal	0	6
Heart/Circulation	0	2
Chest	0	1
Ear/Nose/Mouth	0	1
TOTAL	4	18

There have been three employees undergoing counselling during this period.

2. Stress Related Illness by Directorate April to June 2016

NO OF WORKING DAYS LOST*
OPERATIONS
115.5 days
TRANSFORMATION
10 days
GROWTH
40 days

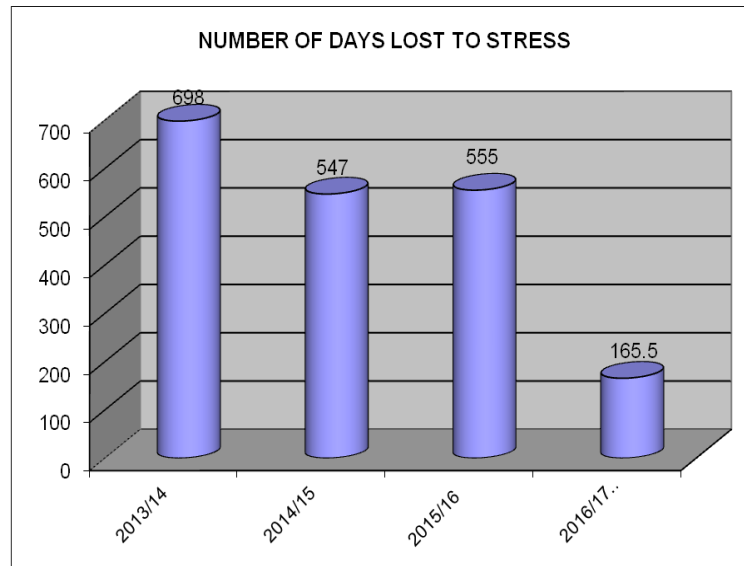
NB Stress related illness only covers Stress/Depression related illness.

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

TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS = 165.5

TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS SAME PERIOD IN 2015 = 94.5

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
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Report Reference –

BVPI12 - APRIL TO JUNE 2016 LONG TERM_SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 3 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	6.00	0.50	0.08	0.00	0.50	0.00	0.08
	6.00	0.50	0.08	0.00	0.50	0.00	0.08
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	38.00	5.60	37.00	1.00	5.45	0.15
DEMOCRATIC	7.30	28.00	3.84	22.00	6.00	3.01	0.82
PARTNERSHIP TEAM	5.50	1.00	0.18	0.00	1.00	0.00	0.18
ECONOMIC GROWTH_HOUSING STRATEGY	4.00	1.00	0.25	0.00	1.00	0.00	0.25
PLANNING	15.55	7.50	0.48	0.00	7.50	0.00	0.48
	39.14	75.50	1.93	59.00	16.50	1.51	0.42
OPERATIONS DIRECTORATE							
FINANCE	8.48	35.00	4.13	35.00	0.00	4.13	0.00
PROPERTY/ESTATES	15.73	24.50	1.56	0.00	24.50	0.00	1.56
REVENUES	35.66	95.50	2.68	82.00	13.50	2.30	0.38
COMMUNITY SAFETY	11.75	5.00	0.43	0.00	5.00	0.00	0.43
STREET SERVICES	67.87	150.00	2.21	91.00	59.00	1.34	0.87
HOUSING (REPAIRS AND MANAGEMENT)	121.61	314.50	2.59	239.50	75.00	1.97	0.62
	261.10	624.50	2.39	447.50	177.00	1.71	0.68
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	7.35	3.00	0.41	0.00	3.00	0.00	0.41
HUMAN RESOURCES AND PAYROLL	7.60	2.00	0.26	0.00	2.00	0.00	0.26
CUSTOMER SERVICE	23.76	22.50	0.95	10.00	12.50	0.42	0.53
LEISURE	38.80	9.00	0.23	8.00	1.00	0.21	0.03
	77.51	36.50	0.47	18.00	18.50	0.23	0.24
GRAND TOTAL	383.75	737.00	1.92	524.50	212.50	1.37	0.55
Street Services include Depot Resources, Street Scene and Waste Services							
Housing includes Repairs and Maintenance and Supporting People Service							
Legal includes Land Charges_Scrutiny							
Strategic Alliance includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							

BVPI12 - APRIL TO JUNE 2015 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 6 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	32.50	6.50	32.50	0.00	6.50	0.00
	5.00	32.50	6.50	32.50	0.00	6.50	0.00
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	14.00	2.06	0.00	14.00	0.00	2.06
DEMOCRATIC	7.26	7.50	1.03	0.00	7.50	0.00	1.03
PARTNERSHIP TEAM	5.00	0.00	0.00	0.00	0.00	0.00	0.00
ECONOMIC GROWTH_HOUSING STRATEGY PLANNING	5.80	8.00	1.38	0.00	8.00	0.00	1.38
	15.30	1.00	0.07	0.00	1.00	0.00	0.07
	40.15	30.50	0.76	0.00	30.50	0.00	0.76
OPERATIONS DIRECTORATE							
FINANCE	9.02	1.00	0.11	0.00	1.00	0.00	0.11
PROPERTY/ESTATES	17.67	3.00	0.17	0.00	3.00	0.00	0.17
REVENUES	37.36	61.50	1.65	21.00	40.50	0.56	1.08
COMMUNITY SAFETY	10.75	0.00	0.00	0.00	0.00	0.00	0.00
STREET SERVICES	68.87	91.00	1.32	58.00	33.00	0.84	0.48
HOUSING (REPAIRS AND MANAGEMENT)	118.68	274.50	2.31	183.50	91.00	1.55	0.77
	262.35	431.00	1.64	262.50	168.50	1.00	0.64
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	9.35	2.00	0.21	0.00	2.00	0.00	0.21
HUMAN RESOURCES AND PAYROLL	7.60	0.00	0.00	0.00	0.00	0.00	0.00
CUSTOMER SERVICE	24.80	21.50	0.87	0.00	21.50	0.00	0.87
LEISURE	38.44	4.50	0.12	0.00	4.50	0.00	0.12
	80.19	28.00	0.35	0.00	28.00	0.00	0.35
GRAND TOTAL	387.69	522.00	1.35	295.00	227.00	0.76	0.59
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%							