

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	5.
Date:	14 th March 2013	Category	
Subject:	Sickness Absence/Occupational Health Statistics October to December 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

Sickness Absence/Occupational Health Referral Statistics October to December 2012 and 2011.

The sickness absence outturn for the third quarter of 2012 (October to December) is shown below, with comparisons for the same period during 2011:

October to December 2011	October to December 2012
2.42 days per FTE	2.38 days per FTE

The target for October to December 2012 was 2 days per FTE. The year to date out-turn is 6.82 days per FTE against a target of 6 days per FTE. A breakdown of these figures by Department, and by long term/short term sickness absence, is attached for information.

Whilst the overall sickness figure is lower than last year it is still higher than the target. The

total number of days lost for the third quarter of 2012 compared to the 3rd quarter of 2011 has reduced by 157 days. The following sections have shown increases in long term sickness absence:-

- Democratic Services
- Legal and Land Charges

Whilst the following sections have shown increases in short term sickness absence, the total number of days lost due to short term absence has reduced in this quarter by 174.5 days overall:-

- Democratic Services
- Housing
- Regeneration

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
October to December 2011	1.36 days per FTE	1.06 days per FTE
October to December 2012	1.56 days per FTE	0.80 days per FTE

The outcome of occupational health referrals for the third quarter of 2012 with comparisons for 2011 are shown below:

	October to December 2011	October to December 2012
Rehabilitated	14	4
Continuing	1	2
Ill Health Retirement	-	0*
Termination of Employment	1	-
TOTAL	16	6

Continuing

1 employee home related stress

1 employee ankle injury sustained at work – hoping to return on 4th February 2013.

*Please note there was one additional ill health retirement on 31st July 2012 which should have been reported in the July to September 2012 quarter.

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

Reasons for Long Term Sickness Absence October to December 2012		
Reason for Absence	No. of Employees Citing this Reason October to December 2011	No. of Employees Citing this Reason October to December 2012
Muscular Skeletal	7	1
Stomach/Digestion	2	1
Stress/Depression	6	4
Other	1	
TOTAL	16	6

The following routine health surveillance clinics have been held during October to December 2012:

- 16th October
- 24th October
- 28th November
- 13th December

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 six 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 : 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 - OCTOBER TO DECEMBER 2012 LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE FTE 9 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 STRATEGY/PERFORMANCE	6.50	7	1.077	0	7	0.000	1.077
HUMAN RESOURCES AND PAYROLL APPRENTICES	10.60	1	0.094	0	1	0.000	0.094
DEMOCRATIC	9.75	10	1.026	0	10	0.000	1.026
LEGAL AND LAND CHARGES	38.50	46	1.195	0	46	0.000	1.195
RESOURCES DIRECTORATE							
FINANCE	9.80	52	5.306	42	10	4.286	1.020
PROCUREMENT	8.69	27	3.107	26	1	2.992	0.115
CUSTOMER SERVICE	9.52	2.5	0.263	0	2.5	0.000	0.263
REVENUES	2.81	0	0.000	0	0	0.000	0.000
HEALTH AND WELL BEING							
LEISURE	24.14	153	6.338	116	37	4.805	1.533
NEIGHBOURHOODS							
COMMUNITY SAFETY	38.37	40.5	1.056	18	22.5	0.469	0.586
STREET SERVICES	43.51	16	0.368	0	16	0.000	0.368
HOUSING (REPAIRS AND MANAGEMENT)	10.50	0	0.000	0	0	0.000	0.000
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	83.23	305	3.665	296	9	3.556	0.108
REGENERATION	112.80	366	3.245	214.5	151.5	1.902	1.343
GRAND TOTAL	454.08	1078.50	2.38	712.5	366.00	1.569	0.806
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							