

Committee:	Union Employee Consultation Committee	Agenda Item No.:	7.
Date:	30 November 2011	Category	*
Subject:	Sickness Absence/Occupational Health Statistics April - June 2011	Status	Open
Report by:	Head of Human Resources/ Payroll		
Other Officers involved:	Senior HR Officer Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E. Watts, Leader of the Council		

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 2011 and 2010.
 - 1.1 The sickness absence outturn for the first quarter of 2011 (April to June) is shown below, with comparisons for the same period during 2010:

Apr-June 2011	Apr-June 2010
1.63 days per FTE	1.64 days per FTE

The target for April to June 2011 was 2 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 slightly down on last year's figure and better than the target. This is largely due to a decrease of 62 working days less due to long term sickness, but with a corresponding increase in short term sickness of 41.5 working days. The breakdown of this figure into long term/short term sickness is shown below.

	Long Term	Short Term
Apr-June 2011	0.89 days per FTE	0.74 days per FTE
Apr-June 2010	0.93 days per FTE	0.70 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.

- 1.3 The outcome of occupational health referrals for the first quarter of 2011, with comparisons for the same period during 20 are shown below:

	Apr-June 2011	Apr-June 2010
Rehabilitation	4	1
Resigned	0	0
Dismissal	0	0
Ill Health Retirement	0	0
Outstanding	2	0
TOTAL	6	12

Of the two cases which are currently unresolved, both cases are currently proceeding to a Capability Hearing in November. An update on these will be given at the meeting.

- 1.4 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 2011	No. of Employees Citing this Reason Apr-June 2010
Muscular Skeletal	2	3
Stress/Depression	1	2
Other	1	3
Genito/Gynaechological	1	1
Neurological	0	1
Back/Neck	1	1
Ear/Nose/Mouth	0	1
TOTAL	6	12

- 1.5 Details of health surveillance events, held during the period April to June 2011, are as follows:

There was no health surveillance clinics held during this period.

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(S)

- The report be received.**

ATTACHMENT: Y (1)

FILE REFERENCE: N/A

SOURCE DOCUMENT: N/A

LPI12 - APRIL TO JUNE 2011 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 EXECS DIRECTORATE							
CHIEF EXECUTIVES AND PARTNERSHIP	5.00	4	0.80	0	4	0.00	0.80
CONTACT CENTRES	20.10	78.5	3.91	55	23.5	2.74	1.17
CUSTOMER SERVICE/PERFORMANCE	12.43	39.5	3.18	30	9.5	2.41	0.76
HUMAN RESOURCES AND PAYROLL	11.00	0	0.00	0	0	0.00	0.00
APPRENTICES	64.46	149.5	2.32	42	107.5	0.65	1.67
LEGAL/DEMOCRATIC DIRECTORATE							
DEMOCRATIC	10.10	0	0.00	0	0	0.00	0.00
LEGAL/LICENSING AND LAND CHARGES	11.19	8	0.71	0	8	0.00	0.71
RESOURCES DIRECTORATE							
FINANCE	10.42	6.5	0.62	0	6.5	0.00	0.62
PROCUREMENT	2.81	0	0.00	0	0	0.00	0.00
REVENUES	35.61	11	0.31	0	11	0.00	0.31
NEIGHBOURHOODS							
LEISURE	47.14	33	0.70	26	7	0.55	0.15
COMMUNITY	14.00	23	1.64	22	1	1.57	0.07
STREET SERVICES	95.21	157.5	1.65	100	57.5	1.05	0.60
HOUSING (REPAIRS AND MANAGEMENT)	114.29	227	1.99	138	89	1.21	0.78
DEVELOPMENT							
PLANNING/ECON DEV/HOUSING STRATEGY	25.40	33	1.30	23.5	9.5	0.93	0.37
REGENERATION/ENVIRONMENTAL HEALTH	43.42	91	2.10	34	57	0.78	1.31
DEVELOPMENT ADMIN	5.76	1	0.17	0	1	0.00	0.17
GRAND TOTAL	528.34	862.50	1.63	470.5	392.00	0.89	0.74