

Bolsover District Council**Safety Committee**6th February 2017

Sickness Absence/Occupational Health Statistics October to December 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 October to December 2016 for the Committee to consider.

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

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

Target 2016/17	Out turn October to December 2015	Out turn October to December 2016
8.5 days	1.65 days per FTE	3.05 days per FTE

* 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 October to December 2016, with comparisons for the same period of 2015 is shown below:

	October to December 2015	October to December 2016
Rehabilitated	10	8
Continuing	1	15
Left authority		2
TOTAL	11	25

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

October to December 2015		October to December 2016	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	215.5	Musc/Skeletal	420.5
Stress	92.5	Other	123
Back/Neck	70.5	Heart/Circulation	118.5
TOTAL	378.5	TOTAL	662

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

Reasons for Long Term Sickness Absence October to December 2016		
Reason for Absence	No. of Employees Citing this Reason October to December 2015	No. of Employees Citing this Reason October to December 2016
Back/Neck	1	1
Stress/Depression	2	3
Other	0	2
Muscular/Skeletal	6	13
Heart/Circulation	0	3
Chest	0	2
Ear/Nose/Mouth	1	0
Genito/Urinary	1	1
TOTAL	11	25

There have been 4 employees undergoing counselling during this period.

2. Stress Related Illness by Directorate October to December 2016

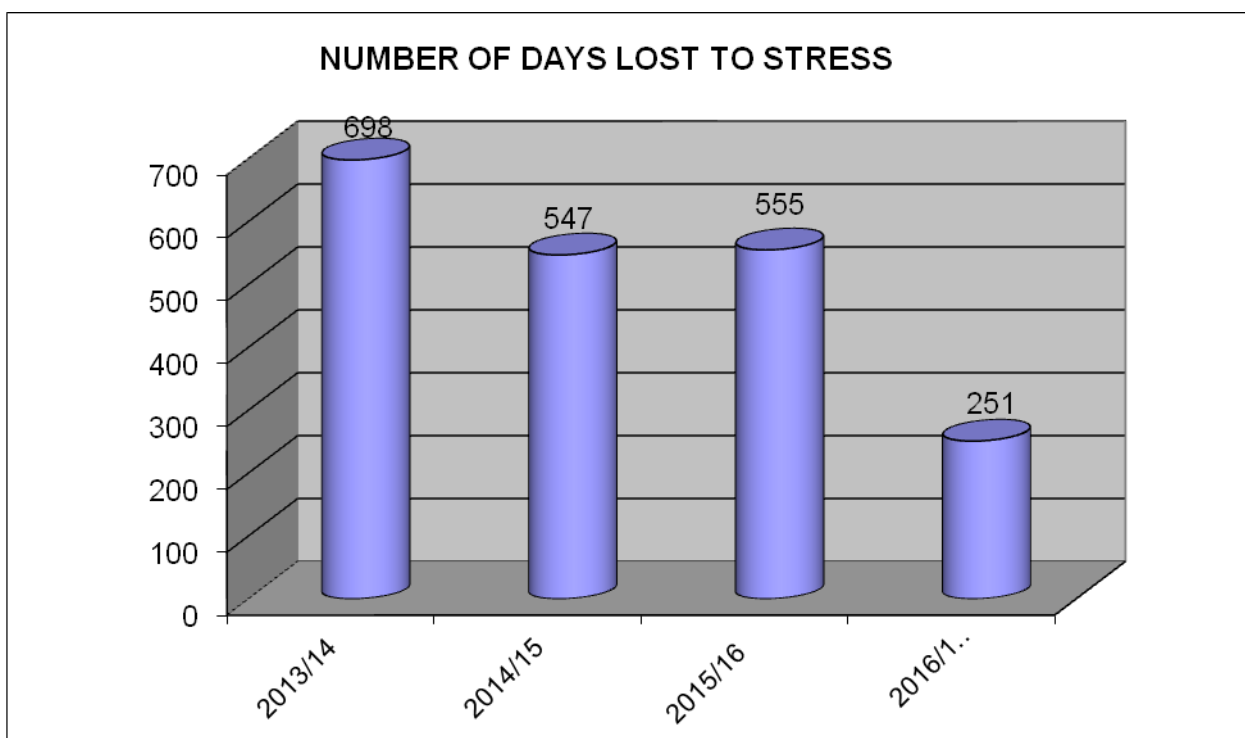
NO OF WORKING DAYS LOST*
OPERATIONS
52.5 days
TRANSFORMATION
33 days

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 = 85.5
TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS SAME PERIOD IN 2015 = 92.5

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
HR Manager	2565

Report Reference –

BVPI12 - OCTOBER TO DECEMBER 2016 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	6.00	3.00	0.50	0.00	3.00	0.00	0.50
	6.00	3.00	0.50	0.00	3.00	0.00	0.50
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.29	10.00	1.59	0.00	10.00	0.00	1.59
DEMOCRATIC	7.30	76.50	10.48	70.50	6.00	9.66	0.82
PARTNERSHIP TEAM	5.50	8.50	1.55	0.00	8.50	0.00	1.55
ECONOMIC GROWTH_HOUSING STRATEGY PLANNING	4.00	5.00	1.25	0.00	5.00	0.00	1.25
	16.30	9.00	0.55	0.00	9.00	0.00	0.55
	39.39	109.00	2.77	70.50	38.50	1.79	0.98
OPERATIONS DIRECTORATE							
FINANCE	8.23	52.50	6.38	51.50	1.00	6.26	0.12
PROPERTY/ESTATES	16.73	74.00	4.42	60.00	14.00	3.59	0.84
REVENUES	34.67	111.50	3.22	60.00	51.50	1.73	1.49
COMMUNITY SAFETY	11.75	2.50	0.21	0.00	2.50	0.00	0.21
STREET SERVICES	67.87	256.00	3.77	184.00	72.00	2.71	1.06
HOUSING (REPAIRS AND MANAGEMENT)	120.38	330.00	2.74	206.50	123.50	1.72	1.03
	259.63	826.50	3.18	562.00	264.50	2.16	1.02
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	7.35	2.00	0.27	0.00	2.00	0.00	0.27
HUMAN RESOURCES AND PAYROLL	7.60	37.00	4.87	37.00	0.00	4.87	0.00
CUSTOMER SERVICE	23.54	63.00	2.68	38.00	25.00	1.61	1.06
LEISURE	33.50	108.00	3.22	100.00	8.00	2.99	0.24
	71.99	210.00	2.92	175.00	35.00	2.43	0.49
GRAND TOTAL	377.01	1148.50	3.05	807.50	341.00	2.14	0.90
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%							