

Committee:	Union Employee Consultation Committee	Agenda Item No.:	8.
Date:	29 th July 2009	Category	
Subject:	Sickness Absence/Occupational Health Statistics 2008/9	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	HR 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 towards the achievement of any Council targets.

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 2008/9.

1.1 The sickness absence outturns for 2008/9 are shown below, with comparisons for 2007/8:

Target 2008/9	Out turn 2008/9	Out turn 2007/8
9 days	8.43 days	7.37 days per FTE

A breakdown of these figures for 2008/9 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2008/9, with comparisons for 2007/8 is shown below:

	2008/9	2007/8
Rehabilitation	43	38
Resigned	1	1
Ill Health Retirement	1	2
Death in Service	0	1
Dismissed	3	1
Outstanding	1	0
TOTAL	49	43

The ill health retirement in 2008/9 was at tier 3 under the new ill health scheme, which provides for a temporary pension of up to 3 years.

- 1.3 The top three causes of sickness absence for 2008/9 and 2007/8 are as follows:

2008/9		2007/8	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	1199	Stress	712
Stress	478	Musc/Skeletal	551
Infections	661	Back	752
TOTAL	2338	TOTAL	2015

In respect of the Musc/Skeletal days lost, further analysis is attached at page 15. This shows that whilst there has been an increase in these type of absences, there has been a reduction in back related absences. Also the musc/skeletal increase in absence is not due to accidents.

- 1.4 The following routine health surveillance clinics have been held during the period January to March 2009:

- 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.

- 1.5 There have been 9 employees undergoing counselling during this period.

ISSUES FOR CONSIDERATION

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

However, it should be noted that with the current swine flu pandemic this may impact on the sickness absence outturns for 2009/10.

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 - OUT-TURN 2008/9 LONG TERM SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE (12MTHS)	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	5.50	6	1.09	0	6.00	0.00	1.09
COMMUNITY SERVICES	19.25	265	13.77	219	46.00	11.38	2.39
CONTACT CENTRES	26.91	271.5	10.09	195	76.50	7.25	2.84
CUSTOMER SERVICE/PERFORMANCE	15.25	39.5	2.59	0	39.50	0.00	2.59
DEMOCRATIC	12.10	62	5.12	0	62.00	0.00	5.12
ENVIRONMENTAL HEALTH	31.40	274	8.73	111	163.00	3.54	5.19
FINANCIAL SERVICES	14.88	23.5	1.58	0	23.50	0.00	1.58
HOUSING (INC REPAIRS AND WARDEN SERVICE)	118.09	1203.5	10.19	695	508.50	5.89	4.31
HUMAN RESOURCES AND PAYROLL	9.44	14.5	1.54	0	14.50	0.00	1.54
ICT SERVICES	14.75	41	2.78	0	41.00	0.00	2.78
LEGAL SERVICES INCLUDING LAND CHARGES	12.94	140	10.82	103	37.00	7.96	2.86
LEISURE SERVICES	37.75	322	8.53	147	175.00	3.89	4.64
PLANNING SERVICES	27.15	68	2.50	19	49.00	0.70	1.80
PROCUREMENT	4.00	7	1.75	0	7.00	0.00	1.75
REGENERATION INCLUDING SECURITY	46.17	308.5	6.68	148	160.50	3.21	3.48
REVENUE SERVICES	41.33	171	4.14	29	142.00	0.70	3.44
STREET SERVICES	107.55	1375.5	12.79	871	504.50	8.10	4.69
GRAND TOTAL	544.46	4592.50	8.43	2537	2055.50	4.66	3.78

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

	LGEM Musculo-Skeletal			LGEM Neck and Back			All		
Year	2007-2008	2008-2009	Percentage Change	2007 - 2008	2008 - 2009	Percentage change	2007 - 2008	2008 - 2009	Percentage Change
Total number of periods of absence (Five days or more)	20	25	+25%	21	18	-17%	41	43	+4%
Total number of days lost (five days or more)	520	1031	+98%	695	379	-45%	1215	1410	+16%
Periods of absence directly attributable to accidents	3	4	+33%	4	4	0%	7	8	+14%
Days lost directly attributable to accidents	83	158	+52%	179	61	-71%	242	219	-10%
Periods of absence not attributable directly to accidents	17	21	+24%	17	14	-18%	34	35	+3%
Days lost not directly attributable to accidents	437	863	+97%	516	318	-39%	953	1381	+31%
Percentage periods of absence attributable to accidents	15%	16%	+1%	19%	22%	+3%	17%	19%	+2%
Percentage days lost directly attributable to accidents	16%	15%	-1%	26%	16%	-10%	18%	16%	-2%