

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	8.
Date:	12 th March 2014	Category	*
Subject:	Sickness Absence/Occupational Health Statistics October to December 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 October to December 2013 compared to 2012.
 - 1.1 The sickness absence outturn for the third quarter of 2013/14 (October to December) is shown below, with comparisons for the same period during 2012/13:-

October to December 2012	October to December 2013
2.38 days per FTE	2.21 days per FTE

The target for October to December 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 shows a reduction the following should be noted:-

- Total number of days lost has reduced in 2013 by 212 days
- The number of days lost due to long term sickness has reduced in 2013 by 183.5 days
- The number of days lost due to short term sickness has reduced in 2013 by 28.5 days

1.2 The outcome of occupational health referrals for the third quarter of 2013/14, with comparisons for 2012 are shown below:

	October to December 2012	October to December 2013
Rehabilitated	4	5
Continuing	2	5
Ill Health	0	0
TOTAL	6	10

Continuing

2 employees (muscular/skeletal returned Jan 2014)

2 employees (stress/depression one returned Feb 2014)

1 employee (back/neck)

One muscular/skeletal employee was absent but we were not informed until October 2013 due to him triggering 20 days (long term sick)

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

Reasons for Long Term Sickness Absence October to December 2013		
Reason for Absence	No. of Employees Citing this Reason October to December 2012	No. of Employees Citing this Reason October to December 2013
Back/Neck	-	3
Stomach/Digestion	2	-
Muscular/Skeletal	7	3
Sick/Other	1	1

Stress/Depression	6	2
Ear/Nose/Mouth	-	1
TOTAL	16	10

1.4 The following routine health surveillance clinics have been held during October to December 2013:

- 17th October 2013
- 7th November 2013

and covered topics such as

- Hand Arm Vibration
- Audiometry
- Driver medicals

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 : None

RECOMMENDATION(S)

1. **The report be received.**

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

BVPI12 - OCTOBER- DECEMBER 2013 OUT-TURN LONG TERM/SHORT TERM SPLIT

DEPARTMENT	AVERAGE EMPLOYEES 9 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
SENIOR MANAGERS GROUP	4.5	13	2.89	0.00	13.00	0.00	2.89
CHIEF EXECS DIRECTORATE	4.5	13	2.89	0.00	13.00	0.00	2.89
CHIEF EXECUTIVES AND PARTNERSHIP	4.50	7.5	1.67	7.50	0.00	1.67	0.00
STRATEGY/PERFORMANCE	8.15	5	0.61	0.00	5.00	0.00	0.61
HUMAN RESOURCES AND PAYROLL	6.50	1	0.15	0.00	1.00	0.00	0.15
DEMOCRATIC	7.04	4	0.57	0.00	4.00	0.00	0.57
LEGAL AND LAND CHARGES	8.69	5	0.58	0.00	5.00	0.00	0.58
RESOURCES DIRECTORATE	34.88	22.5	0.65	7.50	15.00	0.22	0.43
FINANCE	9.52	20	2.10	0.00	20.00	0.00	2.10
PROCUREMENT	1.81	0	0.00	0.00	0.00	0.00	0.00
CUSTOMER SERVICE	24.71	133.5	5.40	106.00	27.50	4.29	1.11
REVENUES	36.05	24.5	0.68	0.00	24.50	0.00	0.68
HEALTH AND WELL BEING	72.09	178	2.47	106.00	72.00	1.47	1.00
LEISURE	40.04	27	0.67	0.00	27.00	0.00	0.67
NEIGHBOURHOODS	40.04	27	0.67	0.00	27.00	0.00	0.67
COMMUNITY SAFETY	10.38	10	0.96	0.00	10.00	0.00	0.96
HOUSING (REPAIRS AND MANAGEMENT)	111.69	421.5	3.77	313.00	108.50	2.80	0.97
	122.07	431.5	3.53	313.00	118.50	0.38	0.97
STREET SERVICES	78.92	180.5	2.29	102.50	78.00	1.30	0.99
DEVELOPMENT							
PLANNING/HOUSING STRATEGY	17.85	3	0.17	0.00	3.00	0.00	0.17
REGENERATION	22.62	11	0.49	0.00	11.00	0.00	0.49
	40.47	14	0.35	0.00	14.00	0.00	0.35
GRAND TOTAL	392.97	866.50	2.21	529.00	337.50	1.35	0.86
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%			142				
Joint Assistant Directors included at 50%							