

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	8.
Date:	7th March 2012	Category	*
Subject:	Sickness Absence/Occupational Health Statistics April to 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 attached 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	1	0
Unpaid Career Break	1	0
Ill Health Retirement	0	0
Outstanding	0	0
<b>TOTAL</b>	<b>6</b>	<b>12</b>

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

<b>Reasons for Long Term Sickness Absence</b>		
<b>Reason for Absence</b>	<b>No. of Employees Citing this Reason Apr-June 2011</b>	<b>No. of Employees Citing this Reason Apr-June 2010</b>
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
<b>TOTAL</b>	<b>6</b>	<b>12</b>

- 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
<b>CHIEF EXECS DIRECTORATE</b>							
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
<b>LEGAL/DEMOCRATIC DIRECTORATE</b>							
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
<b>RESOURCES DIRECTORATE</b>							
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
<b>NEIGHBOURHOODS</b>							
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
<b>DEVELOPMENT</b>							
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
<b>GRAND TOTAL</b>	<b>528.34</b>	<b>862.50</b>	<b>1.63</b>	<b>470.5</b>	<b>392.00</b>	<b>0.89</b>	<b>0.74</b>