

Committee:	Union Employee Consultation Committee	Agenda Item No.:	6.
Date:	9 th March 2009	Category	
Subject:	Sickness Absence/Occupational Health Statistics Oct-Dec 2008	Status	Open
Report by:	Head of Human Resources/ Payroll		
Other Officers involved:	Human Resources Assistant		
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 does not contribute to any specific targets in the Corporate Plan.

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 October to December 2008 and 2007.

- 1.1 The sickness absence outturn for the third quarter of 2008 (October to December) is shown below, with comparisons for the same period during 2007:

Oct-Dec 2008	Oct-Dec 2007
2.46 days per FTE	1.91 days per FTE

The target for October to December 2008 was 2.25 days per FTE.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 16 for information.

This has been the first quarter for a number of years where the outturn has exceeded the target. You will see from the table below that the days lost due to long term sickness have reduced, whilst the days lost due to short term sickness absence has doubled, resulting in the percentage of short term sickness absence being higher than the percentage of long term sickness absence.

A report has been circulated to Directors/Heads of Service asking for feedback from those with the highest levels of short term sickness absence, all of which have shown a significant increase on the previous year's figures. From the information received back at the time of writing this report; it would appear that whilst there was not necessarily a flu pandemic in this quarter, there was a significant increase in cold/flu cases both nationally and at Bolsover.

It is hoped that this will be a one off increase in short term sickness but if this trend should continue, it may impact on our ability to outturn on target at 9 days. However, due to the low levels of sickness absence in the first six months of the year, we are currently on track to outturn on target at the year end.

	Long Term	Short Term
Oct-Dec 2007	1.28 days per FTE	0.63 days per FTE
Oct-Dec 2008	1.19 days per FTE	1.27 days per FTE

This quarter has seen an increase in the number of long term sickness cases (see paragraph 1.3 below) and some of these are proving difficult to resolve which may impact on the final outturn figures. The Managing Sickness Absence Procedure is being applied and by the date of this Committee meeting, if there is no resolution to the four outstanding cases, they will be at Third Stage Review where consideration will be given to referral to a Capability Hearing. However, some may have been resolved prior to this stage and I will inform the Committee of the updated situation verbally at the meeting.

- 1.3 The outcome of occupational health referrals for the third quarter of 2008, with comparisons for the same period during 2007 are shown below:

	Oct 2008	Oct-Dec 2007
Rehabilitation	7	8
Outstanding	4	0
TOTAL	11	8

- 1.4 The following health surveillance events have been held during the period October to December 2008.

Two routine health surveillance clinics were held in October and November covering reviews for Hepatitis B and blood tests, driver medicals and audiometry reviews for 39 employees.

There have been five employees undergoing counseling during this period.

ISSUES FOR CONSIDERATION

Members of the Committee are asked to note the statistical information provided and action taken to address any adverse trends.

IMPLICATIONS

Financial : None

Legal : None

Human Resources: Compliance with employment legislation relating to managing sickness absence

RECOMMENDATION

The report be received.

ATTACHMENT: **Y (1)**

FILE REFERENCE: **N/A**

SOURCE DOCUMENT: **N/A**

HR12 - OCTOBER TO DECEMBER 2008 LONG TERM / SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE (9MTHS)	DAYS LOST	FTE DAYS	LONG TERM ABSENCE NO OF DAYS	SHORT TERM ABSENCE NO OF DAYS	LT ABSENCE PER FTE	ST ABSENCE PER FTE
FINANCIAL SERVICES	13.11	11	0.84	0	11.00	0.00	0.84
PROCUREMENT	4.00	4	1.00	0	4.00	0.00	1.00
CHIEF EXECUTIVES OFFICE	5.00	0	0.00	0	0.00	0.00	0.00
ICT SERVICES	13.50	14.5	1.07	0	14.50	0.00	1.07
LEGAL SERVICES INCLUDING LAND CHARGES	11.53	28	2.43	0	28.00	0.00	2.43
PLANNING SERVICES	21.50	26.5	1.23	16	10.50	0.74	0.49
LEISURE SERVICES	34.13	50	1.46	0	50.00	0.00	1.46
DEMOCRATIC	11.35	10	0.88	0	10.00	0.00	0.88
COMMUNITY SERVICES	17.75	75	4.23	50	25.00	2.82	1.41
HUMAN RESOURCES AND PAYROLL	9.44	7.5	0.79	0	7.50	0.00	0.79
ENVIRONMENTAL HEALTH	29.32	61.5	2.10	34	27.50	1.16	0.94
CUSTOMER SERVICE/PERFORMANCE	15.00	5.5	0.37	0	5.50	0.00	0.37
REGENERATION INCLUDING SECURITY	40.78	43.5	1.07	0	43.50	0.00	1.07
REVENUE SERVICES	39.75	83.5	2.10	28	55.50	0.70	1.40
HOUSING (INC REPAIRS AND WARDEN SERVICE)	115.18	365.5	3.17	194	171.50	1.68	1.49
STREET SERVICES	102.09	398.5	3.90	235	163.50	2.30	1.60
CONTACT CENTRES	25.29	66.5	2.63	50	16.50	1.98	0.65
GRAND TOTAL	508.72	1251.00	2.46	607	644.00	1.19	1.27

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