

Bolsover District Council**Safety Committee****7th November 2016**

Sickness Absence/Occupational Health Statistics July to September 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 July to September 2016 for the Committee to consider.

1 Report Details

- 1.1 Sickness Absence/Occupational Health Statistics July to September 2016 with comparative data for the same period of 2015.

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

Target 2016/17	Out turn July to September 2015	Out turn July to September 2016
8.5 days	1.49 days	2.74 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/Long term sickness July to September 2016, with comparisons for the same period of 2015 is shown below:

	July to September 2015	July to September 2016
Rehabilitated	0	13
Continuing	1	9
Left authority	0	3
TOTAL	1	25

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

July to September 2015		July to September 2016	
Cause	Days Lost	Cause	Days Lost
Muscular/Skeletal	119	Muscular/Skeletal	296
Stress	180	Stress	258
Other	69.5	Other	136
TOTAL	368.5	TOTAL	690

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

Reasons for Long Term Sickness Absence July to September 2016		
Reason for Absence	No. of Employees Citing this Reason July to September 2015	No. of Employees Citing this Reason July to September 2016
Back/Neck	1	2
Stress/Depression	3	9
Other	0	4
Muscular/Skeletal	3	6
Heart/Circulation	0	3
Chest	0	0
Ear/Nose/Mouth	0	0
TOTAL	7	18

There have been three employees undergoing counselling during this period.

2. Stress Related Illness by Directorate July to September 2016

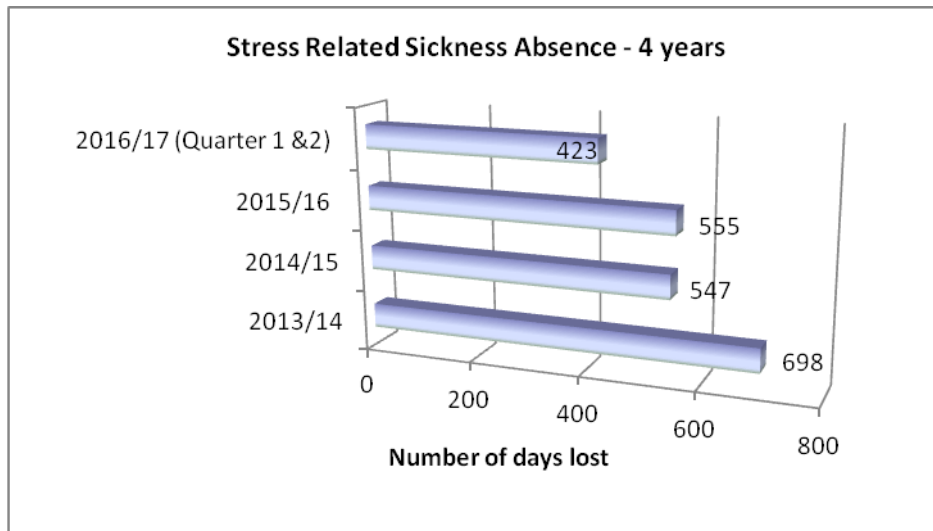
NO OF WORKING DAYS LOST*
OPERATIONS
189 days
TRANSFORMATION
26 days
GROWTH
43 days

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 = 258
TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS SAME PERIOD IN 2015 = 180

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



3 Conclusions and Reasons for Recommendation

N/A

4 Consultation and Equality Impact

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

5 Alternative Options and Reasons for Rejection

N/A

6 Implications

N/A

6.1 Finance and Risk Implications

N/A

6.2 Legal Implications including Data Protection

N/A

6.3 Human Resources Implications

Contained in the report

7 Recommendations

6.1 For the Committee to note the report.

8 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	

9 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 –