

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	6.
Date:	11 th December 2013	Category	*
Subject:	Sickness Absence/Occupational Health Statistics July to September 2013	Status	Open
Report by:	Joint Assistant Director – Human Resources		
Other Officers involved:	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 2013 and 2012 .

- 1.1 The sickness absence outturn for the second quarter of 2013 (July to September) is shown below, with comparisons for the same period during 2012:-:

July to September 2012	July to September 2013
2.51 days per FTE	2.50 days per FTE

The target for July to September 2013 was 2 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 absence figure is virtually the same the following should be noted:-

- Total number of days lost has reduced in 2013 by 175.5 days
- The average number of FTE employees has reduced in 2013 by 67.87 FTE
- The number of days lost due to long term sickness has reduced in 2013 by 134.5 days
- The number of days lost due to short term sickness has reduced in 2013 by 41 days

1.2 The outcome of occupational health referrals for the second quarter of 2013, with comparisons for 2012 are shown below:

	July to September 2012	July to September 2013
Rehabilitated	11	8
Continuing	7	2
Ill Health	1	1
TOTAL	19	11

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 2013		
Reason for Absence	No. of Employees Citing this Reason July to September 2012	No. of Employees Citing this Reason July to September 2013
Back/Neck	6	2
Stomach/Digestion	2	0
Heart/BP/Circulation	2	0
Muscular/Skeletal	0	2
Sick/Other	1	4
Neurological	2	1
Stress/Depression	3	1
Genito/Gynaechological	1	0
Back/Neck	2	0
Ear/Nose/Mouth	0	1
TOTAL	19	11

1.4 The following routine health surveillance clinics have been held during July to September 2013:

- 16th July
- 15th August
- 19th September

and covered topics such as

- Hand Arm Vibration,
- Audiometry
- Driver medicals
- Blood Tests and
- Hepatitis B Immunisation to 'at risk' groups.

There have been four employees undergoing counselling during this period (none of which were work related).

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(S)

1. The report be received.

ATTACHMENT: Y (1)
FILE REFERENCE: N/A
SOURCE DOCUMENT: N/A

BVPI12 - JULY TO SEPTEMBER 2013 OUT-TURN LONG TERM/SHORT TERM SPLIT							
DEPARTMENT	AVERAGE EMPLOYEES 6 MTHS	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	5.50	1	0.182	0	1	0.000	0.182
STRATEGY/PERFORMANCE	7.70	0	0.000	0	0	0.000	0.000
HUMAN RESOURCES AND PAYROLL	6.50	5	0.769	0	5	0.000	0.769
DEMOCRATIC	6.50	6.5	1.000	0	6.5	0.000	1.000
LEGAL AND LAND CHARGES	8.69	3	0.345	0	3	0.000	0.345
RESOURCES DIRECTORATE							
FINANCE	10.02	39	3.892	35	4	3.493	0.399
PROCUREMENT	1.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.79	77	3.106	33	44	1.331	1.775
REVENUES	37.95	20	0.527	0	20	0.000	0.527
HEALTH AND WELL BEING							
LEISURE	42.52	11	0.259	0	11	0.000	0.259
ENVIRONMENTAL HEALTH	0.50	2.5	5.000	0	2.5	0.000	5.000
NEIGHBOURHOODS							
COMMUNITY SAFETY	9.88	4	0.405	0	4	0.000	0.405
STREET SERVICES	78.92	315.5	3.998	188.5	127	2.388	1.609
HOUSING (REPAIRS AND MANAGEMENT)	108.17	445	4.114	367	78	3.393	0.721
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	18.60	14	0.753	0	14	0.000	0.753
REGENERATION	22.62	34	1.503	0	34	0.000	1.503
GRAND TOTAL	390.67	977.50	2.50	623.5	354.00	1.596	0.906
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							
Joint Directors included at 50%							
Joint Assistant Directors only at 50%							