

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	5 th May 2010	Category	
Subject:	Sickness Absence/Occupational Health Statistics 2009/10	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor J.E. Bennett – Portfolio Holder for 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 2009/10 and 2008/9.

- 1.1 The sickness absence outturns for 2009/10 are shown below, with comparisons for 2008/9:

Target 2009/10	Out turn 2009/10	Out turn 2008/9
8.5 days	8.39 days	8.43 days per FTE

A breakdown of these figures for 2009/10 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2009/10, with comparisons for 2008/9 is shown below:

	2009/10	2008/9
Rehabilitation	41	44
Resigned	0	1
Ill Health Retirement	0	1
Dismissed	1	3
Outstanding	4	0
TOTAL	46	49

The ill health retirement in 2008/9 was at tier 3 under the new ill health scheme.

- 1.3 The top three causes of sickness absence for 2009/10 and 2008/9 are as follows:

2009/10		2008/9	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	934	Musc/Skeletal	1199
Stress	522	Stress	478
Infections	467	Infections	661
TOTAL	1923	TOTAL	2338

- 1.4 A breakdown of the reasons for all long term sickness absence is as follows:

Reasons for Long Term Sickness Absence 2009/10	
Reason for Absence	No. of Employees Citing this Reason
Muscular Skeletal	16
Stress/Depression	11
Heart/Blood Pressure	4
Miscellaneous	3
Back/Neck	3
Genito/Gynaechological	2
Ear/Nose/Mouth	2
Pregnancy	1
Infections	1
Chest	1
Stomach/Digestive	1
Neurological	1

1.5 The following routine health surveillance clinics have been held during the period January to March 2010:

- 26 January 2010
- 24 March 2010

and covered topics such as Hand Arm Vibration, audiometry, driver medicals, blood tests and hepatitis B immunisation to 'at risk' groups.

There have been 10 employees undergoing counselling during this period.

ISSUES FOR CONSIDERATION

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

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

LPI12 - 2009_10 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE 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
CHIEF EXECS DIRECTORATE							
CHIEF EXECUTIVES AND PARTNERSHIP	5.00	1	0.20	0	1	0.00	0.20
CONTACT CENTRES	23.15	159.59	6.89	66.19	93.4	2.86	4.03
CUSTOMER SERVICE/PERFORMANCE	12.57	94	7.48	51	43	4.06	3.42
HUMAN RESOURCES AND PAYROLL	10.13	12	1.18	0	12	0.00	1.18
APPRENTICES	13.50	17	1.26	0	17	0.00	1.26
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	11.10	100	9.01	57	43	5.14	3.87
LEGAL/LICENSING AND LAND CHARGES	12.10	69	5.70	38	31	3.14	2.56
RESOURCES DIRECTORATE							
FINANCE	11.76	69.1	5.88	46.2	22.9	3.93	1.95
PROCUREMENT	4.00	7	1.75	0	7	0.00	1.75
ICT	11.50	35	3.04	0	35	0.00	3.04
REVENUES	38.07	315.29	8.28	110.5	204.79	2.90	5.38
NEIGHBOURHOODS							
LEISURE	36.48	279	7.65	187	92	5.13	2.52
COMMUNITY	15.88	135	8.50	119	16	7.49	1.01
STREET SERVICES	103.28	1425.58	13.80	981	444.58	9.50	4.30
HOUSING (REPAIRS AND MANAGEMENT)	118.82	1190.41	10.02	772.23	418.18	6.50	3.52
DEVELOPMENT							
PLANNING	22.20	106.32	4.79	71.4	34.92	3.22	1.57
ENVIRONMENTAL HEALTH COMMERCIAL ONLY	15.00	47.23	3.15	0	47.23	0.00	3.15
REGENERATION	50.08	224.96	4.49	63	161.96	1.26	3.23
DEVELOPMENT ADMIN	5.26	72.5	13.78	51.5	21	9.79	3.99
GRAND TOTAL	519.88	4359.98	8.39	2614.02	1745.96	5.03	3.36