

Bolsover District Council**Union / Employee Consultation Committee****8th June 2016**

Sickness Absence/Occupational Health Statistics 2015/16

Report of the Joint Assistant Director Human Resources

This report is public.

Purpose of the Report

To provide Sickness Absence/Occupational Health Statistics 2015/16 for the Committee to consider.

1 Report Details**1. Sickness Absence/Occupational Health Referral Statistics 2014/15 and 2015/16.**

- 1.1 The sickness absence outturn for 2015/16 are shown below, with comparisons for 2014/15:

Target 2015/16	Out turn 2014/15	Out turn 2015/16
8.5 days	9.20 days	6.28 days

A breakdown of these figures for 2015/16 by Department, and by long term/short term sickness absence, is attached for information.

- 1.2 The outcome of occupational health referrals 2015/16, with comparisons for 2014/15 is shown below:

	2014/15	2015/16
Rehabilitation	39	29
Outstanding	2	6
Left Authority	0	2
TOTAL	41	37

1.3 The top three causes of sickness absence for 2014/15 and 2015/16 are as follows:

2014/15		2015/16	
Cause	Days Lost	Cause	Days Lost
Musc/Skeletal	789.5	Stress	555
Stress	540	Muscular/Skeletal	549.5
Infections	344	Infections	250.5
TOTAL	1673.5	TOTAL	1355

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

Reasons for Long Term Sickness Absence 2015/16	
Reason for Absence	No. of Employees Citing this Reason
Stress/Depression	13
Muscular/Skeletal	12
Back/Neck	3
Other	1
Genito/Gynae	2
Heart/BP/Circulation	3
Stomach/Digestion	1
Ear/Nose/Mouth	1
Chest	1

There have been 9 employees undergoing counselling during this period.

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Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report.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)	
Report Author	Contact Number
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Report Reference –

BVPI12 -2014/15 LONG TERM/SHORT TERM SPLIT							
DEPARTMENT	AVERAGE EMPLOYEES 12 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
SENIOR MANAGERS GROUP	5.00	63.50	12.70	63.50	0.00	12.70	0.00
	5.00	63.50	12.70	63.50	0.00	12.70	0.00
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	185.00	27.25	162.00	23.00	23.86	3.39
DEMOCRATIC	6.76	58.00	8.58	0.00	58.00	0.00	8.58
PARTNERSHIP TEAM	5.00	18.00	3.60	0.00	18.00	0.00	3.60
ECONOMIC GROWTH_ HOUSING STRATEGY	4.30	47.50	11.05	19.50	28.00	4.53	6.51
PLANNING	15.20	50.50	3.32	8.00	42.50	0.53	2.80
	38.05	359.00	9.43	189.50	169.50	4.98	4.45
OPERATIONS DIRECTORATE							
FINANCE	9.02	105.00	11.64	78.00	27.00	8.65	2.99
PROPERTY/ESTATES	18.60	297.00	15.97	245.00	52.00	13.17	2.80
REVENUES	36.30	332.50	9.16	203.50	129.00	5.61	3.55
COMMUNITY SAFETY	10.25	12.00	1.17	0.00	12.00	0.00	1.17
STREET SERVICES	77.55	669.50	8.63	401.00	268.50	5.17	3.46
HOUSING (REPAIRS AND MANAGEMENT)	121.53	1286.00	10.58	921.00	365.00	7.58	3.00
	273.25	2702.00	9.89	1848.50	853.50	6.76	3.12
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	8.35	22.50	2.69	0.00	22.50	0.00	2.69
HUMAN RESOURCES AND PAYROLL	6.80	150.00	22.06	148.00	2.00	21.76	0.29
CUSTOMER SERVICE	25.13	254.50	10.13	142.00	112.50	5.65	4.48
LEISURE	41.66	110.50	2.65	53.00	57.50	1.27	1.38
	81.94	537.50	6.56	343.00	194.50	4.19	2.37
GRAND TOTAL	398.24	3662.00	9.20	2444.50	1217.50	6.14	3.06
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							
Senior Managers Group includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							

BVPI12 - APRIL 2015 TO MARCH 2016 OUT-TURN LONG TERM/SHORT TERM SPLIT							
DEPARTMENT	AVERAGE EMPLOYEES 12 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
STRATEGIC ALLIANCE	6.00	63.00	10.50	61.50	1.50	10.25	0.25
	6.00	63.00	10.50	61.50	1.50	10.25	0.25
GROWTH DIRECTORATE							
LEGAL AND LAND CHARGES	6.79	46.00	6.77	0.00	46.00	0.00	6.77
DEMOCRATIC	7.53	162.00	21.51	116.00	46.00	15.41	6.11
PARTNERSHIP TEAM	5.00	3.50	0.70	0.00	3.50	0.00	0.70
ECONOMIC GROWTH_HOUSING STRATEGY	5.80	43.00	7.41	25.00	18.00	4.31	3.10
PLANNING	15.80	51.50	3.26	21.00	30.50	1.33	1.93
	40.92	306.00	7.48	162.00	144.00	3.96	3.52
OPERATIONS DIRECTORATE							
FINANCE	9.25	28.50	3.08	20.00	8.50	2.16	0.92
PROPERTY/ESTATES	17.34	84.00	4.84	0.00	84.00	0.00	4.84
REVENUES	37.61	302.50	8.04	171.00	131.50	4.55	3.50
COMMUNITY SAFETY	11.25	8.00	0.71	0.00	8.00	0.00	0.71
STREET SERVICES	69.87	473.50	6.78	258.00	215.50	3.69	3.08
HOUSING (REPAIRS AND MANAGEMENT)	121.60	930.50	7.65	498.50	432.00	4.10	3.55
	266.92	1827.00	6.84	947.50	879.50	3.55	3.29
TRANSFORMATION DIRECTORATE							
IMPROVEMENT	8.85	10.50	1.19	0.00	10.50	0.00	1.19
HUMAN RESOURCES AND PAYROLL	7.60	32.50	4.28	22.00	10.50	2.89	1.38
CUSTOMER SERVICE	25.20	204.50	8.12	111.00	93.50	4.40	3.71
LEISURE	39.29	34.50	0.88	0.00	34.50	0.00	0.88
	80.94	282.00	3.48	133.00	149.00	1.64	1.84
GRAND TOTAL	394.78	2478.00	6.28	1304.00	1174.00	3.30	2.97
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							
Strategic Alliance includes Joint CEO, Joint Directors and Joint Assistant Directors at 50%							