

**Bolsover District Council****Union / Employee Consultation Committee**

9 October 2014

Sickness Absence/Occupational Health Statistics, April to June 2014

**Report of the Joint Assistant Director Human Resources**

This report is public.

**Purpose of the Report**

To provide Sickness Absence/Occupational Health Statistics for April to June 2014 for the Committee to consider.

**1 Report Details****1. Sickness Absence/Occupational Health Referral Statistics April to June 2014.**

- 1.1 The sickness absence outturn for the first quarter of 2014 (April to June) is shown below, with comparisons for the same period during 2013:-

<b>April to June 2013</b>	<b>April to June 2014</b>
2.40 days per FTE	1.86 days per FTE

The target for April to June 2014 was 2.12 days per FTE. A breakdown of these figures by Department, and by long term/short term sickness absence, is attached for information.

The overall sickness figure has reduced on the same quarter of last year. This is largely due to a reduction of long term sickness (158.5 days less), whilst short term sickness has reduced by 64 days in this quarter compared to 2013.

- 1.2 The outcome of occupational health referrals for the first quarter of 2014, with comparisons for 2013 shown below:

<b>Status</b>	<b>April to June 2013</b>	<b>April to June 2014</b>
Rehabilitated	9	13
Continuing	4	1*
<b>TOTAL</b>	<b>13</b>	<b>14</b>

\*1 case recuperating following surgery, expected return October 2014

- 1.3 The top three causes of sickness absence for April to June 2014 and for the same period last year are as follows:

<b>April to June 2013</b>		<b>April to June 2014</b>	
<b>Cause</b>	<b>Days Lost</b>	<b>Cause</b>	<b>Days Lost</b>
Musc/Skeletal	272	Musc/Skeletal	214.5
Stomach/Digestion	183	Stress	158
Stress	159	Heart/Circulation	101
<b>TOTAL</b>	<b>614</b>	<b>TOTAL</b>	<b>473.5</b>

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

<b>Reasons for Long Term Sickness Absence April to June 2014</b>		
<b>Reason for Absence</b>	<b>No. of Employees Citing this Reason April to June 2013</b>	<b>No. of Employees Citing this Reason April to June 2014</b>
Stomach/Digestion	1	0
Back/Neck	2	1
Muscular/Skeletal	6	7
Stress/Depression	2	5
Ear/Nose/Mouth	1	0
Genito/Gynaecological	1	0
Heart/BP/Circulation	0	1
<b>TOTAL</b>	<b>13</b>	<b>14</b>

1.5 There were no routine health surveillance clinics held during April to June 2014. When clinics take place they cover topics such as:

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

There have been 3 employees undergoing counselling during this period.

## **ISSUES FOR CONSIDERATION**

The report is for monitoring purposes only and there are no specific issues for consideration.

### **2 Conclusions and Reasons for Recommendation**

N/A

### **3 Consultation and Equality Impact**

3.1 Sickness absence data is considered at the Safety Committee and quarterly performance review meetings.

### **4 Alternative Options and Reasons for Rejection**

N/A

### **5 Implications**

N/A

#### **5.1 Finance and Risk Implications**

N/A

#### **5.2 Legal Implications including Data Protection**

N/A

#### **5.3 Human Resources Implications**

Contained in the report

### **6 Recommendations**

6.1 For the Committee to note the report.

**7 Decision Information**

<b>Is the decision a Key Decision?</b> (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
<b>District Wards Affected</b>	
<b>Links to Corporate Plan priorities or Policy Framework</b>	

**8 Document Information**

<b>Appendix No</b>	<b>Title</b>
N/A	
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
<b>Report Author</b>	<b>Contact Number</b>
Peter Wilmot	2412

Report Reference –

BVPI12 - APRIL - JUNE 2014 OUT-TURN LONG TERM/SHORT TERM SPLIT							
DEPARTMENT	AVERAGE EMPLOYEES 3 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	5	2.5	0.50	0.00	2.50	0.00	0.50
	<b>5</b>	<b>2.5</b>	<b>0.50</b>	<b>0.00</b>	<b>2.50</b>	<b>0.00</b>	<b>0.50</b>
<b>GROWTH DIRECTORATE</b>							
LEGAL AND LAND CHARGES	6.79	2	0.29	0.00	2.00	0.00	0.29
DEMOCRATIC	6.26	14	2.24	0.00	14.00	0.00	2.24
PARTNERSHIP TEAM	5	8	1.60	0.00	8.00	0.00	1.60
ECONOMIC GROWTH/HOUSING STRATEGY	3.80	4	1.05	0.00	4.00	0.00	1.05
PLANNING	15.10	23	1.52	7.00	16.00	0.46	1.06
	<b>36.95</b>	<b>51</b>	<b>1.38</b>	<b>7.00</b>	<b>44.00</b>	<b>0.14</b>	<b>0.86</b>
<b>OPERATIONS DIRECTORATE</b>							
FINANCE	9.02	40	4.43	40.00	0.00	4.43	0.00
PROPERTY/ESTATES	18.60	96.5	5.19	84.00	12.50	4.52	0.67
REVENUES	35.80	49	1.37	33.00	16.00	0.92	0.45
COMMUNITY SAFETY	10.75	0	0.00	0.00	0.00	0.00	0.00
STREET SERVICES	76.18	264	3.46	193.00	71.00	2.53	0.93
HOUSING (REPAIRS AND MANAGEMENT)	115.83	158.5	1.37	123.00	35.50	1.06	0.31
	<b>266.18</b>	<b>608</b>	<b>2.28</b>	<b>473.00</b>	<b>135.00</b>	<b>1.78</b>	<b>0.51</b>
<b>TRANSFORMATION DIRECTORATE</b>							
IMPROVEMENT	7.60	6	0.79	0.00	6.00	0.00	0.79
HUMAN RESOURCES AND PAYROLL	6.00	0	0.00	0.00	0.00	0.00	0.00
CUSTOMER SERVICE	24.70	43	1.74	26.00	17.00	1.05	0.69
LEISURE	41.16	11	0.27	0	11	0	0.27
	<b>79.46</b>	<b>60</b>	<b>0.75</b>	<b>26.00</b>	<b>34.00</b>	<b>0.33</b>	<b>0.43</b>
<b>GRAND TOTAL</b>	<b>387.59</b>	<b>721.50</b>	<b>1.86</b>	<b>506.00</b>	<b>215.50</b>	<b>1.30</b>	<b>0.57</b>

**BVPI12 - APRIL - JUNE 2013 OUT-TURN LONG TERM/SHORT TERM SPLIT**

<b>DEPARTMENT</b>	<b>EMPLOYEES @ APRIL 2013</b>	<b>DAYS LOST</b>	<b>FTE DAYS</b>	<b>LONG TERM ABSENCE NO OF DAYS</b>	<b>SHORT TERM ABSENCE NO OF DAYS</b>	<b>LT ABSENCE PER FTE</b>	<b>ST ABSENCE PER FTE</b>
<b>CHIEF EXECES DIRECTORATE</b>							
CHIEF EXECUTIVES AND PARTNERSHIP	6.00	1.5	0.250	0	1.5	0.000	0.250
STRATEGY/PERFORMANCE	8.70	6	0.690	0	6	0.000	0.690
HUMAN RESOURCES AND PAYROLL	6.00	0	0.000	0	0	0.000	0.000
DEMOCRATIC	7.50	9.5	1.267	0	9.5	0.000	1.267
LEGAL AND LAND CHARGES	9.19	0	0.000	0	0	0.000	0.000
<b>RESOURCES DIRECTORATE</b>							
FINANCE	9.02	1.5	0.166	0	1.5	0.000	0.166
PROCUREMENT	2.81	0	0.000	0	0	0.000	0.000
CUSTOMER SERVICE	24.04	135.5	5.636	114.5	21	4.763	0.874
REVENUES	38.35	117	3.051	100	17	2.608	0.443
<b>HEALTH AND WELL BEING</b>							
LEISURE	41.37	19	0.459	0	19	0.000	0.459
<b>NEIGHBOURHOODS</b>							
COMMUNITY SAFETY	10.00	0	0.000	0	0	0.000	0.000
STREET SERVICES	78.92	338.5	4.289	246.5	92	3.123	1.166
HOUSING (REPAIRS AND MANAGEMENT)	107.67	260	2.415	163.5	96.5	1.519	0.896
<b>DEVELOPMENT</b>							
PLANNING/HOUSING STRATEGY	19.60	11	0.561	11	11	0.561	0.561
REGENERATION	23.84	44.5	1.867	29	15.5	1.216	0.650
<b>GRAND TOTAL</b>	<b>393.01</b>	<b>944.00</b>	<b>2.40</b>	<b>664.5</b>	<b>290.50</b>	<b>1.691</b>	<b>0.739</b>