

Bolsover District Council**Safety Committee**27th April 2017**Sickness Absence/Occupational Health Statistics 2016/17****Report of the Joint Assistant Director Human Resources**

This report is public.

Purpose of the Report

- To provide Sickness Absence/Occupational Health Statistics for 2016/17 for the Committee to consider.

1 Report Details**1.1 Sickness Absence/Occupational Health Statistics 2016/17 with comparative data for 2015/16.**

The sickness absence outturn for January to March 2017 is shown below, with comparisons for the same period of 2016:

Target 2016/17	Out turn 2015/16	Out turn 2016/17
8.5 days	6.28 days	10.75 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 2015/16, with comparisons for 2016/17 is shown below:

	2015/16	2016/17
Rehabilitated	29	40
Continuing	6	10
Left authority	2	9
TOTAL	37	59

1.3 The top three causes of sickness absence for 2015/16 with comparative data for 2016/17 are as follows:

2015/16		2016/17	
Cause	Days Lost	Cause	Days Lost
Stress	555	Muscular/Skeletal	478
Muscular/Skeletal	549.5	Infections	131
Infections	250.5	Stomach/Digestion	131
TOTAL	1355	TOTAL	740

1.4 A breakdown of the reasons for all long term sickness absence 2016/17 is as follows:

Reasons for Long Term Sickness Absence 2016/17	
Reason for Absence	No. of Employees Citing this Reason
Stomach/Digestion	1
Infections	4
Stress/Depression	16
Back/Neck	2
Muscular/Skeletal	23
Chest/Respiration	4
Infections	1
Heart/BP/Circulation	4
Ear/Nose/Mouth	2
Gynae/Urinary	2
TOTAL	59

There have been 13 employees undergoing counselling during this period.

2. Stress Related Illness by Directorate – 2016/17

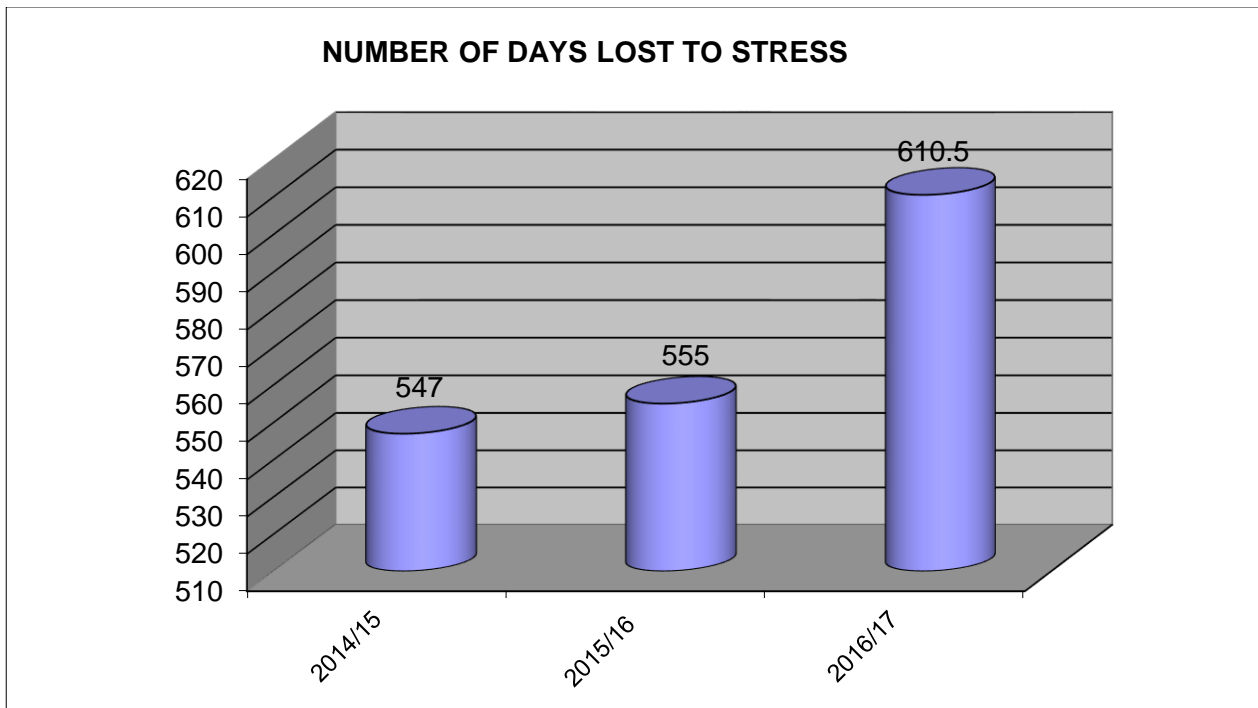
NO OF WORKING DAYS LOST*
OPERATIONS
448.5 days
TRANSFORMATION
79.5 days
GROWTH
82.5 days

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 = 610.5
TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS 2015/16 = 555

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 –

BVPI12 - APRIL 2015 TO MARCH 2016 OUT-TURN 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
STRATEGIC ALLIANCE	6.00	63.00	10.50	61.50	1.50	10.25	0.25
	6.00	63.00	10.50	61.50	1.50	10.25	0.25
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	46.00	6.77	0.00	46.00	0.00	6.77
DEMOCRATIC	7.53	162.00	21.51	116.00	46.00	15.41	6.11
PARTNERSHIP TEAM	5.00	3.50	0.70	0.00	3.50	0.00	0.70
ECONOMIC GROWTH_HOUSING STRATEGY	5.80	43.00	7.41	25.00	18.00	4.31	3.10
PLANNING	15.80	51.50	3.26	21.00	30.50	1.33	1.93
	40.92	306.00	7.48	162.00	144.00	3.96	3.52
OPERATIONS DIRECTORATE							
FINANCE	9.25	28.50	3.08	20.00	8.50	2.16	0.92
PROPERTY/ESTATES	17.34	84.00	4.84	0.00	84.00	0.00	4.84
REVENUES	37.61	302.50	8.04	171.00	131.50	4.55	3.50
COMMUNITY SAFETY	11.25	8.00	0.71	0.00	8.00	0.00	0.71
STREET SERVICES	69.87	473.50	6.78	258.00	215.50	3.69	3.08
HOUSING (REPAIRS AND MANAGEMENT)	121.60	930.50	7.65	498.50	432.00	4.10	3.55
	266.92	1827.00	6.84	947.50	879.50	3.55	3.29
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	8.85	10.50	1.19	0.00	10.50	0.00	1.19
HUMAN RESOURCES AND PAYROLL	7.60	32.50	4.28	22.00	10.50	2.89	1.38
CUSTOMER SERVICE	25.20	204.50	8.12	111.00	93.50	4.40	3.71
LEISURE	39.29	34.50	0.88	0.00	34.50	0.00	0.88
	80.94	282.00	3.48	133.00	149.00	1.64	1.84
GRAND TOTAL	394.78	2478.00	6.28	1304.00	1174.00	3.30	2.97
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%							

BVPI12 - OUT/TURN 2016/17 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
STRATEGIC ALLIANCE	6.00	7.00	1.17	0.00	7.00	0.00	1.17
	6.00	7.00	1.17	0.00	7.00	0.00	1.17
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	63.00	9.28	41.00	22.00	6.04	3.24
DEMOCRATIC	7.30	297.50	40.75	263.50	34.00	36.10	4.66
PARTNERSHIP TEAM	5.50	13.50	2.45	0.00	13.50	0.00	2.45
ECONOMIC GROWTH_HOUSING STRATEGY PLANNING	4.50	21.00	4.67	0.00	21.00	0.00	4.67
	17.30	69.50	4.02	49.00	20.50	2.83	1.18
	41.39	464.50	11.22	353.50	111.00	8.54	2.68
OPERATIONS DIRECTORATE							
FINANCE	8.61	103.50	12.02	97.50	6.00	11.32	0.70
PROPERTY/ESTATES	17.04	283.50	16.64	180.00	103.50	10.56	6.07
REVENUES	37.17	394.00	10.60	247.00	147.00	6.65	3.95
COMMUNITY SAFETY	12.25	30.50	2.49	0.00	30.50	0.00	2.49
STREET SERVICES	68.77	961.00	13.97	695.00	266.00	10.11	3.87
HOUSING (REPAIRS AND MANAGEMENT)	122.19	1389.00	11.37	1059.50	329.50	8.67	2.70
	266.03	3161.50	11.88	2279.00	882.50	8.57	3.32
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	7.35	16.50	2.24	0.00	16.50	0.00	2.24
HUMAN RESOURCES AND PAYROLL	7.60	67.50	8.88	62.00	5.50	8.16	0.72
CUSTOMER SERVICE	23.29	219.50	9.42	165.50	54.00	7.11	2.32
LEISURE	39.27	265.50	6.76	210.00	55.50	5.35	1.41
	77.51	569.00	7.34	437.50	131.50	5.64	1.70
GRAND TOTAL	390.93	4202.00	10.75	3070.00	1132.00	7.85	2.90
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%							