

Health and Safety Executive Board Paper		HSE/08/06	
Meeting Date:	7 January 2008	FOI Status:	Fully Open
Type of Paper:	Below the line	Trim Ref:	2008/257
Exemptions:	No		

HEALTH AND SAFETY EXECUTIVE

The HSE Board

**Health & safety - Monthly incident and absence statistics - January 2008**

A Paper by Tim Beaumont

Advisor(s): HR Service Centre - PIR team

Cleared by Justin McCracken on 2 January 2008

**Issue**

1. Monthly health and safety statistics for HSE

**Timing**

2. For review at the meeting.

**Recommendation**

3. That the Board notes the strong possibility that HSE will miss the target for sickness absence set for 2007/08. Board members are asked to ensure the actions agreed last month are taken forward in their areas of responsibility.

**Argument**

4. Annex 1 contains details of incidents up to 21<sup>st</sup> December 2007. Progress against targets is satisfactory. It still seems likely that HSE will meet its targets for numbers of incidents in the 4 categories being monitored. Further research by HRD indicates that the rate of incidents causing injury has fallen considerably whereas the rate of ill health has not fallen by so much.
5. Annex 2 gives details of sickness absence performance. Comments on specific issues of are found underneath the relevant chart. Overall there is a strong indication that we will fail to meet our annual target for sickness absence levels.

## Annex 1 – Update on health & safety incident numbers

**Table 1 - Incidents in HSE since the start of 2007/08**

Category	Actual number reported since 1/4/06	Number required to exceed target	Target for 2007/08
All incidents causing injury	38	99	<137
All work related ill health	66	73	<101
DSE ill health	27	30	<41
Slips/trips causing injury	8	25	<35

So far this year 4 RIDDORs have been recorded onto e-HR

**Table 2 - Comparison in incident rates for 2007/08**

Category	Equivalent rate for 2007/08 targets (per 1,000 staff <sup>1</sup> )	Current actual annualised rate of accidents (per 1,000 staff)
All incidents causing injury	36	15
All work ill health	26	25
DSE ill health	11	14
Slip/trips causing injury	9	3

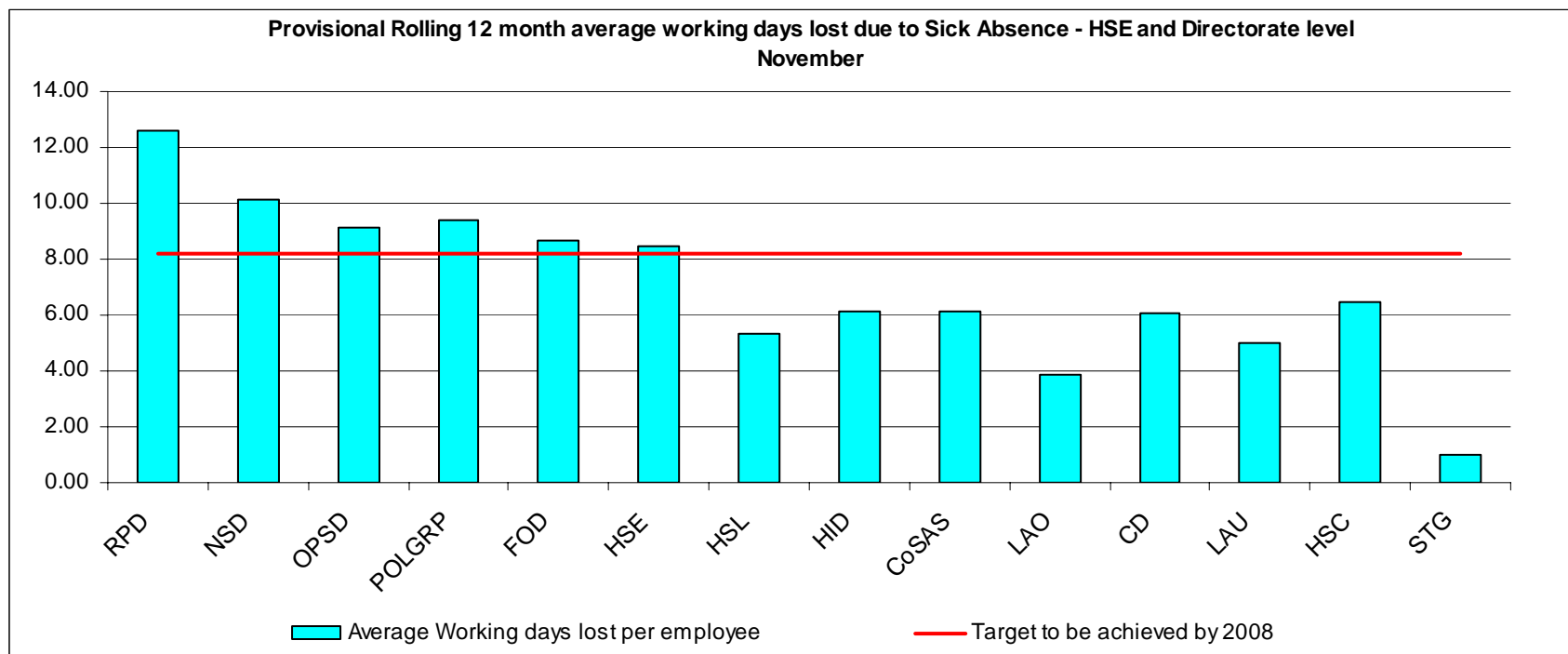
The incident rate information shows that for DSE cases we are actually above the target rate. The rate of ill health cases is not far below the target rate. In contrast the actual rates of incidents are much lower than the target rates.

---

<sup>1</sup> Incident categories include non-HSE staff. It is difficult to calculate how many non-HSE staff work on HSE premises. For the purpose of this comparison HSE staff in post whole time equivalent is used to calculate rates

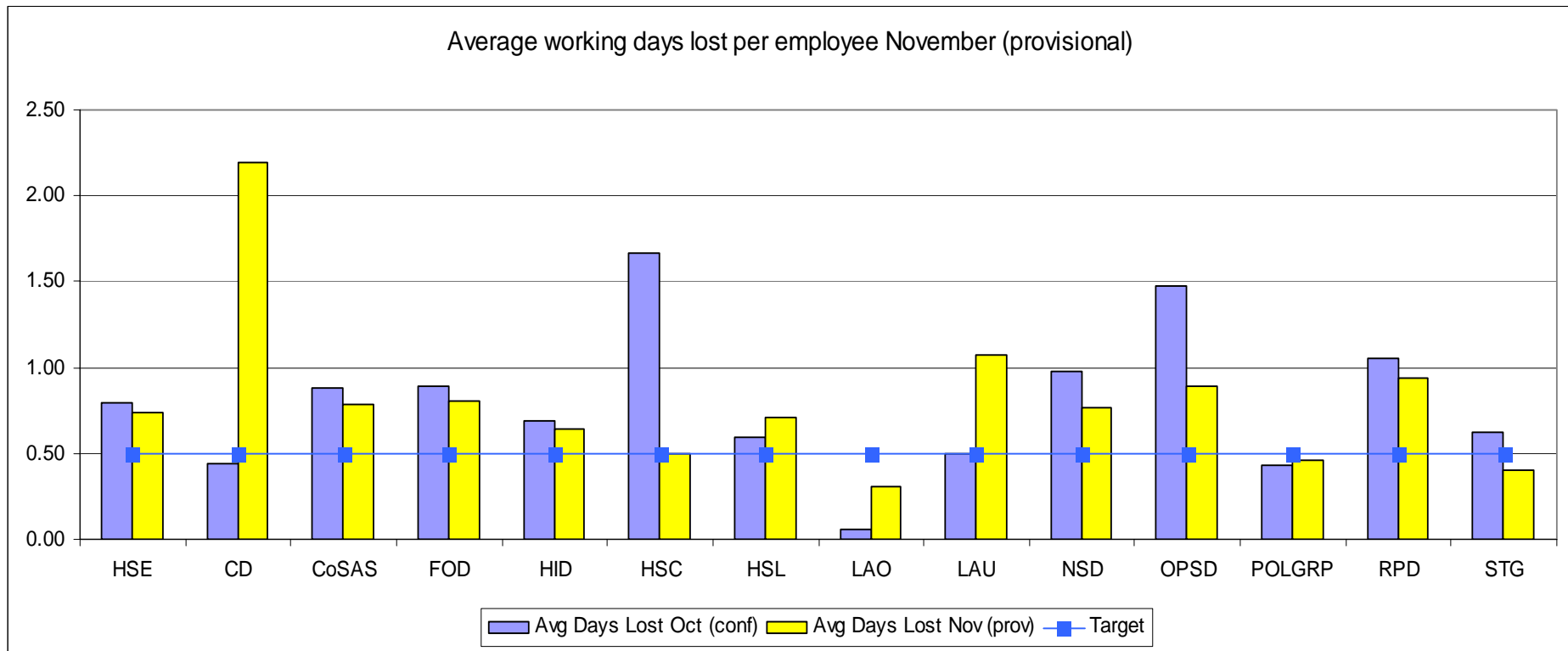
Annex 2 – Sickness absence report up to September 2007 (final month provisional as late reporting affects this slightly)

Graph 1



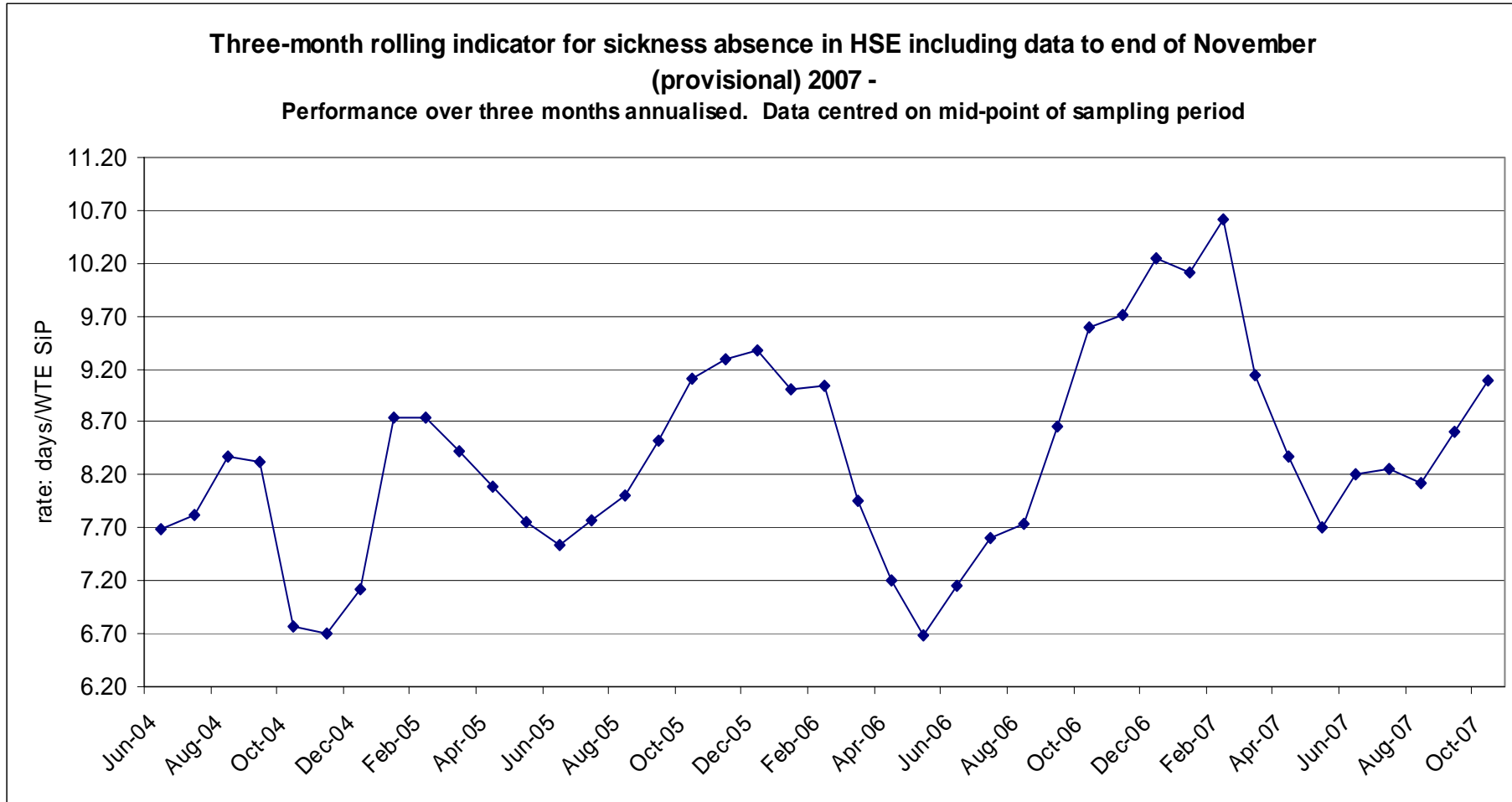
Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The HSE overall level for the previous 12 months is above the target level for the end of the year. There has been no great movement on this chart compared to last month with Directorates likely to miss or hit the target remaining the same.  
 Source data: e-hr data extracted 21 December 2007

Graph 2



Commentary: After a rise last month in FOD & RPD the numbers have fallen back. There was similar sharp fall for HSC largely because of the small nature of this Directorate causing low numbers of absences to have a disproportionate effect.  
 Source data: e-hr data extracted 21 December 2007

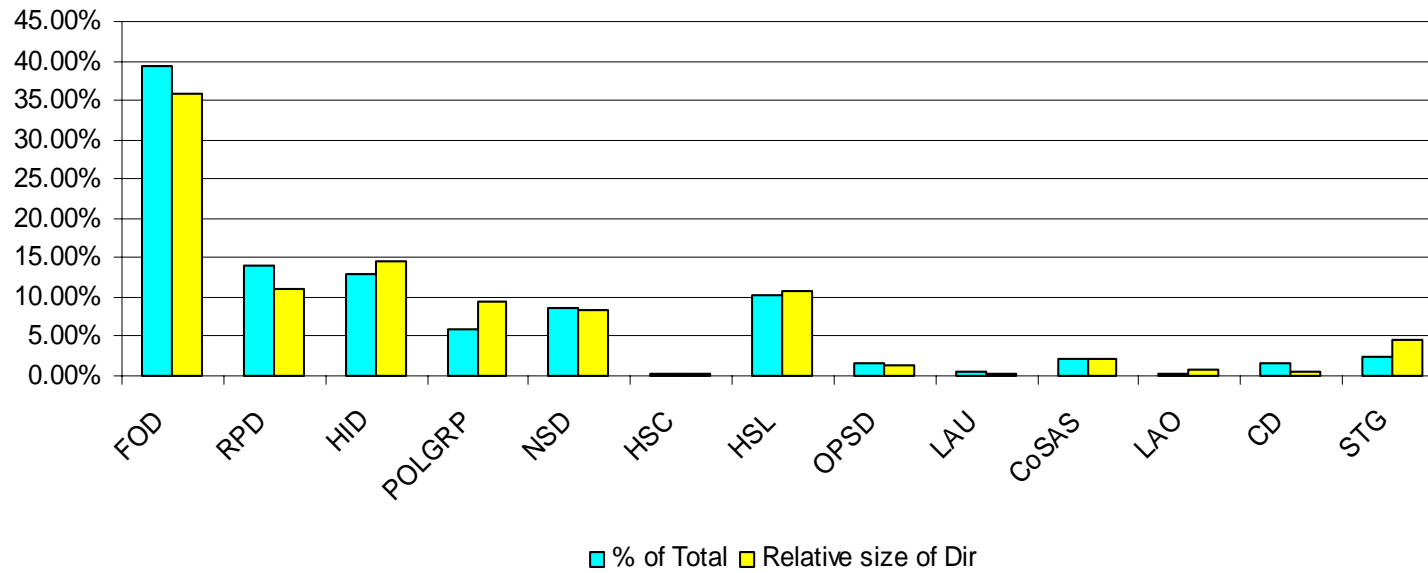
Graph 3



Commentary: There was a further rise in the three month rate. The rate is still above what it was this time last year.  
Source data: e-hr data extracted 21 December 2007

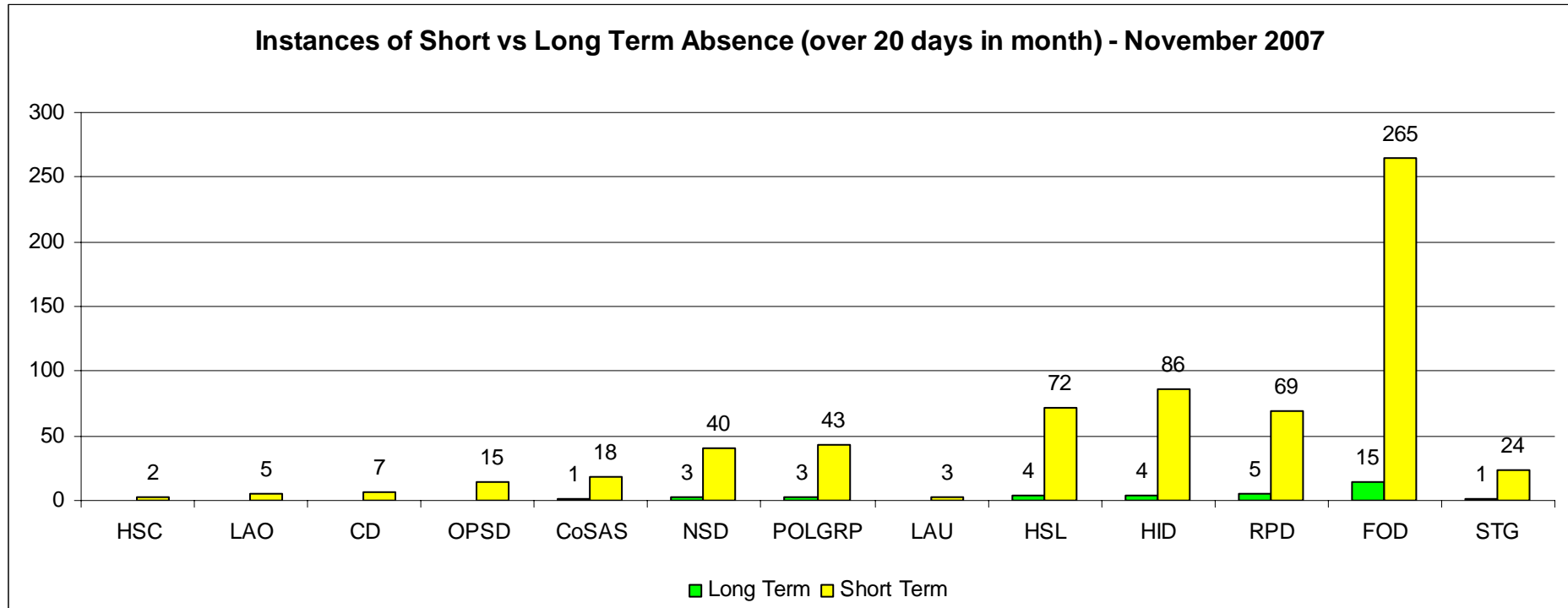
Graph 4

### Comparison of relative size of Directorate vs ownership of days lost - November 2007



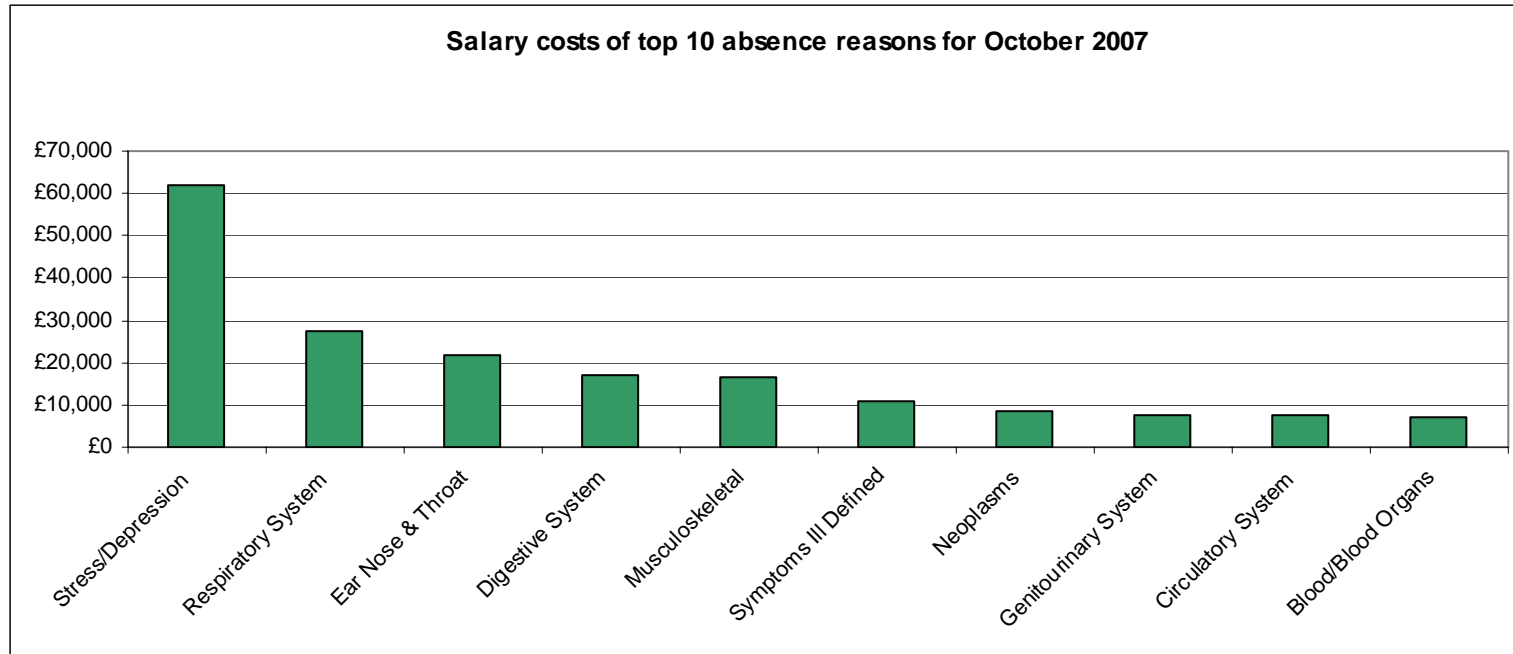
Commentary: There is little change in the overall picture, although the situation in NSD has deteriorated from the last month.  
Source data: e-hr data extracted 21 December 2007

Graph 5

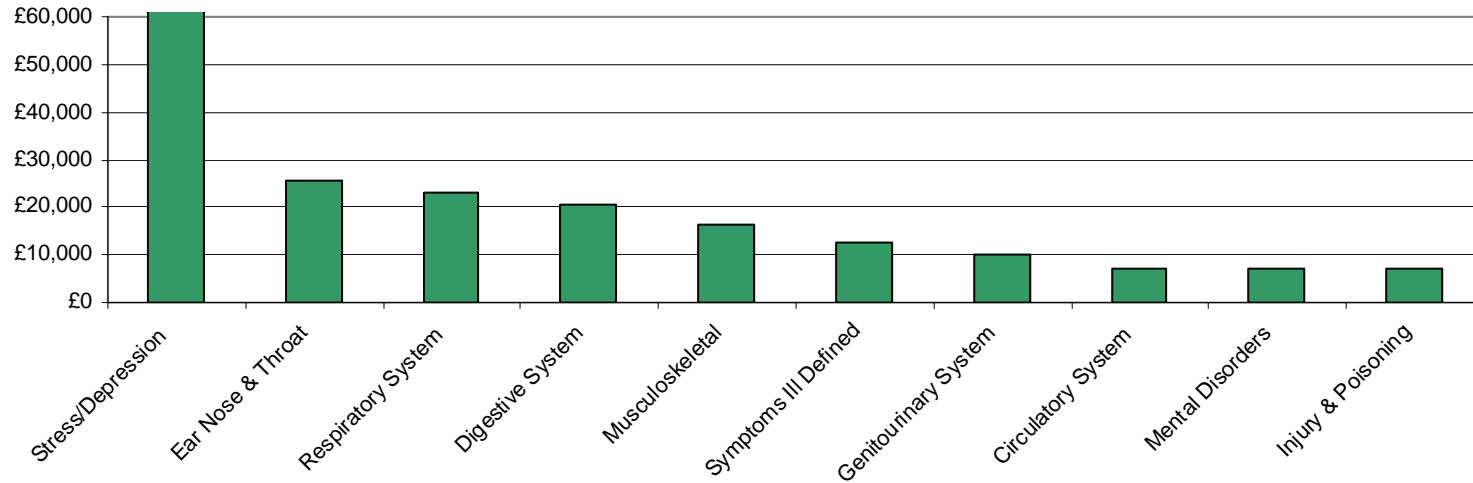


Commentary:  
 Compared to last month short term absence has risen from 643 to 649, and long term has fallen from 39 to 36.  
 Source data: e-hr data extracted 21 December 2007

Graph 6



Provisional salary costs of top 10 absence reasons for November 2007 (provisional)



**Commentary:**

The calculation of cost for the organisation is direct salary costs only. They do not include allowances or the cost of covering absence. Two interesting features of the September data is that digestive system problems are now second in reasons given and symptoms ill defined has fallen to fifth most common reason given. The fall in numbers of cases entered as symptoms ill defined is encouraging. Source data: E-HR 21 December 2007