

Bolsover District Council

Union/Employee Consultation Committee

28th September 2015

Sickness Absence/Occupational Health Statistics April to June 2015

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 2015 for the Committee to consider.

1 Report Details

- 1. Sickness Absence/Occupational Health Statistics April to June 2015 with comparative data for the same period of 2014.**

The sickness absence outturn for April to June 2015 is shown below, with comparisons for the same period of 2014:

Target 2015/16	Out turn April to June 2014	Out turn April to June 2015
8.5 days	1.86 days	1.35 days

A breakdown of these figures by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health appointments April to June 2015, with comparisons for the same period of 2014 is shown below:

	April to June 2014	April to June 2015
Rehabilitated	14	1
TOTAL	14	1

- 1.3 The top three causes of sickness absence for April to June 2015 with comparative data for the same period of 2014 are as follows:

April to June 2014		April to June 2015	
Cause	Days Lost	Cause	Days Lost
Muscular/Skeletal	214.5	Back/Neck	103.5
Stress	158	Stress	94.5
Heart/Circulation	101	Other	77
TOTAL	473.5	TOTAL	275

- 1.4 A breakdown of the reasons for all long term sickness absence for April to June 2015 with comparative data for the same period of 2014 is as follows:

Reasons for Long Term Sickness Absence April to June 2015		
Reason for Absence	No. of Employees Citing this Reason April to June 2014	No. of Employees citing this Reason April to June 2015
Back/Neck	1	1

Muscular/Skeletal	7	0
Stress/Depression	5	1
Heart/BP/Circulation	1	-
Other	0	2
TOTAL	14	4

There have been 3 employees undergoing counselling during this period.

**2. Stress Related Illness by Directorate
April to June 2015**

NO OF WORKING DAYS LOST*
OPERATIONS
62 days
TRANSFORMATION
32.5 days

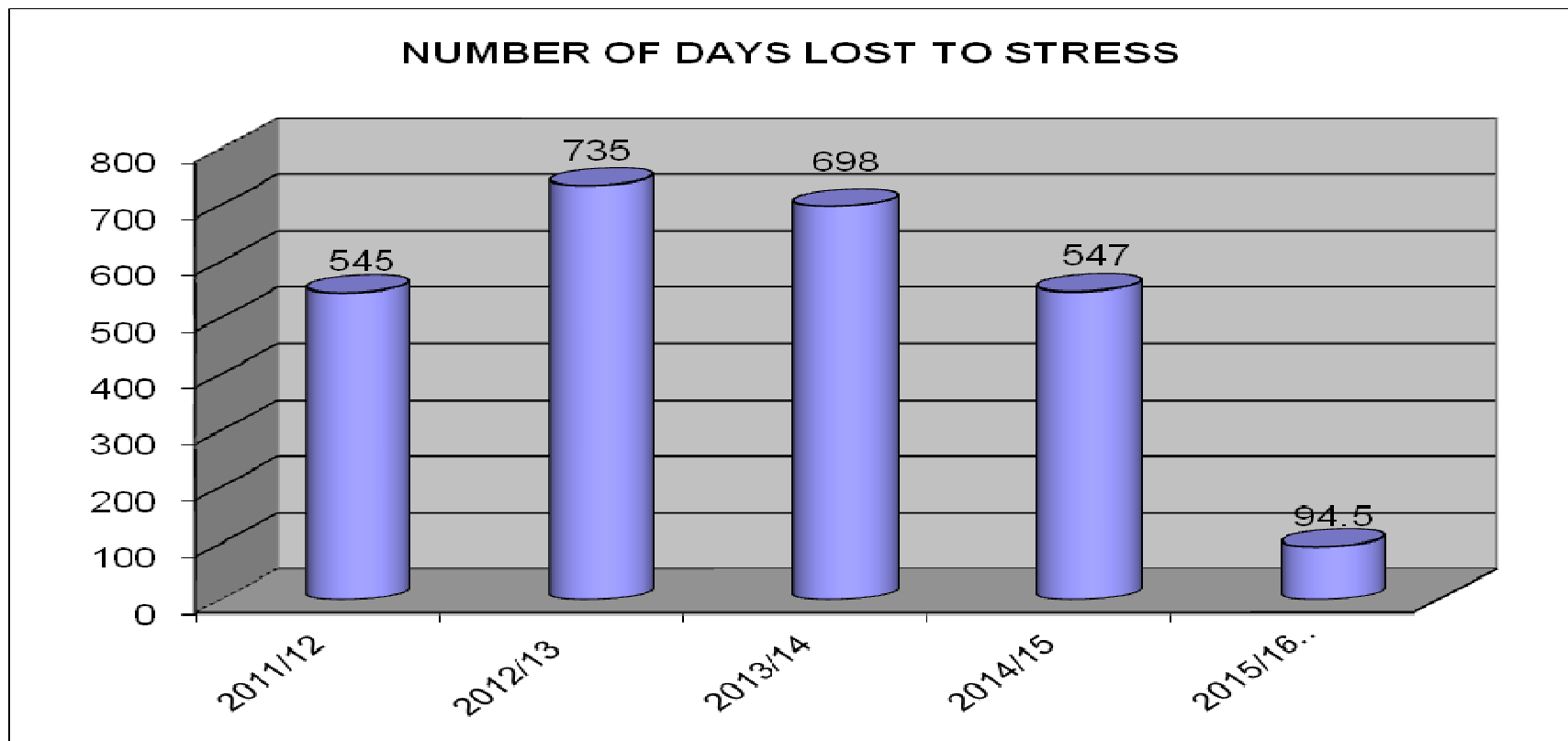
NB Stress related illness only covers Stress/Depression related illness.

*** Employee numbers removed to avoid employee identification.**

TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS = 94.5

TOTAL WORKING DAYS LOST DUE TO STRESS RELATED ILLNESS SAME PERIOD IN 2014 = 158

An analysis of days lost due to stress related absence is as follows:



2 Conclusions and Reasons for Recommendation

N/A

3 Consultation and Equality Impact

3.1 Sickness absence data is considered at the UECC 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**

Is the decision a Key Decision? (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
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	

8 **Document Information**

Appendix No	Title
N/A	
Background Papers (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)	
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