

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	6.
Date:	5th February 2010	Category	
Subject:	Sickness Absence/Occupational Health Statistics October – December 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 October to December 2009 and 2008.
 - 1.1 The sickness absence outturn for the third quarter of 2009 (October to December) is shown below, with comparisons for the same period during 2008:

October to December 2009	October to December 2008
1.76 days per FTE	2.46 days per FTE

The target for October to December 2009 was 2.13 days per FTE.

The target for 2009/10 is 8.5 days, with the outturn for the nine month period to the end of December being 6.56 days.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 17 for information.

The overall sickness figure is now back on track to outturn on target as this quarter has seen a significant reduction in long term absence as well as a reduction in short term absence.

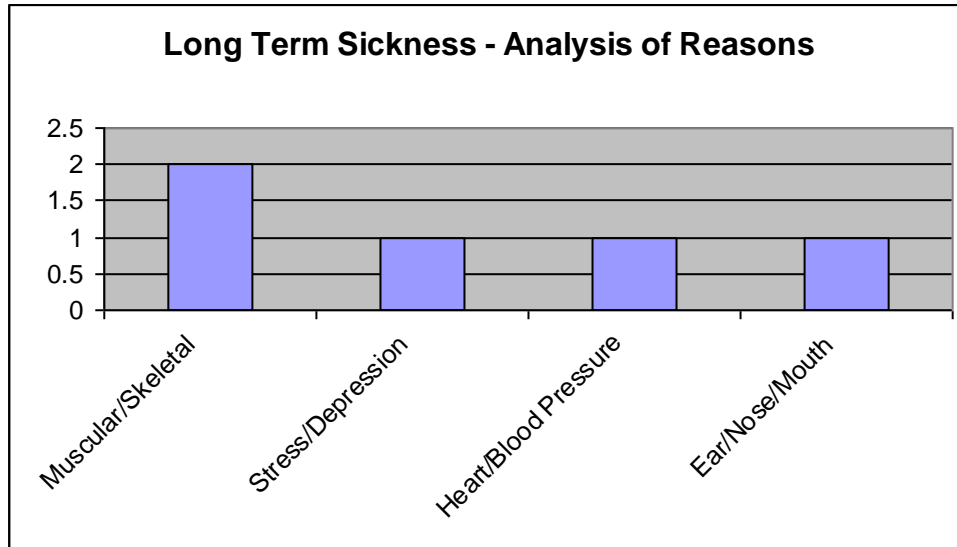
	Long Term	Short Term
October to December 2009	0.65 days per FTE	1.12 days per FTE
October to December 2008	1.19 days per FTE	1.27 days per FTE

If this trend can be maintained during the final quarter of the year the outturn figure will be met.

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

	Oct-Dec 2009	Oct-Dec 2008
Rehabilitation	3	9
Resigned	0	0
Dismissal	0	2
Ill Health Retirement	0	0
Outstanding	2	0
TOTAL	5	11

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 October - December 2009, are given below:

Three health surveillance clinics were held during this period covering hepatitis B and blood tests, audiometry reviews and hand arm vibration assessments for 23 employees.

There have been 5 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 - OCTOBER TO DECEMBER 2009/10 LONG TERM SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 9 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
CHIEF EXECS DIRECTORATE							
CHIEF EXECUTIVES AND PARTNERSHIP	5.00	0	0.00	0	0	0.00	0.00
CONTACT CENTRES	23.15	80.5	3.48	28	52.5	1.21	2.27
CUSTOMER SERVICE/PERFORMANCE	12.10	16.5	1.36	0	16.5	0.00	1.36
HUMAN RESOURCES AND PAYROLL	10.63	14	1.32	0	14	0.00	1.32
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	11.10	7	0.63	0	7	0.00	0.63
LEGAL AND LICENSING	12.10	14	1.16	0	14	0.00	1.16
RESOURCES DIRECTORATE							
FINANCE	11.82	5	0.42	0	5	0.00	0.42
PROCUREMENT	4.00	2	0.50	0	2	0.00	0.50
ICT	10.00	10	1.00	0	10	0.00	1.00
REVENUES	37.57	117	3.11	31.5	85.5	0.84	2.28
NEIGHBOURHOODS							
LEISURE	35.41	44	1.24	23	21	0.65	0.59
COMMUNITY	15.88	0	0.00	0	0	0.00	0.00
STREET SERVICES	101.58	203	2.00	80	123	0.79	1.21
HOUSING	115.98	243.5	2.10	114	129.5	0.98	1.12
DEVELOPMENT							
PLANNING	21.30	20	0.94	12	8	0.56	0.38
ENVIRONMENTAL HEALTH	20.63	19.5	0.95	0	19.5	0.00	0.95
REGENERATION	42.55	41.5	0.98	0	41.5	0.00	0.98
DEVELOPMENT ADMIN	3.26	34.5	10.58	31.5	3	19.33	1.84
GRAND TOTAL	494.06	872.00	1.76	320	552	0.65	1.12

Legal includes Land Charges and Licensing

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

Housing includes Repairs and Maintenance and Warden Service

Regeneration includes Security, Markets, Env Health Residential