

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	6 <sup>th</sup> November 2009	Category	
Subject:	Sickness Absence/Occupational Health Statistics Apr-June 2009	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 April to June 2009 and 2008.
  - 1.1 The sickness absence outturn for the first quarter of 2009 (April to June) is shown below, with comparisons for the same period during 2008:

Apr-June 2009	Apr-June 2008
2.14 days per FTE	1.81 days per FTE

The target for April to June 2009 was 2.13 days per FTE.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 15 for information.

Whilst the overall sickness figure is just on target, there has been a significant increase in long term sickness in this quarter when compared to the same quarter last year, but a reduction in short term absence.

	Long Term	Short Term
Apr-June 2009	1.58 days per FTE	0.56 days per FTE
Apr-June 2008	1.09 days per FTE	0.72 days per FTE

The increase in long term sickness absence is due to an increase of 3 more cases of long term sickness than in 2008, coupled with several difficult to resolve cases carried forward from the previous year.

- 1.3 The outcome of occupational health referrals for the first quarter of 2009, with comparisons for the same period during 2008 are shown below:

	Apr-June 2009	Apr-June 2008
Rehabilitation	13	10
Resigned	0	0
Dismissal	0	0
Ill Health Retirement	0	0
Outstanding	0	0
<b>TOTAL</b>	<b>13</b>	<b>10</b>

Unfortunately, despite the fact that all of these cases have now been resolved, a further 18 long term sickness cases have arisen from through July to September. However, 13 of these cases have already been resolved with 12 employees back at work and one having been dismissed, leaving only 5 employees outstanding. Whilst these are being resolved as quickly as possible, it is highly likely that the trend in this quarter regarding long term sickness will continue in July/September. There appears to be no trend in respect of the reasons for absence. However, Safety Committee requested at the 5<sup>th</sup> October meeting that reasons for absence be provided based on generic codes used in our absence management system. This information will appear on all future reports from July to September 2009.

- 1.4 Details of health surveillance events, held during the period April to June 2009, are given below:

Two health surveillance clinics with reviews for hepatitis B and blood tests, audiometry reviews and hand arm vibration assessments covering 16 employees.

There have been 8 employees undergoing counselling 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**

**That the report be received.**

ATTACHMENT: Y (1)

FILE REFERENCE: N/A

SOURCE DOCUMENT: N/A

## HR12 - APRIL TO JUNE 2009/10 LONG TERM SHORT TERM SPLIT

DEPARTMENT	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
<b>CHIEF EXECES DIRECTORATE</b>							
CHIEF EXECUTIVES OFFICE	4.00	0	0.00	0	0.00	<b>0.00</b>	<b>0.00</b>
COMMUNITY SERVICES	16.75	112	6.69	112	0.00	<b>6.69</b>	<b>0.00</b>
CONTACT CENTRES	22.83	35.5	1.55	21.5	14.00	<b>0.94</b>	<b>0.61</b>
CUSTOMER SERVICE/PERFORMANCE	12.10	12	1.09	8	4.00	<b>0.73</b>	<b>0.36</b>
ENVIRONMENTAL HEALTH	28.26	8	0.28	0	8.00	<b>0.00</b>	<b>0.28</b>
HOUSING (INC REPAIRS AND WARDEN SERVICE)	114.54	396	3.46	343	53.00	<b>2.99</b>	<b>0.46</b>
HUMAN RESOURCES AND PAYROLL	9.82	3	0.31	0	3.00	<b>0.00</b>	<b>0.31</b>
STREET SERVICES	100.90	224.5	2.22	129.5	95.00	<b>1.28</b>	<b>0.94</b>
<b>LEGAL/DEMOCRATIC DIRECTORATE</b>					0.00		
DEMOCRATIC	11.10	2	0.18	0	2.00	<b>0.00</b>	<b>0.18</b>
LEGAL SERVICES INCLUDING LAND CHARGES	12.10	39	3.22	38	1.00	<b>3.14</b>	<b>0.08</b>
<b>RESOURCES DIRECTORATE</b>					0.00		
FINANCIAL SERVICES	11.32	3	0.27	0	3.00	<b>0.00</b>	<b>0.27</b>
PROCUREMENT	4.00	5	1.25	0	5.00	<b>0.00</b>	<b>1.25</b>
ICT SERVICES	10.50	0	0.00	0	0.00	<b>0.00</b>	<b>0.00</b>
REVENUE SERVICES	36.66	57	1.55	32	25.00	<b>0.87</b>	<b>0.68</b>
<b>STRATEGY DIRECTORATE</b>					0.00		
LEISURE SERVICES	36.06	86	2.38	80	6.00	<b>2.22</b>	<b>0.17</b>
PLANNING SERVICES	20.80	7	0.34	0	7.00	<b>0.00</b>	<b>0.34</b>
REGENERATION INCLUDING SECURITY	41.11	64	1.56	16	48.00	<b>0.39</b>	<b>1.17</b>
<b>GRAND TOTAL</b>	<b>492.85</b>	<b>1054.00</b>	<b>2.14</b>	<b>780</b>	<b>274.00</b>	<b>1.58</b>	<b>0.56</b>

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