

Health and Safety Executive Senior Management Team Paper		SMT/08/04	
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HEALTH AND SAFETY EXECUTIVE

Senior Management Team

Health & safety - Monthly incident and absence statistics - April 2008

A Paper by Tim Beaumont

Advisor(s): HR Service Centre - PIR team

Cleared by Giles Denham on 26 March 2008

Issue

1. Monthly health and safety statistics for HSE

Timing

2. For review at the meeting.

Recommendation

3. That the SMT notes that in 2007/08 HSE
 - a. had slightly more reported cases of DSE related ill health than the target of fewer than 41 (42 up to 20th March).
 - b. may not achieve the target for sickness absence set in June 2007 at a rate of 8.0 days/staff member

Background

4. Annex 1 contains details of incidents up to 20 March 2008. As predicted, the target for cases of DSE related ill health has been missed. Progress against the other targets for accidents causing injury and slips and trips suggests these will be achieved.
5. Annex 2 gives details of sickness absence performance. In February 2008 the 12 month rolling absence rate for HSE was 8.18 days/staff member – a fall from 8.28 in January, but still leaving the need for further improvement in the final month of the year if the target is to be met.

Discussion

6. The Corporate Health & Safety Committee has recognised that DSE issues are giving cause for concern and set up a task and finish group to resolve some of the outstanding issues. This group met in March and HRD are finalising a programme of action designed to reinvigorate the DSE assessment process in HSE.

Contact

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Annex 1 – Update on health & safety incident numbers

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

Category	Actual number reported since 1/4/07	Target for 2007/08
All incidents causing injury	69	<137
All work related ill health	97	<101
DSE ill health	42	<41
Slips/trips causing injury	21	<35

So far this year 9 RIDDORs have been reported. These are:

- 1 x Dangerous occurrence
- 4 x reportable ill health
- 1 x major incident
- 3 x >3 day incidents

The (former HSE) Board has asked to see incident levels in terms of rates to supplement the information given above. This is given in table 2 below.

Table 2 - Comparison in incident rates for 2007/08

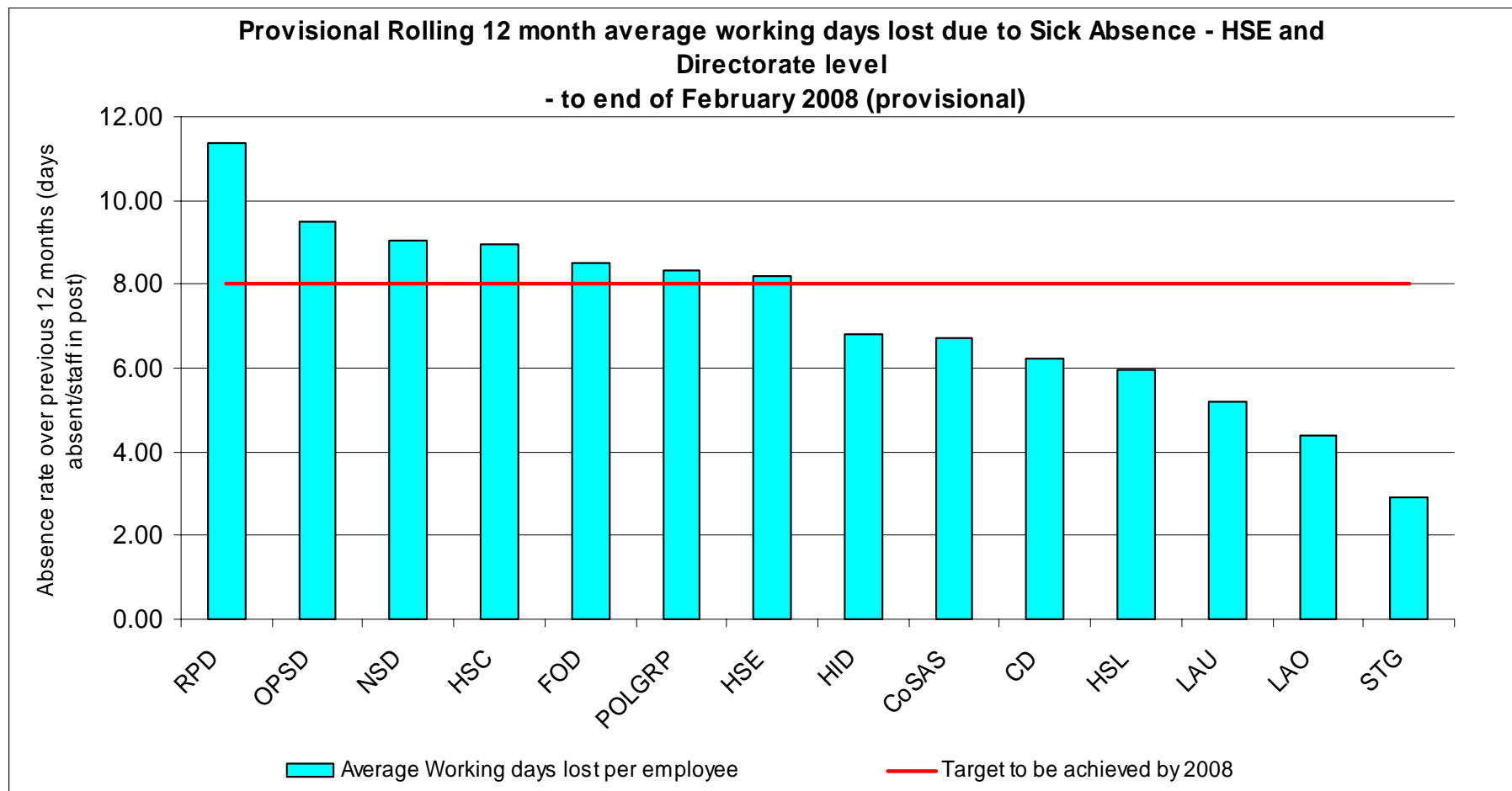
Category	Equivalent rate for 2007/08 targets (per 1,000 staff ¹)	Current actual annualised rate of incidents (per 1,000 staff)
All incidents causing injury	36	20
All work ill health	26	29
DSE ill health	11	12
Slip/trips causing injury	9	6

The incident rate information shows that for ill health & DSE cases we are slightly above the incident rate when the targets were set. The incident rate for DSE cases has actually fallen slightly since the last Board report. In contrast the actual rates of incidents causing injury are much lower than the target rates.

¹ 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

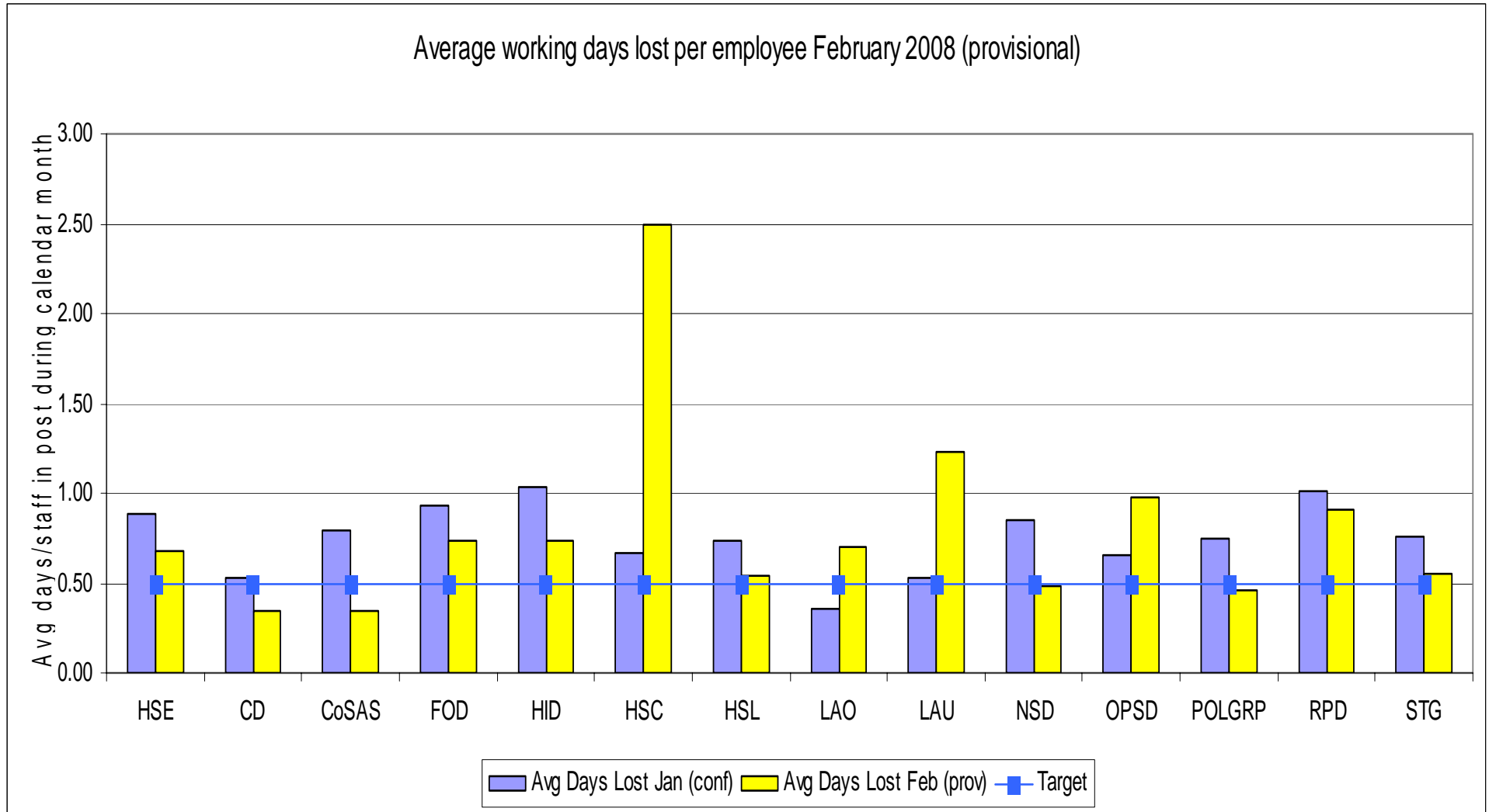
Annex 2 – Sickness absence report up to February 2008 (final month provisional as late reporting affects this slightly)

Graph 1



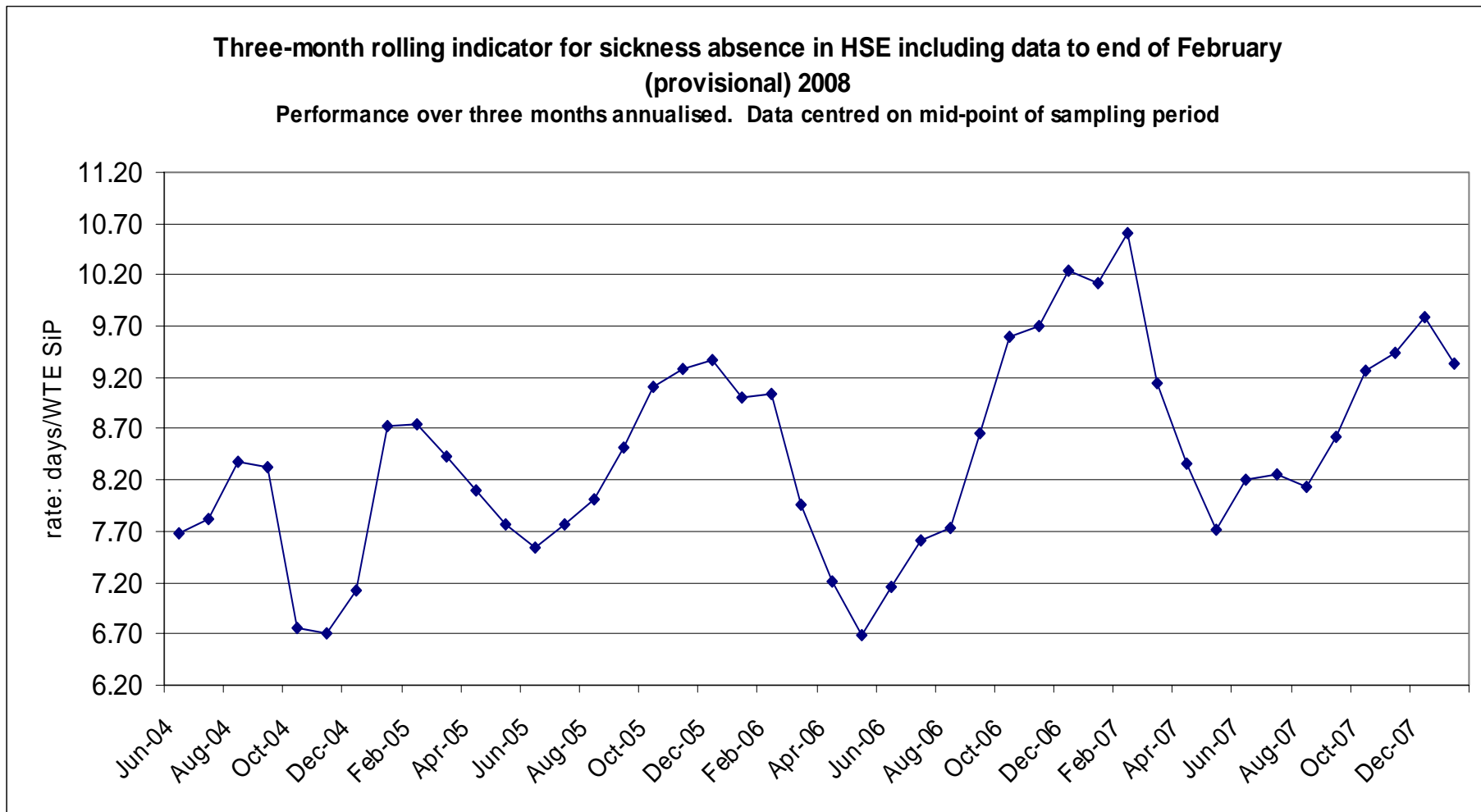
Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The HSE overall level for the previous 12 months is slightly above the target level for the end of the year. The overall HSE figure is 8.18, down for the second month running. The fall is partly due to the fact that the very high rates of absence from December 06 are no longer being included in the calculations. There has been no great movement on this chart compared to last month.
 Source data: e-hr data extracted 20 March 2008

Graph 2



Source data: e-hr data extracted 20 March 2008

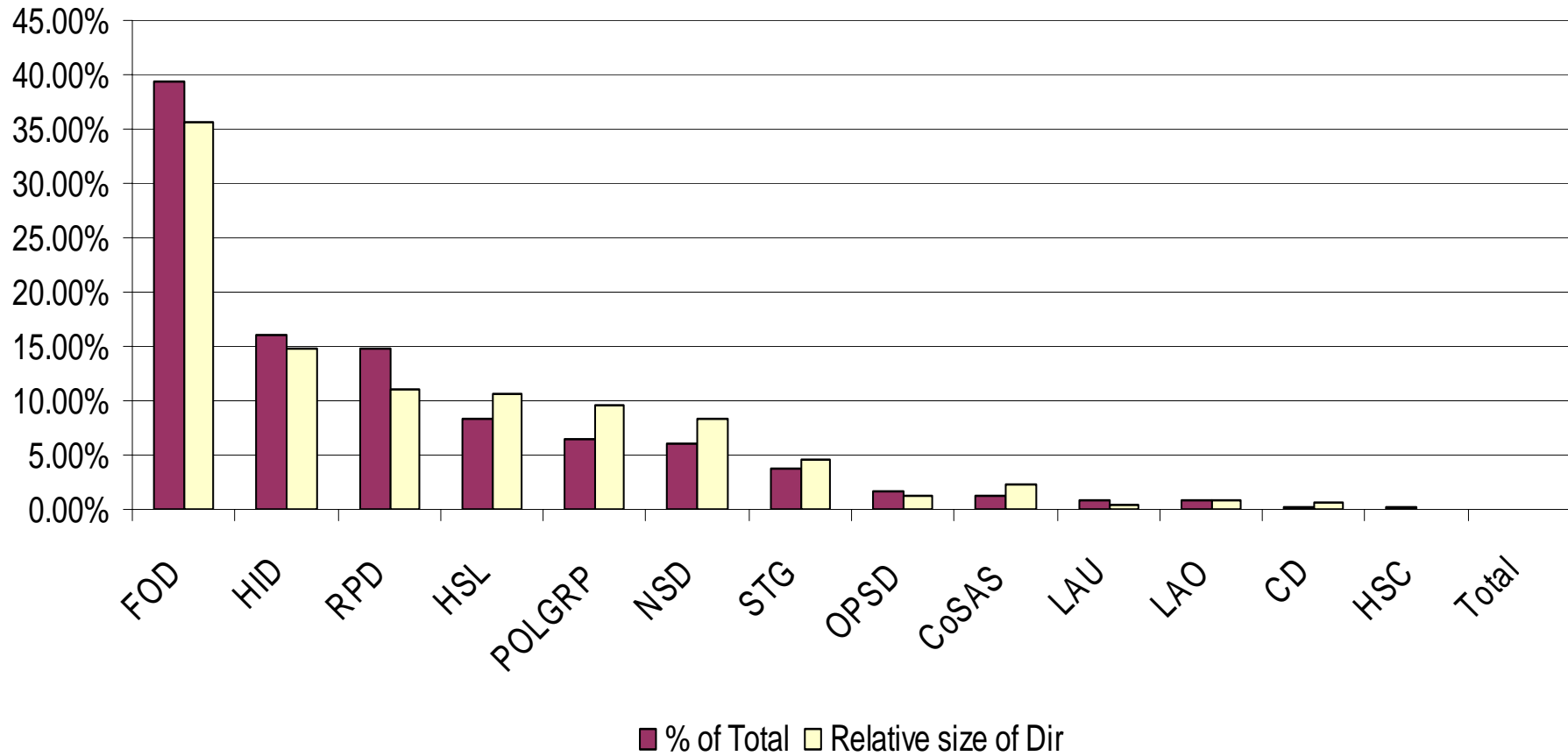
Graph 3



Commentary: There was a fall in the three month rate. February usually sees the rate start to decline. However, the rate is below the level at the same time last year – 9.34 compared to 10.12.
Source data: e-hr data extracted 20 March 2008

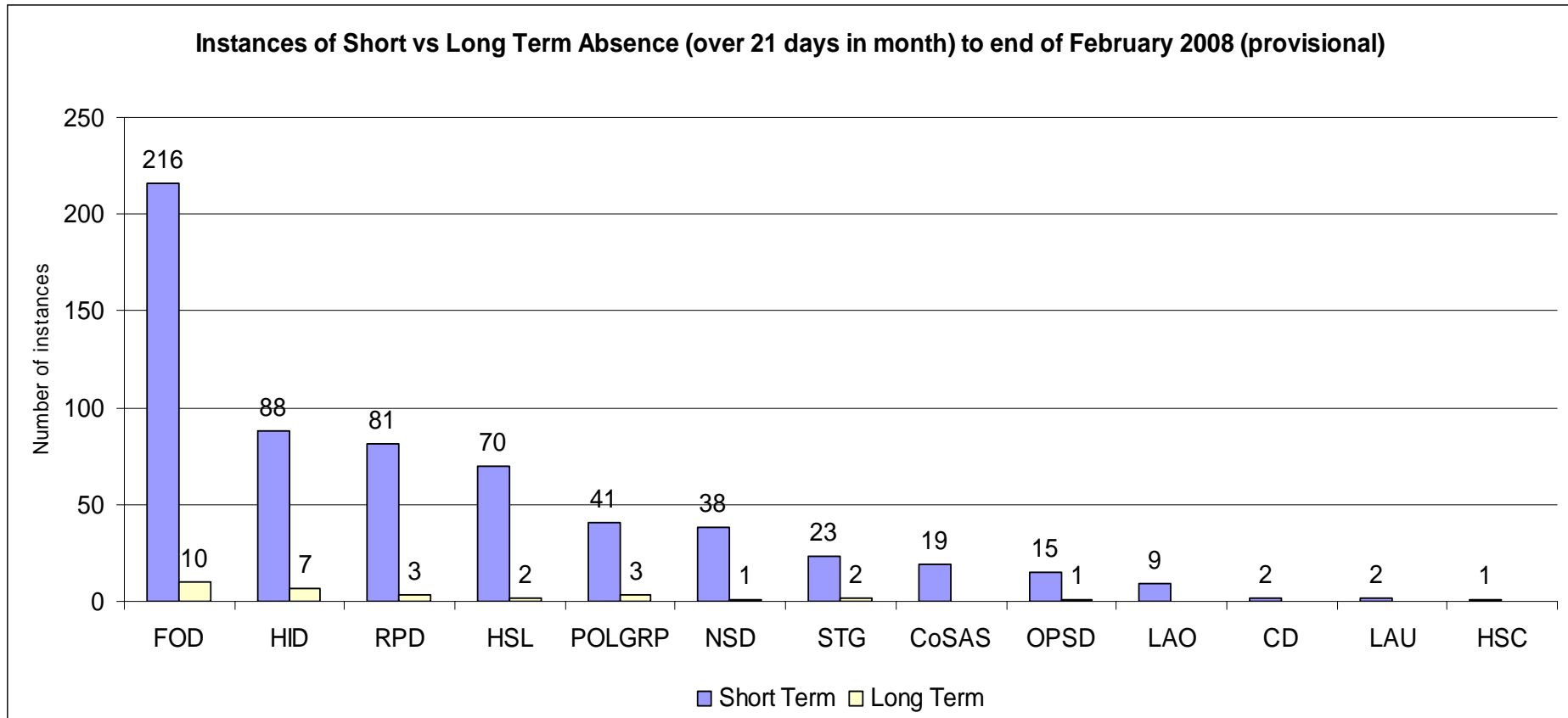
Graph 4

Comparison of relative size of Directorate vs ownership of days lost - to end of February 2008 (provisional)



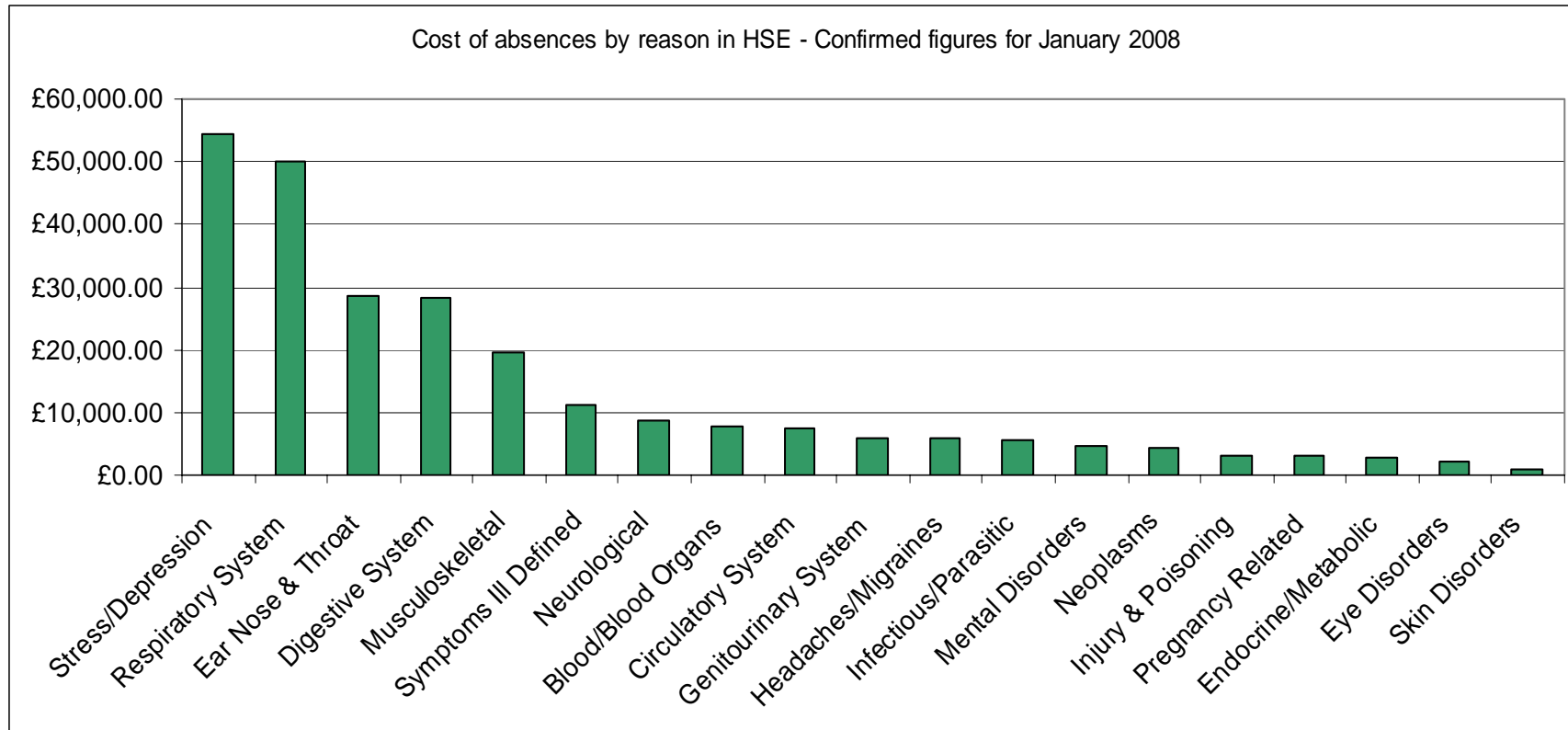
Source data: e-hr data extracted 20 March 2008

Graph 5

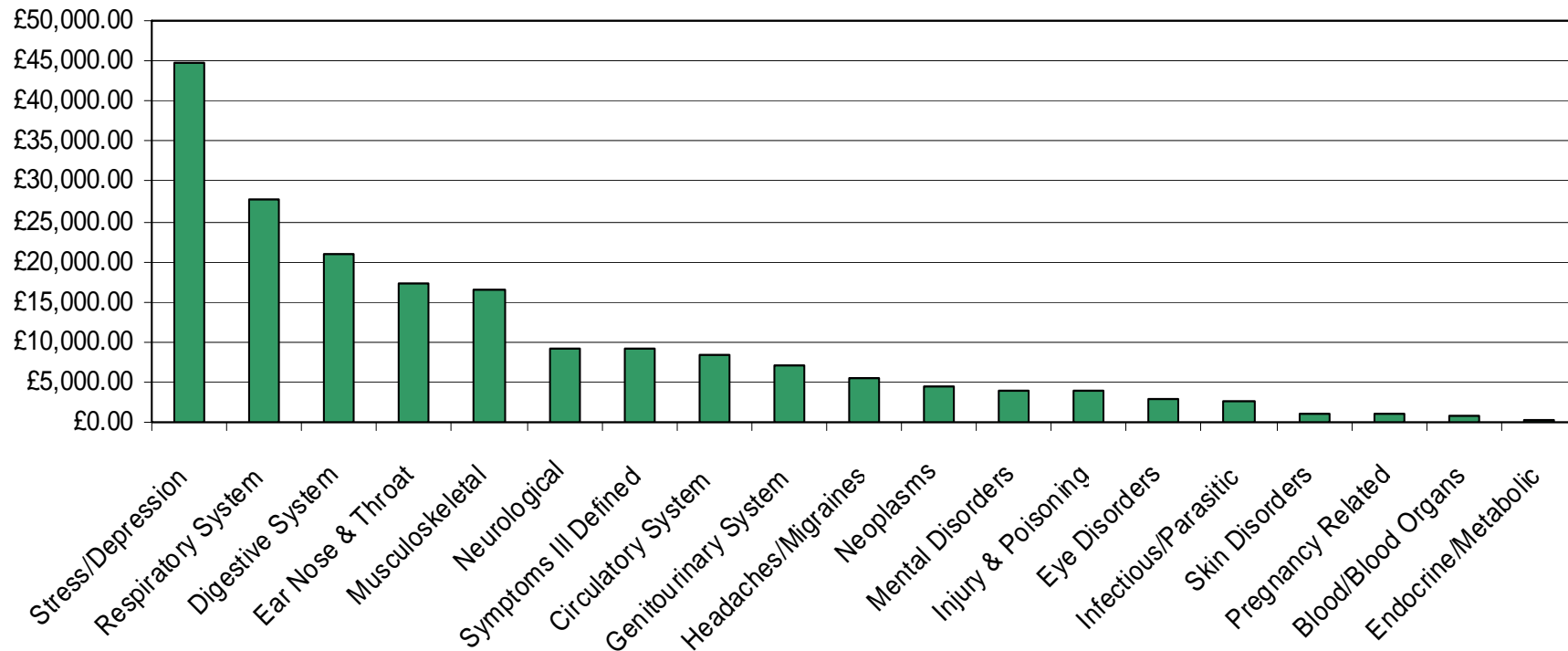


Commentary:
 Compared to last month short term absence has fallen from 773 to 605, and long term has stayed the same (29 cases).
 Source data: e-hr data extracted 20 March 2008

Graph 6



Cost of absence by reason in HSE - Provisional figures for February 2008



Commentary:

The calculation of cost for the organisation is direct salary costs only. They do not include allowances or the cost of covering absence. There is no real change in this graph, although the cost of cases of symptoms ill defined appears to have fallen back further in February.

Source data: E-HR 20 March 2008