

Committee:	Union Employee Consultation Committee	Agenda Item No.:	9.
Date:	7th June 2012	Category	
Subject:	Sickness Absence/Occupational Health Statistics 2011/12	Status	Open
Report by:	Assistant Director, Human Resources		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor Eion 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 2010/11 and 2011/12.

1.1 The sickness absence outturn for 2011/12 are shown below, with comparisons for 2010/11:

Target 2011/12	Out turn 2011/12	Out turn 2010/11
8.days	7.83 days	7.97 days

A breakdown of these figures for 2011/12 by Department, and by long term/short term sickness absence, is attached for information.

1.2 The outcome of occupational health referrals 2011/12, with comparisons for 2010/11 is shown below:

	2010/11	2011/12
Rehabilitation	42	39
Resigned	1	0
Ill Health Retirement	0	0
Dismissed	1	2
Redundancy	1	0
Retired	1	0
Outstanding	2	0
Compromise Agreement	0	1
12 month career break	0	1
TOTAL	48	43

1.3 The top three causes of sickness absence for 2010/11 and 2011/12 are as follows:

2010/11		2011/12	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	1137	Musc/Skeletal	1152
Stress	481	Stress	801
Infections	444	Stomach/Digestion	548
TOTAL	2062	TOTAL	2501

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

Reasons for Long Term Sickness Absence 2011/12	
Reason for Absence	No. of Employees Citing this Reason
Muscular/Skeletel	22
Genito/Gynae	4
Other	2
Back/neck	1
Stress/Depression	9
Stomach/Digestion	4
Neurological	1

1.5 The following routine health surveillance clinics have been held during the financial year 2011/12:

- 12th and 27th July 2011
- 24th August 2011
- 21st September 2011
- 18th and 21st October 2011
- 16th and 23rd November 2011
- 15th December
- 21st February 2012

and covered topics such as Hand Arm Vibration, audiometry, driver medicals, blood tests and hepatitis B immunisation to 'at risk' groups.

There have been 15 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

BVPI12 - APRIL 2011 TO MARCH 2012 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 12 MONTHS	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	5.75	15	2.609	0	15	0.000	2.609
CONTACT CENTRES	21.12	449	21.259	195	254	9.233	12.027
CUSTOMER SERVICE/PERFORMANCE	12.52	77.5	6.190	51	26.5	4.073	2.117
HUMAN RESOURCES AND PAYROLL	11.50	17.5	1.522	0	17.5	0.000	1.522
APPRENTICES	77.46	552.5	7.133	250	302.5	3.227	3.905
DEMOCRATIC	10.10	14	1.386	0	14	0.000	1.386
LEGAL/LICENSING AND LAND CHARGES	11.19	52.5	4.692	0	52.5	0.000	4.692
RESOURCES DIRECTORATE							
FINANCE	10.67	58	5.436	26.5	31.5	2.484	2.952
PROCUREMENT	2.81	18	6.406	18	0	6.406	0.000
REVENUES	36.50	195.5	5.356	96	99.5	2.630	2.726
NEIGHBOURHOODS							
LEISURE	47.89	153	3.195	118	35	2.464	0.731
COMMUNITY	14.00	31	2.214	22	9	1.571	0.643
STREET SERVICES	98.23	1116	11.361	739	377	7.523	3.838
HOUSING (REPAIRS AND MANAGEMENT)	117.79	1032	8.761	632.5	399.5	5.370	3.392
DEVELOPMENT							
PLANNING/ECON DEV/HOUSING STRATEGY	25.40	159.5	6.280	122.5	37	4.823	1.457
REGENERATION/ENVIRONMENTAL HEALTH	42.79	343	8.016	181	162	4.230	3.786
DEVELOPMENT ADMIN	5.51	33	5.989	0	33	0.000	5.989
GRAND TOTAL	551.23	4317.00	7.83	2451.5	1865.50	4.447	3.384

Street Services include Depot Resources, Street Scene and Waste Services

Housing includes Repairs and Maintenance and Supporting People Service

Regeneration includes Security, Markets, Environmental Health

Legal includes Land Charges and Licensing

Planning includes Economic Development and Housing Strategy

Directors included as 50% in Leisure, Finance, Development Admin, CEPT, Street Services