

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	8.
Date:	15th July 2008	Category	
Subject:	Sickness Absence/Occupational Health Statistics	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:			
Director	Chief Executive Officer		
Relevant Portfolio Holder	People and Performance Portfolio Holder		

RELEVANT CORPORATE AIMS

STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation by providing monitoring information which can be used to shape future policy decisions

TARGETS

The subject matter of this report contributes towards the achievement of the Council's target of 1.25% non cashable efficiency gains.

VALUE FOR MONEY

As this report relates to retrospective monitoring data value for money criteria is not applicable

THE REPORT

1. **Sickness Absence/Occupational Health Referral Statistics 2007/8 and 2006/7.**
 - 1.1 The new Managing Sickness Absence Procedure has been implemented from 1st April 2006, and was updated from April 2008.

- 1.2 The impact of these measures for 2007/8 are shown below, with comparisons for 2006/7:

Target 2007/8	Out turn 2007/8	Out turn 2006/7
9.5 days	7.37 days per FTE	7.4 days per FTE

A breakdown of these figures for 2007/8 by Department is attached for information.

- 1.3 The outcome of occupational health referrals in 2007/8, with comparisons for 2006/7 are shown below:

	2007/8	2006/7
Rehabilitation	37	39
Resigned	1	1
Ill Health Retirement	2	1
Death in Service	1	0
Dismissed	1	1
Outstanding	1	0
TOTAL	43	42

- 1.4 The top three causes of sickness absence for 2007/8 and 2006/7 are as follows:

2007/8		2006/7	
Cause	Days Lost	Cause	Days Lost
Stress	712	Stress	736
Musc/Skeletal	550.8	Back	563.9
Back	751.7	Musc/Skeletal	560.5
Other	2065	Other	2203.1
TOTAL	4079.5	TOTAL	4063.5

- 1.5 The following routine health surveillance clinics have been held during the period January to March 2008:

- 17th and 30th January
- 6th February
- 5th March

and covered topics such as Hand Arm Vibration, audiometry, driver medicals, blood tests and hepatitis B immunisation to 'at risk' groups.

ISSUES FOR CONSIDERATION

The report is for monitoring purposes only and there are no specific issues for consideration.

IMPLICATIONS

Financial : None
Legal : None
Human Resources : None

RECOMMENDATION

That the report be received.

ATTACHMENT: **Y (1)**
FILE REFERENCE: **N/A**
SOURCE DOCUMENT: **N/A**

BVPI12 - 2007/8 LONG TERM SHORT TERM SPLIT - OUT-TURN							
DEPARTMENT	AVERAGE FTE	DAYS LOST	FTE DAYS	LONG TERM ABSENCE NO OF DAYS	SHORT TERM ABSENCE NO OF DAYS	LT ABSENCE PER FTE	ST ABSENCE PER FTE
CHIEF EXECUTIVES OFFICE	6.50	0.00	0.00	0.00	0.00	0.00	0.00
COMMUNITY SERVICES	19.75	86.00	4.35	21.50	64.50	1.09	3.27
CONTACT CENTRES	25.50	485.50	19.04	360.50	125.00	14.14	4.90
CUSTOMER SERVICE/PERFORMANCE	15.25	94.00	6.16	65.00	29.00	4.26	1.90
DEMOCRATIC	13.05	122.00	9.35	74.00	48.00	5.67	3.68
ENVIRONMENTAL HEALTH	31.42	97.50	3.10	46.50	51.00	1.48	1.62
FINANCIAL SERVICES	14.53	90.50	6.23	63.00	27.50	4.34	1.89
PROCUREMENT	4.00	1.00	0.25	0.00	1.00	0.00	0.25
HOUSING (INC REPAIRS AND WARDEN SERVICE)	118.67	971.50	8.19	590.50	381.00	4.98	3.21
HUMAN RESOURCES AND PAYROLL	8.13	88.00	10.82	86.00	2.00	10.58	0.25
ICT SERVICES	14.50	25.00	1.72	0.00	25.00	0.00	1.72
LEGAL SERVICES & LAND CHARGES	13.28	21.00	1.58	0.00	21.00	0.00	1.58
LEISURE SERVICES	36.51	172.00	4.71	22.00	150.00	0.60	4.11
PLANNING SERVICES	29.75	34.00	1.14	0.00	34.00	0.00	1.14
REGENERATION INCLUDING SECURITY	49.22	359.00	7.29	222.50	136.50	4.52	2.77
REVENUE SERVICES	45.00	234.00	5.20	84.00	150.00	1.87	3.33
STREET SERVICES	108.76	1198.50	11.02	728.50	470.00	6.70	4.32
GRAND TOTAL	553.82	4079.50	7.37	2364.00	1715.50	4.27	3.10

Street Services include Depot Resources, GM and Cleansing and Waste Services

Human Resources includes Payroll from October 2007