

Committee:	Union Employee Consultation Committee	Agenda Item No.:	9.
Date:	1st September 2010	Category	
Subject:	Sickness Absence/Occupational Health Statistics Apr-June 2010	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	Senior Human Resources Officer Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor J.E. Bennett, Portfolio Holder for 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 April to June 2010 and 2009.

- 1.1 The sickness absence outturn for the first quarter of 2010 (April to June) is shown below, with comparisons for the same period during 2009:

Apr-June 2010	Apr-June 2009
1.64 days per FTE	2.14 days per FTE

The target for April to June 2010 was 2.10 days per FTE.

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

The overall sickness figure is down on last year's figure and better than the target. This is largely due to a reduction of 247.5 working days of long term sickness and 3 less cases than last year. This reduction in long term sickness has been partly offset by an increase of 76.5 days of short term sickness. The breakdown of this figure into long term/short term sickness is shown below.

	Long Term	Short Term
Apr-June 2010	0.93 days per FTE	0.70 days per FTE
Apr-June 2009	1.59 days per FTE	0.56 days per FTE

The departmental breakdown of sickness absence has been referred to Directors/Heads of Service to deal with any adverse trends in their Directorates/Departments in relation to short term sickness absence.

- 1.2 The outcome of occupational health referrals for the first quarter of 2010, with comparisons for the same period during 2009 are shown below:

	Apr-June 2010	Apr-June 2009
Rehabilitation	11	13
Resigned	0	0
Dismissal	0	0
Ill Health Retirement	0	0
Outstanding	1	0
TOTAL	12	13

Of the three cases which were unresolved at the end of March 2009, two have now been rehabilitated and one case is currently progressing through the mechanisms for approval of ill health retirement. An update on the outstanding cases will be provided at the meeting.

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

Reasons for Long Term Sickness Absence		
Reason for Absence	No. of Employees Citing this Reason Apr-June 2010	No. of Employees Citing this Reason Apr-June 2009
Muscular Skeletal	4	4
Stress/Depression	2	5
Other	2	0
Genito/Gynaechological	1	1
Neurological	1	0
Back/Neck	1	1
Ear/Nose/Mouth	1	0
Heart/Blood Pressure	0	1
Pregnancy	0	1
TOTAL	12	13

- 1.4 Details of health surveillance events, held during the period April to June 2010 are listed below.

One health surveillance clinic was held during this period covering audiometry reviews for 18 employees. The PCT were also invited to attend the Summer Forum held on 16th June and covered Smoking Cessation and blood pressure checks were offered to 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
 FILE REFERENCE: N/A
 SOURCE DOCUMENT: N/A

BVPI12 - APRIL TO JUNE 2010 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
CHIEF EXECES DIRECTORATE							
CHIEF EXECUTIVES AND PARTNERSHIP	6.00	3	0.50	0	3	0.00	0.50
CONTACT CENTRES	23.47	11	0.47	0	11	0.00	0.47
CUSTOMER SERVICE/PERFORMANCE	11.93	17.5	1.47	0	17.5	0.00	1.47
HUMAN RESOURCES AND PAYROLL	10.80	2	0.19	0	2	0.00	0.19
APPRENTICES	41.00	77.5	1.89	0	77.5	0.00	1.89
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	11.10	14	1.26	10	4	0.90	0.36
LEGAL/LICENSING AND LAND CHARGES	12.10	20	1.65	16	4	1.32	0.33
RESOURCES DIRECTORATE							
FINANCE	11.20	0	0.00	0	0	0.00	0.00
PROCUREMENT	4.00	0	0.00	0	0	0.00	0.00
ICT	9.50	18	1.89	13	5	1.37	0.53
REVENUES	38.48	79	2.05	56.5	22.5	1.47	0.58
NEIGHBOURHOODS							
LEISURE	47.13	96	2.04	47	49	1.00	1.04
COMMUNITY	15.00	32	2.13	28	4	1.87	0.27
STREET SERVICES	98.35	148	1.50	61	87	0.62	0.88
HOUSING (REPAIRS AND MANAGEMENT)	116.53	271	2.33	210	61	1.80	0.52
DEVELOPMENT							
PLANNING	23.60	0	0.00	0	0	0.00	0.00
ENVIRONMENTAL HEALTH COMMERCIAL ONLY	12.00	1.5	0.13	0	0.5	0.00	0.04
REGENERATION	41.47	92.5	2.23	61	31.5	1.47	0.76
DEVELOPMENT ADMIN	4.76	0	0.00	0	0	0.00	0.00
GRAND TOTAL	538.42	882.00	1.64	502.5	379.50	0.93	0.70

