

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	10.
Date:	10 th August 2011	Category	
Subject:	Sickness Absence/Occupational Health Statistics 2010/11	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E Watts, Leader of the Council and Portfolio Holder for Customer Service and 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 2010/11 and 2011/12.

1.1 The sickness absence outturns for 2010/11 are shown below, with comparisons for 2009/10:

Target 2010/11	Out turn 2010/11	Out turn 2009/10
8.4 days	7.97 days	8.39 days per FTE

A breakdown of these figures for 2010/11 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2010/11, with comparisons for 2009/10 is shown below:

	2010/11	2009/10
Rehabilitation	42	45
Resigned	1	0
Ill Health Retirement	0	1
Dismissed	1	1
Redundancy	1	0
Retired	1	0
Outstanding	2	0
TOTAL	48	47

The ill health retirement in 2009/10 was at tier 3 under the new ill health scheme.

- 1.3 The top three causes of sickness absence for 2010/11 and 2009/10 are as follows:

2010/11		2009/10	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	1137	Musc/Skeletal	934
Stress	481	Stress	481
Infections	444	Infections	444
TOTAL	2062	TOTAL	1923

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

Reasons for Long Term Sickness Absence 2010/11	
Reason for Absence	No. of Employees Citing this Reason
Muscular Skeletal	16*
Stress/Depression	7
Back/Neck	7
Miscellaneous	4
Genito/Gynaechological	3
Neurological	3
Heart/Blood Pressure	2
Miscellaneous	3
Ear/Nose/Mouth	2

Reasons for Long Term Sickness Absence 2010/11	
Reason for Absence	No. of Employees Citing this Reason
Infections	2
Chest	1
Pregnancy	1

*only two cases of muscular/skeletal problems were work related

1.5 The following routine health surveillance clinics have been held during the financial year 2010/11:

- 24 June 2010
- 1 and 22 September 2010
- 12 and 21 October 2010
- 17 November 2010
- 6 and 26 January 2011
- 2 February 2011
- 31 March 2011

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

HR12 - APRIL 2010 TO MARCH 2011 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 12 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	10	1.67	0	10	0.00	1.67
CONTACT CENTRES	22.72	108	4.75	34	74	1.50	3.26
CUSTOMER SERVICE/PERFORMANCE	12.43	71	5.71	19.5	51.5	1.57	4.14
HUMAN RESOURCES AND PAYROLL	10.90	23	2.11	0	23	0.00	2.11
APPRENTICES	51.00	527.5	10.34	112.5	415	2.21	8.14
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	10.60	81	7.64	62	19	5.85	1.79
LEGAL/LICENSING AND LAND CHARGES	11.60	173	14.91	151	22	13.02	1.90
RESOURCES DIRECTORATE							
FINANCE	11.04	10	0.91	0	10	0.00	0.91
PROCUREMENT	3.50	0	0.00	0	0	0.00	0.00
ICT	4.75	40	8.42	0	40	0.00	8.42
REVENUES	37.48	201.5	5.38	83	118.5	2.21	3.16
NEIGHBOURHOODS							
LEISURE	47.08	217	4.61	135	82	2.87	1.74
COMMUNITY	14.50	171	11.79	145	26	10.00	1.79
STREET SERVICES	98.28	902	9.18	532.5	369.5	5.42	3.76
HOUSING (REPAIRS AND MANAGEMENT)	115.55	1360.5	11.77	1026	334.5	8.88	2.89
DEVELOPMENT							
PLANNING/ENVIRONMENTAL HEALTH	34.10	51	1.50	0	51	0.00	1.50
REGENERATION	40.53	314	7.75	169	145	4.17	3.58
DEVELOPMENT ADMIN	5.26	21.5	4.09	0	21.5	0.00	4.09
GRAND TOTAL	537.32	4282.00	7.97	2469.5	1812.50	4.60	3.37