

'Raising our Game 2008-2010'



Report of	Anne Hickinbottom
Report to	Overview & Scrutiny Panel, Rossendale Borough Council
Date	24 June 2009

Purpose of Report

To inform the Panel of the sickness absence levels within the Trust, with comparisons between the past two years.

Background

Number of full-time equivalent staff, by centre, at three different dates.

Facility/Service Area	FTE Staff @ 31.3.08	FTE Staff @ 31.3.09	FTE Staff @ 31.5.09
Bacup Leisure Hall	3.00	3.00	3.00
Haslingden Sports Centre	11.51	14.82	14.57
Haslingden Swimming Pool	11.74	7.06	7.54
Head Office	7.57	7.57	5.57
Lifestyles Team	7.86	6.19	5.38
Marl Pits Swimming Pool	13.28	12.45	12.98
Ski Rossendale & Café	18.35	13.22	10.66
TOTALS	73.31	64.31	59.70

NB: For calculation purposes, a standard working day is calculated by taking the hours in each period, and dividing this by 7.4. A full-time equivalent employee works 7.4 hours per day, 5 days per week, making 37 hours per week.

	Total		Short-term			Total		Short-term	
	2007 - 2008	%	2007 - 2008	%		2008 - 2009	%	2008 - 2009	%
Bacup Leisure Hall	22.00	0.43	22.00	0.43		233.70	4.29	85.7	1.57
Haslingden Sports Centre	810.45	3.00	200.50	0.74		642.60	3.08	423.6	2.03
Haslingden Swimming Pool	196.75	1.05	196.75	1.05		457.00	2.83	179	1.11
Head Office	925.47	7.04	126.27	0.96		155.20	1.25	155.2	1.25
Lifestyles Team	868.25	5.36	150.45	0.93		54.00	0.54	54	0.54
Marl Pits Swimming Pool	1425.50	5.42	848.00	3.22		1,823.50	9.65	719.5	3.81
Ski Rossendale & Café	1942.75	4.35	783.75	1.76		2,083.25	7.74	438	1.63
Totals:	6191.17		2327.72			5,449.25		1617.00	
Average Percentage		3.81		1.30			4.20		1.70

'Raising our Game 2008-2010'

Sickness Absence Figures – 2007 – 2008

DATA	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS. INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL
Apr-07	0.00	17.50	296.00	22.50	0.00	0.00	7.50	343.50
May-07	7.50	10.50	328.45	108.25	7.50	0.00	0.00	462.20
Jun-07	12.00	4.00	5.50	151.25	15.00	1.25	33.70	222.70
Jul-07	57.00	30.00	16.50	142.00	35.75	0.00	0.00	281.25
Aug-07	141.00	0.00	11.25	261.00	58.50	0.00	185.00	656.75
Sep-07	47.00	0.00	5.50	272.00	37.00	0.00	148.00	509.50
Oct-07	49.00	0.00	62.25	292.75	148.00	0.00	148.00	700.00
Nov-07	152.00	47.00	1.00	151.00	185.00	8.00	192.40	736.40
Dec-07	163.00	34.75	5.00	70.50	148.00	4.75	136.87	562.87
Jan-08	229.00	32.00	16.00	53.00	200.00	0.00	0.00	530.00
Feb-08	383.00	11.00	9.00	149.50	33.50	8.00	74.00	668.00
Mar-08	185.00	10.00	54.00	269.00	0.00	0.00	0.00	518.00
Total Sick Hours	1425.50	196.75	810.45	1942.75	868.25	22.00	925.47	6191.17
TOTAL FTE SICK DAY	192.64	26.59	109.52	262.53	117.33	2.97	125.06	836.64
Sick hours per employee	104.56	20.27	57.86	84.00	103.37	8.20	135.87	79.00
Sick days per employee	14.13	2.74	7.82	11.35	13.97	1.11	18.36	69.48
LONG-TERM SICKNESS	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS. INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL
Apr-07	0.00	0.00	296.00	0.00	0.00	0.00	0.00	296.00
May-07	0.00	0.00	313.95	60.00	0.00	0.00	0.00	373.95
Jun-07	0.00	0.00	0.00	113.50	0.00	0.00	0.00	113.50
Jul-07	57.00	0.00	0.00	120.00	0.00	0.00	0.00	177.00
Aug-07	95.00	0.00	0.00	261.00	0.00	0.00	185.00	541.00
Sep-07	40.50	0.00	0.00	0.00	37.00	0.00	148.00	225.50
Oct-07	28.00	0.00	0.00	238.00	148.00	0.00	148.00	562.00
Nov-07	35.00	0.00	0.00	59.50	185.00	0.00	185.00	464.50
Dec-07	28.00	0.00	0.00	0.00	148.00	0.00	133.20	309.20
Jan-08	58.00	0.00	0.00	0.00	185.00	0.00	0.00	243.00
Feb-08	148.00	0.00	0.00	120.00	14.80	0.00	0.00	282.80
Mar-08	88.00	0.00	0.00	187.00	0.00	0.00	0.00	275.00
Long-term sickness in hrs	577.50	0.00	609.95	1159.00	717.80	0.00	799.20	3863.45
Long-term sickness in days	78.04	0.00	82.43	156.62	97.00	0.00	108.00	522.09

'Raising our Game 2008-2010'

SHORT-TERM SICKNESS	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS. INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL
Apr-07	0.00	17.50	0.00	22.50	0.00	0.00	7.50	47.50
May-07	7.50	10.50	14.50	48.25	7.50	0.00	0.00	88.25
Jun-07	12.00	4.00	5.50	37.75	15.00	1.25	33.70	109.20
Jul-07	0.00	30.00	16.50	22.00	35.75	0.00	0.00	104.25
Aug-07	46.00	0.00	11.25	0.00	58.50	0.00	0.00	115.75
Sep-07	6.50	0.00	5.50	272.00	0.00	0.00	0.00	284.00
Oct-07	21.00	0.00	62.25	54.75	0.00	0.00	0.00	138.00
Nov-07	117.00	47.00	1.00	91.50	0.00	8.00	7.40	271.90
Dec-07	135.00	34.75	5.00	70.50	0.00	4.75	3.67	253.67
Jan-08	171.00	32.00	16.00	53.00	15.00	0.00	0.00	287.00
Feb-08	235.00	11.00	9.00	29.50	18.70	8.00	74.00	385.20
Mar-08	97.00	10.00	54.00	82.00	0.00	0.00	0.00	243.00
Short-term sickness in hrs	848.00	196.75	200.50	783.75	150.45	22.00	126.27	2327.72
Short-term sickness in days	114.59	26.59	27.09	105.91	20.33	2.97	17.06	314.56
TOTAL% Sickness absence	5.42%	1.05%	3.00%	4.35%	5.36%	0.43%	7.04%	3.81%
% sickness absence - excluding long-term	3.22%	1.05%	0.74%	1.76%	0.93%	0.43%	0.96%	1.30%

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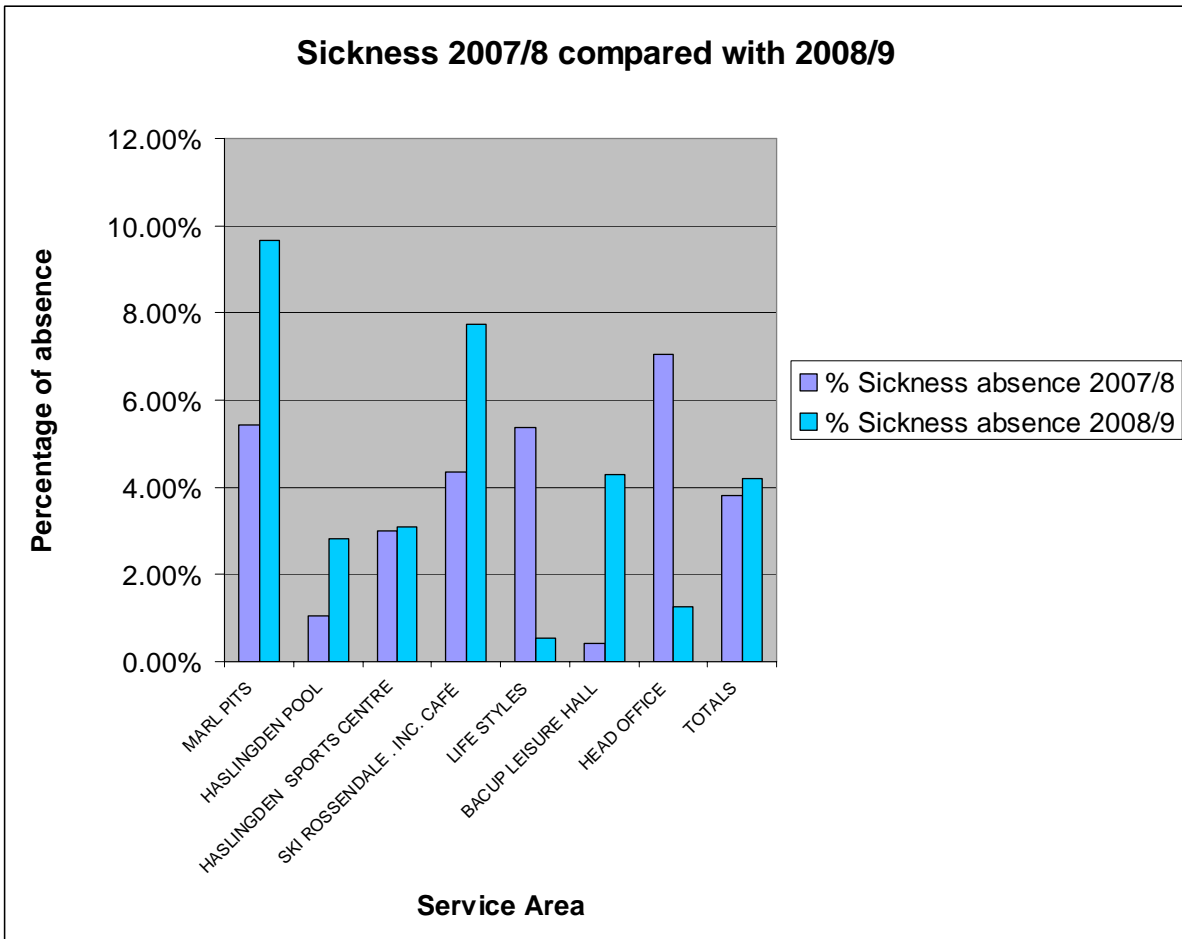
Sickness Absence Figures – 2008 – 2009

All Sickness

DATA	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS. INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL FOR APSE
Apr-08	78.00	6.00	10.50	340.50	0.00	29.00	29.50	464.00
May-08	171.00	46.50	43.60	176.75	0.00	0.00	0.00	437.85
Jun-08	200.75	50.00	5.50	264.75	29.50	0.00	0.00	550.50
Jul-08	175.00	62.50	0.00	237.50	0.00	0.00	37.00	475.00
Aug-08	99.00	50.00	123.50	155.00	0.00	37.00	0.00	464.50
Sep-08	226.00	50.00	148.00	264.75	0.00	111.00	0.00	799.75
Oct-08	266.50	40.50	41.50	111.00	2.00	34.50	7.40	496.00
Nov-08	200.50	64.00	0.00	0.00	0.00	22.20	7.40	286.70
Dec-08	160.00	28.50	18.50	31.75	0.00	0.00	0.00	238.75
Jan-09	139.50	18.50	92.00	207.50	22.50	0.00	7.40	480.00
Feb-09	38.75	28.00	98.25	132.25	0.00	0.00	0.00	297.25
Mar-09	68.50	12.50	61.25	161.50	0.00	0.00	66.50	303.75
Total Sick Hours	1823.50	457.00	642.60	2083.25	54.00	233.70	155.20	5294.05
TOTAL FTE SICK DAY	246.4189	61.7568	86.8378	281.5203	7.2973	31.5811	20.9730	715.4122
Sick hours per employee	7.6318	2.2459	2.5238	6.1484	0.4249	3.4557	1.0047	4.3021
Sick days per employee	1.0313	0.3035	0.3411	0.8309	0.0574	0.4670	0.1358	0.5814
LONG-TERM SICKNESS	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS. INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL FOR APSE
Apr-08	0.00	0.00	0.00	335.00	0.00	0.00	0.00	335.00
May-08	3.00	3.00	0.00	171.75	0.00	0.00	0.00	177.75
Jun-08	50.00	50.00	0.00	235.25	0.00	0.00	0.00	335.25
Jul-08	62.50	62.50	0.00	230.25	0.00	0.00	0.00	355.25
Aug-08	99.00	50.00	111.00	155.00	0.00	37.00	0.00	452.00
Sep-08	226.00	50.00	41.50	148.00	0.00	111.00	0.00	576.50
Oct-08	230.00	37.50	41.50	0.00	0.00	0.00	0.00	309.00
Nov-08	148.00	0.00	0.00	0.00	0.00	0.00	0.00	148.00
Dec-08	152.00	2.00	2.00	0.00	0.00	0.00	0.00	156.00
Jan-09	108.50	10.00	10.00	185.00	0.00	0.00	0.00	313.50
Feb-09	16.00	8.00	8.00	37.00	0.00	0.00	0.00	69.00
Mar-09	9.00	5.00	5.00	148.00	0.00	0.00	0.00	167.00
Cumulative Long-term sickness in hrs	1104.00	278.00	219.00	1645.25	0.00	148.00	0.00	3394.25
Cumulative Long-term sickness in days	149.19	37.57	29.59	222.33	0.00	20.00	0.00	458.68

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SHORT-TERM SICKNESS	MARL PITS	HAS. POOL	HASLINGDEN SPORTS CENTRE	SKI ROSS, INC. CAFÉ	LIFE STYLES	BACUP LEISURE HALL	HEAD OFFICE	TOTAL FOR APSE
Apr-08	78.00	6.00	10.50	5.50	0.00	29.00	29.50	129.00
May-08	168.00	43.50	43.60	5.00	0.00	0.00	0.00	260.10
Jun-08	150.75	0.00	5.50	29.50	29.50	0.00	0.00	215.25
Jul-08	112.50	0.00	0.00	7.25	0.00	0.00	37.00	119.75
Aug-08	0.00	0.00	12.50	0.00	0.00	0.00	0.00	12.50
Sep-08	0.00	0.00	106.50	116.75	0.00	0.00	0.00	223.25
Oct-08	36.50	3.00	0.00	111.00	2.00	34.50	7.40	187.00
Nov-08	52.50	64.00	0.00	0.00	0.00	22.20	7.40	138.70
Dec-08	8.00	26.50	16.50	31.75	0.00	0.00	0.00	82.75
Jan-09	31.00	8.50	82.00	22.50	22.50	0.00	7.40	166.50
Feb-09	22.75	20.00	90.25	95.25	0.00	0.00	0.00	228.25
Mar-09	59.50	7.50	56.25	13.50	0.00	0.00	66.50	136.75
Cumulative Short-term sickness in hrs	719.50	179.00	423.60	438.00	54.00	85.70	155.20	1899.80
Cumulative Short-term sickness in days	97.23	24.19	57.24	59.19	7.30	11.58	20.97	256.73
TOTAL % Sickness absence	9.65%	2.83%	3.08%	7.74%	0.54%	4.29%	1.25%	4.20%
% sickness absence - excluding long-term	3.81%	1.11%	2.03%	1.63%	0.54%	1.57%	1.25%	1.70%



Recommendations

That the contents of this report be noted.

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**NB:** For calculation purposes, a standard working day is calculated by taking the hours in each period, and dividing this by 7.4. A full-time equivalent employee works 7.4 hours per day, 5 days per week, making 37 hours per week.