

Committee:	Union / Employee Consultation Committee	Agenda Item No.:	6.
Date:	15 th November 2010	Category	
Subject:	Sickness Absence/Occupational Health Statistics July to September 2010	Status	Open
Report by:	Head of Human Resources/ Payroll		
Other Officers involved:	Senior HR Officer Human Resources Assistant		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor J. E. Bennett, Portfolio Holder for Performance and Heritage Champion		

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 2010 and 2009.
 - 1.1 The sickness absence outturn for the second quarter of 2010 (July to September) is shown below, with comparisons for the same period during 2009:

July to September 2010	July to September 2009
1.97 days per FTE	2.65 days per FTE

The target for July to September 2010 was 2.13 days per FTE.

The target for 2010/11 is 8.5 days, with the outturn for the six month period to the end of September being 3.61 days.

A breakdown of these figures by Department and Long Term/Short Term Sickness Absence is provided at page 4 for information.

A breakdown of the quarterly outturn by long term/short term sickness absence is as follows:

	Long Term	Short Term
July to September 2010	1.26 days per FTE	0.72 days per FTE
July to September 2009	1.83 days per FTE	0.83 days per FTE

If this trend can be maintained during the next six months 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:

	July-Sep 2010	July-Sept 2009
Rehabilitation	7	17
Resigned	0	0
Dismissal	0	1
Ill Health Retirement	0	0
Outstanding	7	0
TOTAL	14	18

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

Reasons for Long Term Sickness Absence		
Reason for Absence	No. of Employees Citing this Reason July - Sep 2010	No. of Employees Citing this Reason July - Sep 2009
Muscular Skeletal	7	5
Back/Neck	2	1
Genito/Gynaechological	1	1
Neurological	1	0
Heart/Blood Pressure	1	2
Infection	1	1
Pregnancy	1	0
Ear/Nose/Mouth	0	0
Stress/Depression	0	4
Miscellaneous	0	3
Chest	0	1
TOTAL	14	18

1.4 Details of health surveillance events, held during the period July to September 2010 period are given below:

Two health surveillance clinics were held during this period covering, audiometry reviews and hand arm vibration assessments for 30 employees.

There have been 3 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

BVPI12 - JULY TO SEPTEMBER 2010 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 6 MTHS	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	6.00	0	0.00	0	0	0.00	0.00
CONTACT CENTRES	23.75	49	2.06	25	24	1.05	1.01
CUSTOMER SERVICE/PERFORMANCE	12.43	18	1.45	0	18	0.00	1.45
HUMAN RESOURCES AND PAYROLL	11.30	0	0.00	0	0	0.00	0.00
APPRENTICES	48.00	115.5	2.41	46	69.5	0.96	1.45
LEGAL/DEMOCRATIC DIRECTORATE					0		
DEMOCRATIC	11.10	26	2.34	25	1	2.25	0.09
LEGAL/LICENSING AND LAND CHARGES	12.10	71	5.87	65	6	5.37	0.50
RESOURCES DIRECTORATE					0		
FINANCE	10.95	0	0.00	0	0	0.00	0.00
PROCUREMENT	4.00	0	0.00	0	0	0.00	0.00
ICT	9.50	17	1.79	0	17	0.00	1.79
REVENUES	37.98	38	1.00	19	19	0.50	0.50
NEIGHBOURHOODS					0		
LEISURE	47.63	33	0.69	0	33	0.00	0.69
COMMUNITY	15.00	62	4.13	58	4	3.87	0.27
STREET SERVICES	97.69	222.5	2.28	149	73.5	1.53	0.75
HOUSING (REPAIRS AND MANAGEMENT)	116.03	326	2.81	234	92	2.02	0.79
DEVELOPMENT					0		
PLANNING/ENVIRONMENTAL HEALTH	35.10	2	0.06	0	2	0.00	0.06
REGENERATION	41.37	91	2.20	65	26	1.57	0.63
DEVELOPMENT ADMIN	5.26	5	0.95	0	5	0.00	0.95
GRAND TOTAL	545.19	1076.00	1.97	686	390.00	1.26	0.72