

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5
Date:	6 th December 2012	Category	
Subject:	Sickness Absence/Occupational Health Statistics July to September 2012	Status	Open
Report by:	Assistant Director – Human Resources		
Other Officers involved:	Human Resources Officer Senior 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 July to September 2012 and 2011.

- 1.1 The sickness absence outturn for the second quarter of 2012 (July to September) is shown below, with comparisons for the same period during 2011:

July to September 2011	July to September 2012
2.39 days	2.51 days

The target for July to September 2012 was 2 days per FTE. A breakdown of these figures by department, and by long term/short term sickness absence, is attached at page * for information.

Whilst the number of days lost overall for the 2nd quarter of 2012 compared to the 2nd quarter of 2011 is the same, the increase in FTE days is largely due to a decrease in the average number of FTE employees during the period. Long term sickness has reduced by 42 days and short term sickness has reduced by 58 days.

The following sections have shown increases in long term sickness absence:-

- Revenues
- Leisure
- Street Services
- Housing (Repairs and Management)

The following sections have shown increases in short term sickness absence:-

- Revenues
- Housing (Repairs and Management)

Please see below in 1.2 the reasons for continuing absence in these areas. A breakdown of the total sickness figures into long term/short term sickness absence is shown below for information:-

	Long Term	Short Term
July to September 2011	1.52 days per FTE	0.86 days per FTE
July to September 2012	1.65 days per FTE	0.86 days per FTE

1.2 The outcome of occupational health referrals for the 2nd quarter of 2012, with comparisons for 2011 are shown below:

	July to September 2011	July to September 2012
Rehabilitated	7	11
Continuing	2	7
Ill Health Retirement	-	1
TOTAL	9	19

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

Reasons for Long Term Sickness Absence July to September 2012		
Reason for Absence	No. of Employees Citing this Reason July to September 2011	No. of Employees Citing this Reason July to September 2012
Muscular Skeletal	6	6
Genito/Gynaechological	2	1
Stomach/Digestion	1	2
Heart/BP/Circulation	-	2
Neurological	-	2
Other	-	1
Back/Neck	-	2
Stress/Depression	-	3
TOTAL	9	19

- 1.4 The following routine health surveillance clinics have been held during July to September 2012:

- 8th August 2012
- 27th September 2012

and covered topics such as Hand Arm Vibration, audiometry and blood tests and Hepatitis B immunisation to 'at risk' groups in the current Hepatitis B programme.

There has been 1 employee 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 : Compliance with employment legislation relating to managing sickness absence.

RECOMMENDATION

That the report be received.

ATTACHMENT: **Y (1)**

FILE REFERENCE: **N/A**

SOURCE DOCUMENT: **N/A**

BVPI12 - JULY TO SEPTEMBER 2012 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	6.50	2.5	0.385	0	2.5	0.000	0.385
STRATEGY/PERFORMANCE	10.60	4.5	0.425	0	4.5	0.000	0.425
HUMAN RESOURCES AND PAYROLL	10.00	6	0.600	0	6	0.000	0.600
APPRENTICES	39.50	61.5	1.557	29	32.5	0.734	0.823
DEMOCRATIC	10.10	8	0.792	0	8	0.000	0.792
LEGAL AND LAND CHARGES	8.69	18	2.071	0	18	0.000	2.071
RESOURCES DIRECTORATE							
FINANCE	9.52	1	0.105	0	1	0.000	0.105
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.14	84.5	3.500	61	23.5	2.527	0.973
REVENUES	38.17	56.5	1.480	15	41.5	0.393	1.087
HEALTH AND WELL BEING							
LEISURE	43.51	67	1.540	61	6	1.402	0.138
NEIGHBOURHOODS							
COMMUNITY SAFETY	11.00	0	0.000	0	0	0.000	0.000
STREET SERVICES	85.23	467	5.479	337	130	3.954	1.525
HOUSING (REPAIRS AND MANAGEMENT)	113.91	336.5	2.954	226	110.5	1.984	0.970
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	18.10	19	1.050	18	1	0.994	0.055
REGENERATION	26.76	21	0.785	11	10	0.411	0.374
GRAND TOTAL	458.54	1153.00	2.51	758	395.00	1.653	0.861
Street Services include Depot Resources, Street Scene and Waste Services							
Housing includes Repairs and Maintenance and Supporting People Service							
Legal includes Land Charges							
Planning includes Housing Strategy							
Directors included as 50% in Leisure, Finance, Development Admin, CEPT, Street Services							
Assistant Directors included as 50% in Customer Service, Strategy/Performance, HR and Payroll, Legal, Finance, Leisure, Planning, Regeneration							