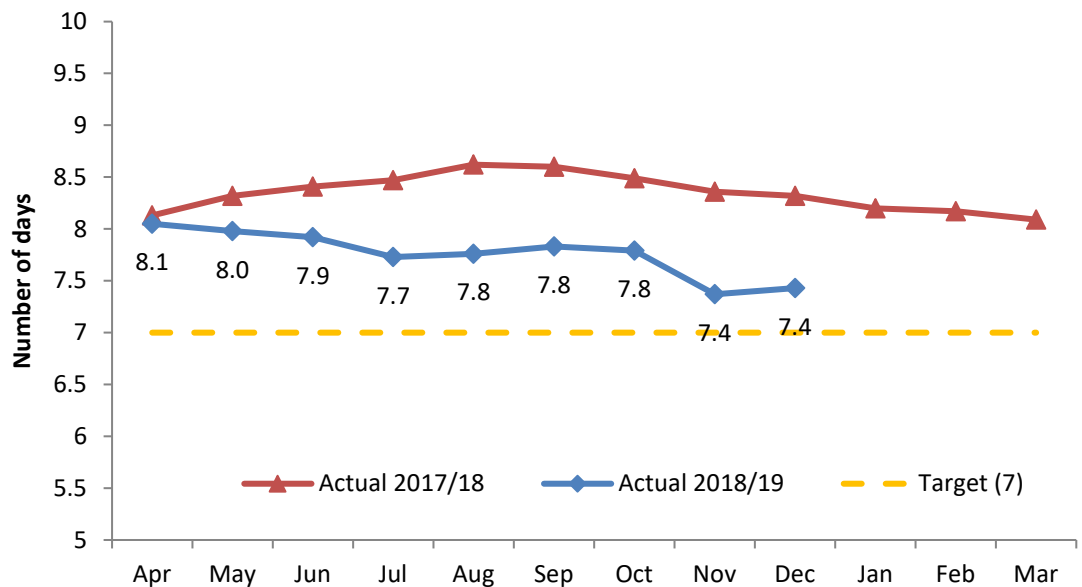


Q3 Appendix A11 – ORGANISATIONAL HEALTH INDICATORS

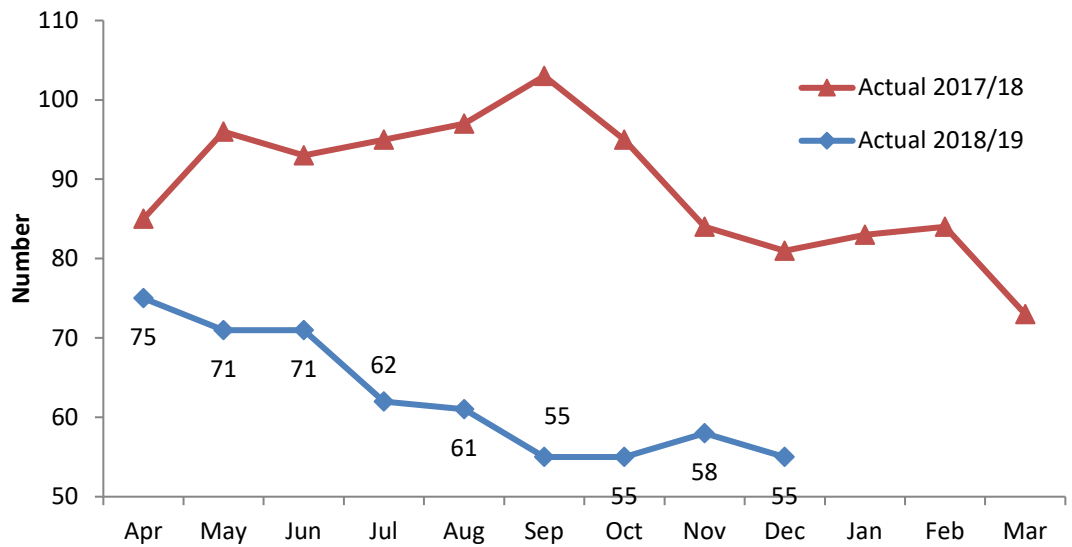
Average number of days lost due to sickness per permanent employee (excluding schools) (rolling 12-month figures)



The outturn at the end of December of 7.43 has varied little over the last 6 months. The most common cause of absence is infections accounting for 32% of all absences. The most common cause for working days lost is mental ill health accounting for 33% of all working days lost of which 22% has been specifically identified as work related. 3.2% of possible working time is lost to sickness absence, and the indicative cost of this absence based on equivalent salary lost (including an estimate of on-costs) is £1.7M. Adult social care has the highest absence levels 12.61%, all other Directorates are under 7% with the lowest being Regeneration 2.06%.

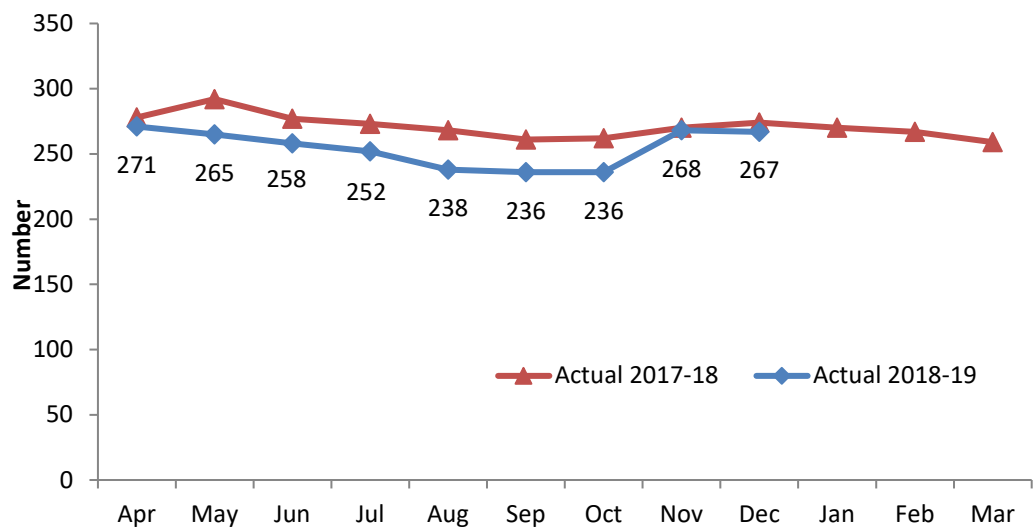
HR are working closely with Adult Social Care to reduce absence, significant work has been done on cases, and progress and figures are reviewed monthly with the Directorate management team. On a wider basis work continues on the rollout of the absence reduction strategy and providing support for mental ill health, and a new occupational health provider is in place.

No. of staff with 4 or more period of sickness within preceding 12 months



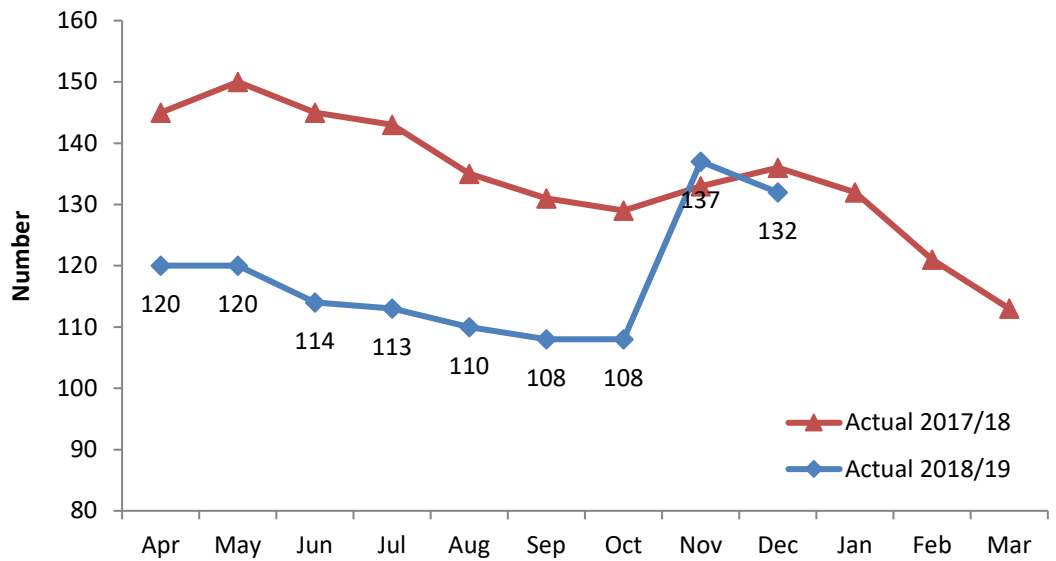
This measure continues to show a downward trend as a result of improved attendance management.

Number of staff with 14 or calendar days sickness within the preceding 12 months



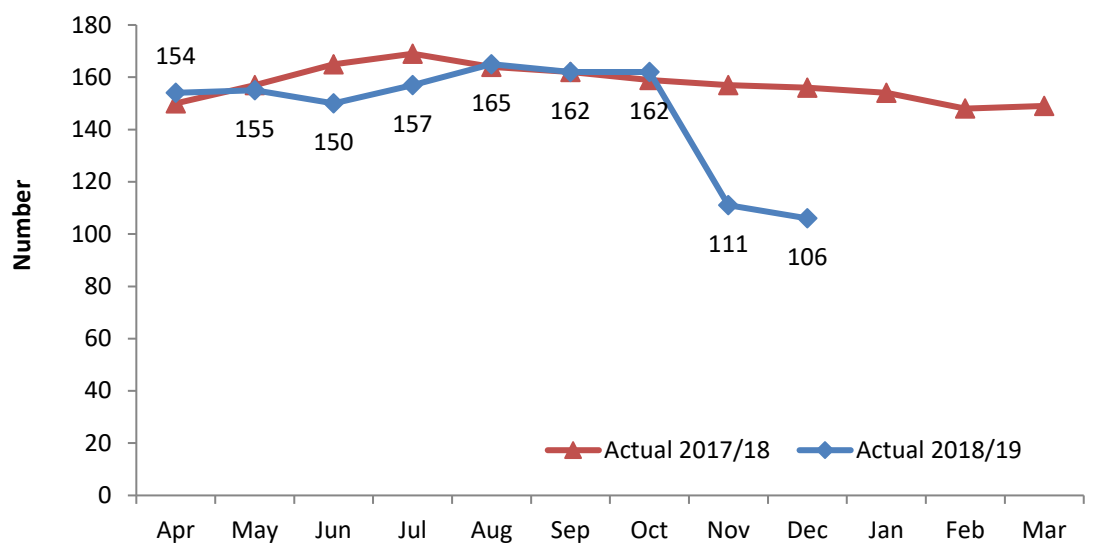
Having shown an decreasing trend for the first six months of the financial year the number of staff with 14 or more calendar days sickness has increase significantly over the 3rd quarter and is now in line with the previous years higher levels. This matches the increased number of staff with a long term sickness episode of 28 days or longer shown in the measure below.

Number of staff with 28 or more continuous calendar days absence due to sickness



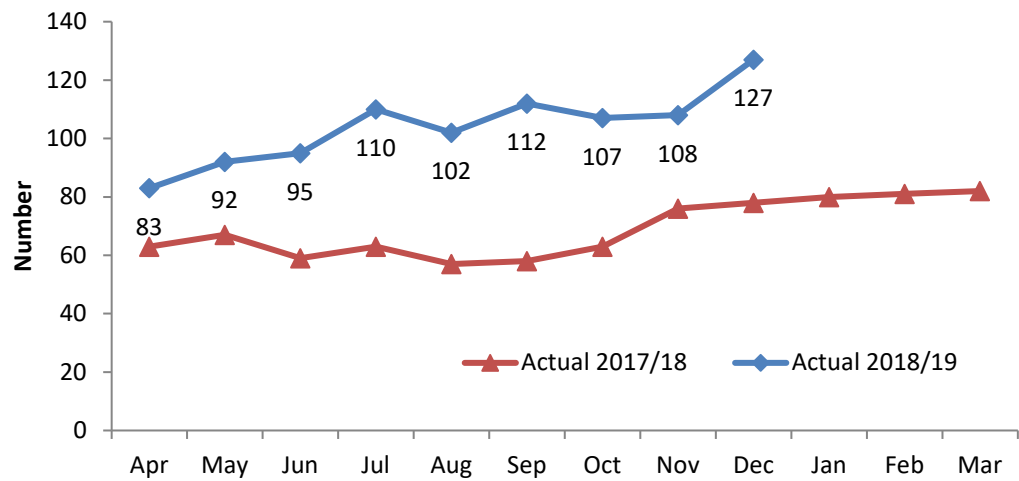
See comments on previous measure.

Number of absences citing stress as a reason for absence



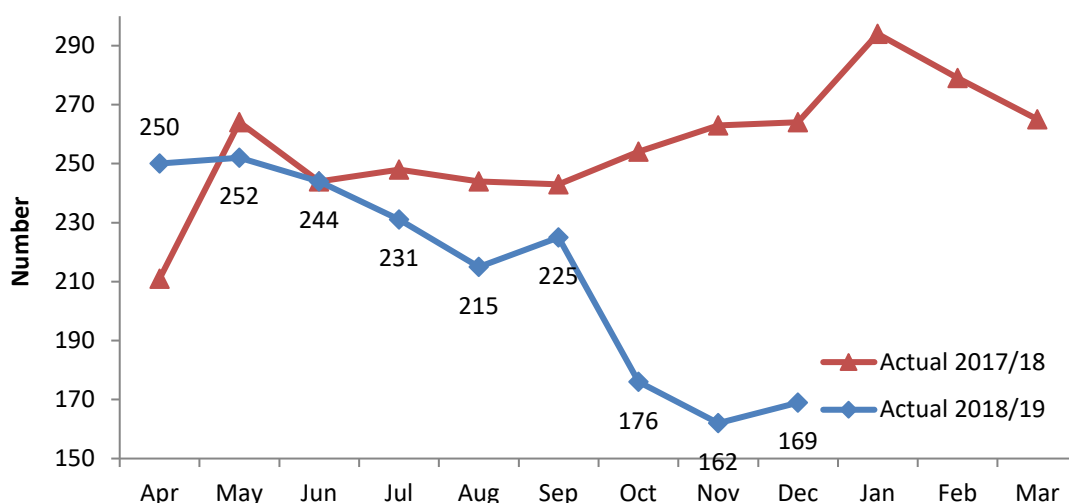
The number of absences due to stress has drastically reduced in quarter 3. The wide network of Mental Health first aiders within the Council and the improved Employee Assistance Programme are prime reasons for this.

Number of accidents reported (rolling 12 months)



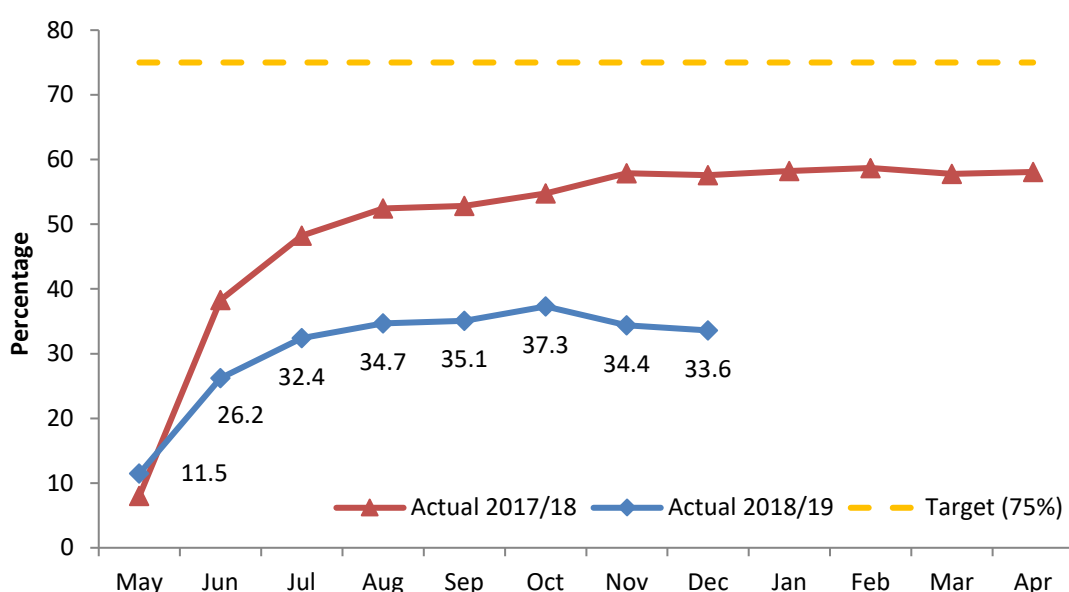
Quarter 3 has shown similar higher levels than last year as has been seen throughout the 2018/19 year to date. This is as much down to previous under-reporting as it is an actual increase in the number of accidents.

Number of reported incidents of violence and aggression to staff (rolling 12 months)



As can be seen from the chart above, incidents of violence and aggression overall remain at the same levels although a slight decline in recent months. The majority of incidents reported fall within maintained schools, children's services, adult social care, civil enforcement and reception areas. Continued monitoring takes place of all incidents and remedial action taken where appropriate to provide additional protection and support to staff who are subject to incidents.

Percentage of staff with a Personal Development Review (PDR)



This is an area that continues to be problematic in respect of reporting as it is believed that many service areas do not utilise the council's business system SAP for the recording of completed records although report that personal development reviews have been undertaken and are in written form. The Staff Survey from 2018 found that 68% of respondents had had a PDR, and there is no further evidence to suggest that the non-completion of PDRs is systemic although this was lower than in the previous year when 75% of survey respondents had had a PDR. A refresh of the council's personal development review system is currently being undertaken with a re-launch and campaign planned in readiness for the next scheduled round of reviews.