

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	5 <sup>th</sup> February 2010	Category	
Subject:	Sickness Absence/Occupational Health Statistics July-September 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		

#### **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 July to September 2009 and 2008.
  - 1.1 The sickness absence outturn for the second quarter of 2009 (July to September) is shown below, with comparisons for the same period during 2008:

July to September 2009	July to September 2008
2.65 days per FTE	2.13 days per FTE

The target for July to September 2009 was 2.13 days per FTE.

The target for 2009/10 is 8.5 days, with the outturn for the six month period to the end of September being 4.79 days.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 13 for information.

The overall sickness figure is below target, due to 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.

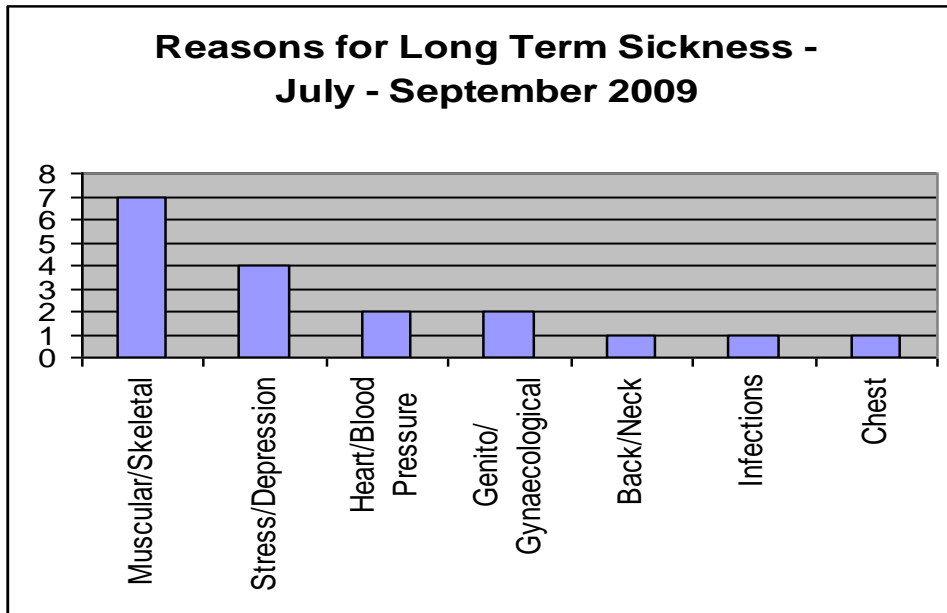
	Long Term	Short Term
July to September 2009	1.83 days per FTE	0.82 days per FTE
July to September 2008	1.27 days per FTE	0.86 days per FTE

The increase in long term sickness absence is due to an increase of 4 more cases of long term sickness than in 2008, but almost double the standard number of cases dealt with in a quarter. However, a report on the October to December period will be circulated at the meeting and this should be more favourable due to a significant decrease in long term sickness cases during the quarter, i.e. only 5 cases of long term sickness.

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

	July-Sept 2009	July-Sept 2008
Rehabilitation	17	12
Resigned	0	1
Dismissal	1	0
Ill Health Retirement	0	1
Outstanding	0	0
<b>TOTAL</b>	<b>18</b>	<b>14</b>

1.3 As requested a breakdown of the reasons for absence is given below:



1.4 Details of health surveillance events, held during the period July-September 2009, are given below:

Two health surveillance clinics were held during this period covering hepatitis B and blood tests, audiometry reviews and hand arm vibration assessments for 20 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

## LPI12 - JULY TO SEPTEMBER 2009/10 LONG TERM SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 6 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
<b>CHIEF EXECS 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	62	3.70	38	24.00	<b>2.27</b>	<b>1.43</b>
CONTACT CENTRES	22.99	41.5	1.81	17.5	24.00	<b>0.76</b>	<b>1.04</b>
CUSTOMER SERVICE/PERFORMANCE	12.10	50.5	4.17	43	7.50	<b>3.55</b>	<b>0.62</b>
ENVIRONMENTAL HEALTH	27.76	21.5	0.77	0	21.50	<b>0.00</b>	<b>0.77</b>
HOUSING (INC REPAIRS AND WARDEN SERVICE)	115.36	283	2.45	212	71.00	<b>1.84</b>	<b>0.62</b>
HUMAN RESOURCES AND PAYROLL	9.82	5	0.51	0	5.00	<b>0.00</b>	<b>0.51</b>
STREET SERVICES	99.90	589	5.90	452.5	136.50	<b>4.53</b>	<b>1.37</b>
<b>LEGAL/DEMOCRATIC DIRECTORATE</b>							
DEMOCRATIC	11.10	18	1.62	0	18.00	<b>0.00</b>	<b>1.62</b>
LEGAL SERVICES INCLUDING LAND CHARGES	12.10	1	0.08	0	1.00	<b>0.00</b>	<b>0.08</b>
<b>RESOURCES DIRECTORATE</b>							
FINANCIAL SERVICES	11.32	58	5.12	45	13.00	<b>3.98</b>	<b>1.15</b>
PROCUREMENT	4.00	0	0.00	0	0.00	<b>0.00</b>	<b>0.00</b>
ICT SERVICES	10.00	7	0.70	0	7.00	<b>0.00</b>	<b>0.70</b>
REVENUE SERVICES	37.57	19.5	0.52	0	19.50	<b>0.00</b>	<b>0.52</b>
<b>STRATEGY DIRECTORATE</b>							
LEISURE SERVICES	36.02	105	2.92	92	13.00	<b>2.55</b>	<b>0.36</b>
PLANNING SERVICES	20.80	8	0.38	0	8.00	<b>0.00</b>	<b>0.38</b>
REGENERATION INCLUDING SECURITY AND MARKETS	41.31	39	0.94	0	39.00	<b>0.00</b>	<b>0.94</b>
<b>GRAND TOTAL</b>	<b>492.90</b>	<b>1308.00</b>	<b>2.65</b>	<b>900</b>	<b>408.00</b>	<b>1.83</b>	<b>0.82</b>

Street Services include Depot Resources, GM and Cleansing and Waste Services  
 RESTRUCTURE CHANGES FROM AUGUST NOT ACTIONED FOR THIS QUARTER