

'Raising our Game 2010'



Report of	Anne Hickenbottom, HR Manager
Report to	Overview & Scrutiny Panel, Rossendale Borough Council
Date	19 May 2010

Purpose of Report

To compare sickness absence levels within the Trust, for three periods – 1 January to 30 April of 2008, 2009 and 2010.

Background

Comparisons of the first four months of each of the years of 2008, 2009 and 2010 give an indication of the stability of sickness levels within the Trust, and tables follow which give permutations of absence statistics. Please note that these figures are for contracted (i.e. permanent or temporary) staff only and do not include any hours worked by casual workers.

Table of the Number of full-time equivalent staff, by centre, at the date shown.

Facility/Service Area	FTE Staff @ 30.4.08	FTE Staff @ 30.4.09	FTE Staff @ 30.4.10
Bacup Leisure Hall	3.00	3.00	1.85
Haslingden Sports Centre	9.49	14.57	15.31
Haslingden Swimming Pool	10.43	9.66	10.15
Head Office	6.88	7.45	5.52
Lifestyles Team	6.83	6.02	6.05
Marl Pits Swimming Pool	12.54	10.52	11.23
Ski Rossendale & Café	17.17	13.47	11.93
TOTALS	66.34	64.69	62.04

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.

Over complete years, the percentage of sickness absence is:-

- 2007-2008 3.81%
- 2008-20094.20%
- 2009-20103.00%

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Table of Percentage Absence, by centres:

	2009	%		2010	%
Bacup Leisure Hall	5.75	0.27		0.00	0.00
Haslingden Sports Centre	394.00	4.63		242.00	2.67
Haslingden Swimming Pool	65.00	1.12		63.00	1.05
Head Office	88.80	1.91		37.00	1.08
Lifestyles Team	22.50	0.60		16.00	0.42
Marl Pits Swimming Pool	290.25	4.48		193.75	2.79
Ski Rossendale & Café	632.50	7.12		527.75	7.66
Totals:	3507.80			3089.50	
Average Percentage		2.87			2.24

N.B. Figures are unavailable for 2008 as payroll data was recorded in a different format. However, over complete years, the percentage of sickness absence for the whole Trust is as follows:-

- 2007-20083.81%
- 2008-20094.20%
- 2009-20103.00%

Below is a table detailing how the absences were categorised:

	2008	2009	2010
Category	% of total no. of absences	% of total no. of absences	% of total no. of absences
Stress/Depression	0.36%	6.23%	0.00%
Back/neck/skeletal	25.09%	29.18%	42.31%
Infections, chest & respiratory	6.50%	19.34%	36.06%
Neurological	27.98%	5.57%	1.92%
Operations & post-op	25.81%	32.13%	9.13%
Urinary, stomach & liver	9.57%	6.23%	9.13%
Eye, ear, nose & dental	1.62%	1.31%	0.00%
Heart, blood pressure, circulation	1.62%	0.00%	0.00%
Other	1.44%	0.00%	1.44%
Total	100%	100%	100%

Recommendations

That the contents of this report be noted.

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