

Committee:	Union Employee Consultation Committee	Agenda Item No.:	6.
Date:	23rd February 2011	Category	
Subject:	Sickness Absence/Occupational Health Statistics October – December 2010	Status	Open
Report by:	Head of Human Resources/ Payroll		
Other Officers involved:	Human Resources Officer		
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 October to December 2010 and 2009.
 - 1.1 The sickness absence outturn for the third quarter of 2010 (October to December) is shown below, with comparisons for the same period during 2009:

October to December 2010	October to December 2009
2.01 days per FTE	1.76 days per FTE

The target for October to December 2010 was 2.10 days per FTE.

The target for 2010/11 is 8.5 days, with the outturn for the nine month period to the end of December being 5.62 days.

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

The overall sickness figure is on track to outturn on target, but is higher than the same quarter last year due to an increase in long term sickness absence as can be seen from the breakdown of figures below.

	Long Term	Short Term
October to December 2010	1.00 days per FTE	1.02 days per FTE
October to December 2009	0.65 days per FTE	1.12 days per FTE

However, the long term sickness figure is still lower than the same quarter in 2008, when long term sickness was running at 1.19 days per FTE.

- 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 2010	Oct-Dec 2009
Rehabilitation	7	5
Resigned	0	0
Dismissal	1	0
Ill Health Retirement	0	0
Outstanding	1	0
TOTAL	9	5

- 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 Apr-June 2010	No. of Employees Citing this Reason Apr-June 2009
Muscular Skeletal	2	2
Stress/Depression	2	1
Back/Neck	2	0
Neurological	1	0
Ear/Nose/Mouth	1	1
Chest	1	0
Heart/Blood Pressure	0	1
TOTAL	9	5

- 1.4 Details of health surveillance events, held during the period October - December 2010, are given below:

Three clinics were held during this period audiometry, driver medicals and hand arm vibration assessments for 46 employees.

There have been 4 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

The report be received.

ATTACHMENT: Y (1)

FILE REFERENCE: N/A

SOURCE DOCUMENT: N/A

BVPI12 - OCTOBER TO DECEMBER 2010 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 9 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	7	1.17	0	7	0.00	1.17
CONTACT CENTRES	23.75	26	1.09	0	26	0.00	1.09
CUSTOMER SERVICE/PERFORMANCE	11.93	13	1.09	0	13	0.00	1.09
HUMAN RESOURCES AND PAYROLL	10.90	15	1.38	0	15	0.00	1.38
APPRENTICES	54.50	184.5	3.39	45	139.5	0.83	2.56
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	11.10	34	3.06	27	7	2.43	0.63
LEGAL/LICENSING AND LAND CHARGES	12.10	14	1.16	7	7	0.58	0.58
RESOURCES DIRECTORATE							
FINANCE	11.04	2.5	0.23	0	2.5	0.00	0.23
PROCUREMENT	3.00	0	0.00	0	0	0.00	0.00
ICT	9.50	5	0.53	0	5	0.00	0.53
REVENUES	37.98	38	1.00	0	38	0.00	1.00
NEIGHBOURHOODS							
LEISURE	46.86	40.5	0.86	20	20.5	0.43	0.44
COMMUNITY	15.00	10	0.67	0	10	0.00	0.67
STREET SERVICES	97.69	278	2.85	168	110	1.72	1.13
HOUSING (REPAIRS AND MANAGEMENT)	115.67	351.5	3.04	263	88.5	2.27	0.77
DEVELOPMENT							
PLANNING/ENVIRONMENTAL HEALTH	34.60	15.5	0.45	0	15.5	0.00	0.45
REGENERATION	40.70	61	1.50	16	45	0.39	1.11
DEVELOPMENT ADMIN	5.26	7	1.33	0	7	0.00	1.33
GRAND TOTAL	547.58	1102.50	2.01	546	556.50	1.00	1.02

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

Legal includes Land Charges and Licensing

