

Health and Safety Executive Board Paper			HSE/06/69
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Type of Paper:	Below the Line	Paper File Ref:	
Exemptions:	Post Meeting		

**HEALTH AND SAFETY EXECUTIVE
The HSE Board**

Health & Safety statistical report - September 2006

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Advisor(s): HR Service Centre

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Issue

1. Monthly report on health and safety statistics for the period to 18 August 2006, and sickness absence management information

Timing

2. Routine - below the line paper for this meeting.

Argument

3. This report gives information on progress against health and safety targets as agreed by the Board. Annex 1 presents the monthly format for incident numbers & sickness absence management. No action is requested from the Board other than to note progress

a) Progress against accident & ill health targets

There have been 20 incidents/ill health reports for the period 21 July 2006 to 18 August 2006.

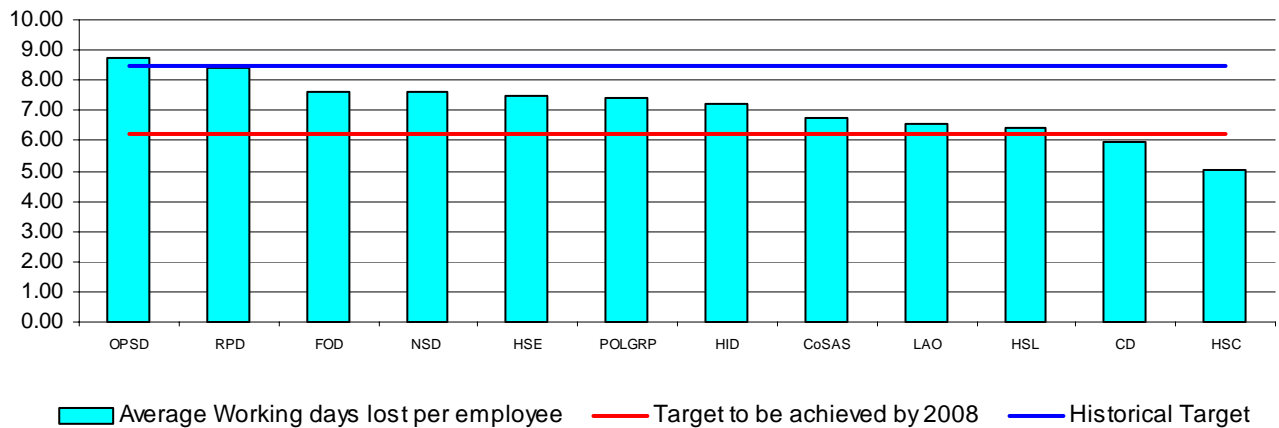
Category	Actual number reported since 1/4/06	Number required to exceed target	Target for 2006/07
All incidents causing injury	49	54	<141
All work related ill health	45	39	<103
DSE ill health	21	15	<41
Slips/trips causing injury	18	13	<36

There has been one RIDDOR incident reported this month, which related to a minor injury reported during 2005/06, which has since resulted in hospital treatment being required. IP was going through fire doors carrying post when door closed suddenly, trapping arm. Initially had mild pain but over time pain intensified and damaged ligaments were diagnosed.

b) Sickness absence management

Graph 1

Rolling 12 month average working days lost due to Sick Absence - HSE and Directorate level July 2006



Commentary:

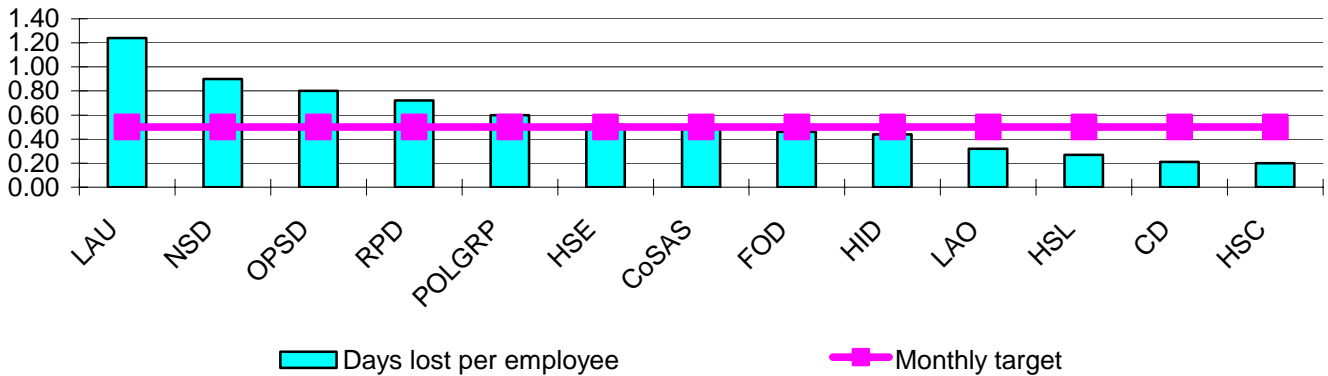
This graph illustrates a 12-month rolling total average working days lost per employee, at Directorate level.

At a HSE level there is a continuing improvement in performance. The HSE rolling 12-month figure of 7.78 is the lowest since September 2005. Eight of the eleven Directorates continue to improve their in-month performance. There have been slight increases in COSAS and NSD. RPD performance remains the same.

Source data: e-HR July 2006

Graph 2

Average Working days lost in month - Per employee July 2006



Commentary:

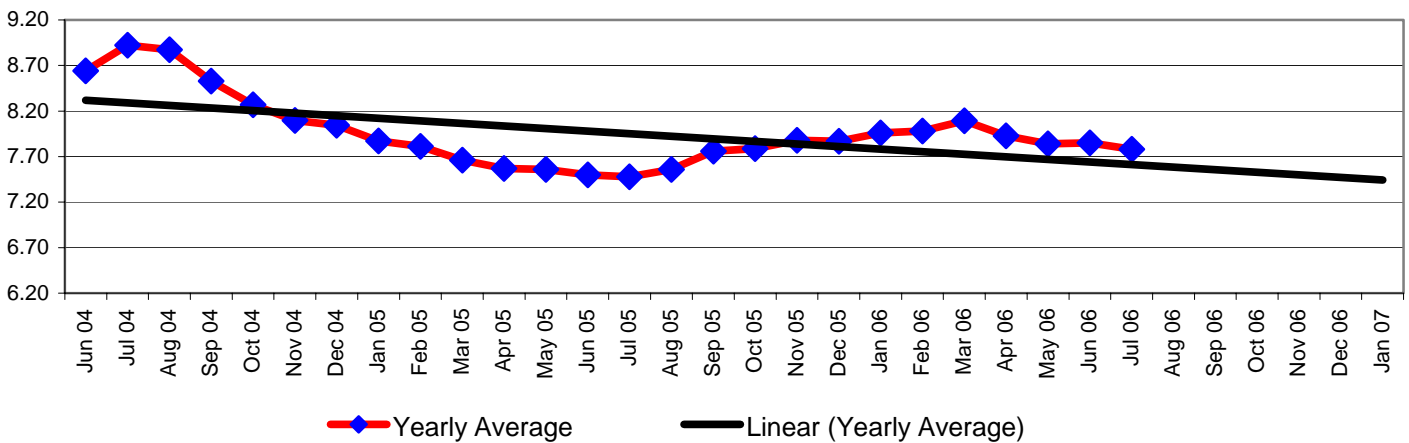
This graph illustrates July actual in month performance for each Directorate and at HSE level.

Eight directorates have achieved a decrease in their in-month performance compared to the month of June. This month sees the performance of LAU being reported separately at the request of Directorates due to a change in the Organisational structure. The largest increase in month was seen by COSAS, 0.34.

Source data: e-HR July 2006

Graph 3

HSE Forward Trend Average working Days lost per employee July 2006



Commentary:

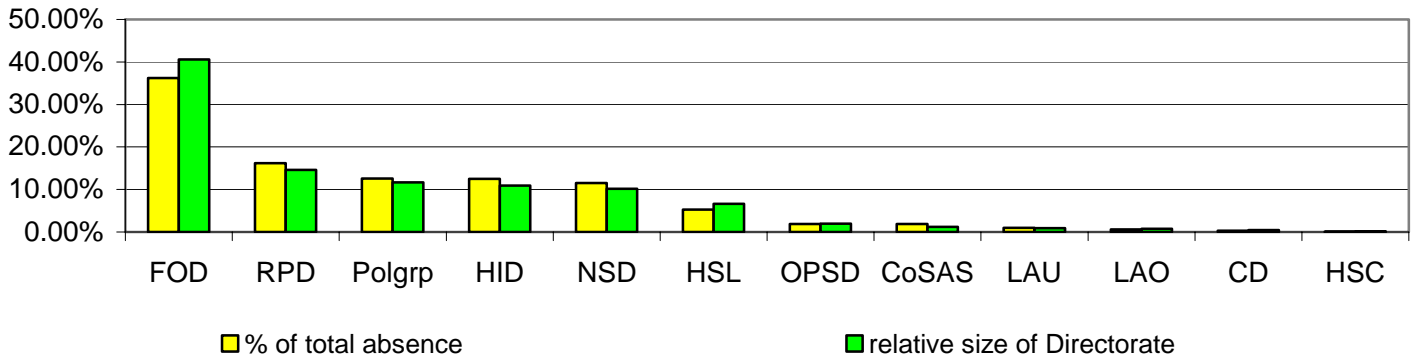
This graph indicates the HSE forward trend using the last 12 months data extracted from e-HR. The lowest scale of 6.2 indicates the HSE target of average working days lost per employee

HSE level performance is the lowest number of rolling days lost since September 2005

Source data: e-HR – August 05 to July 06

Graph 4

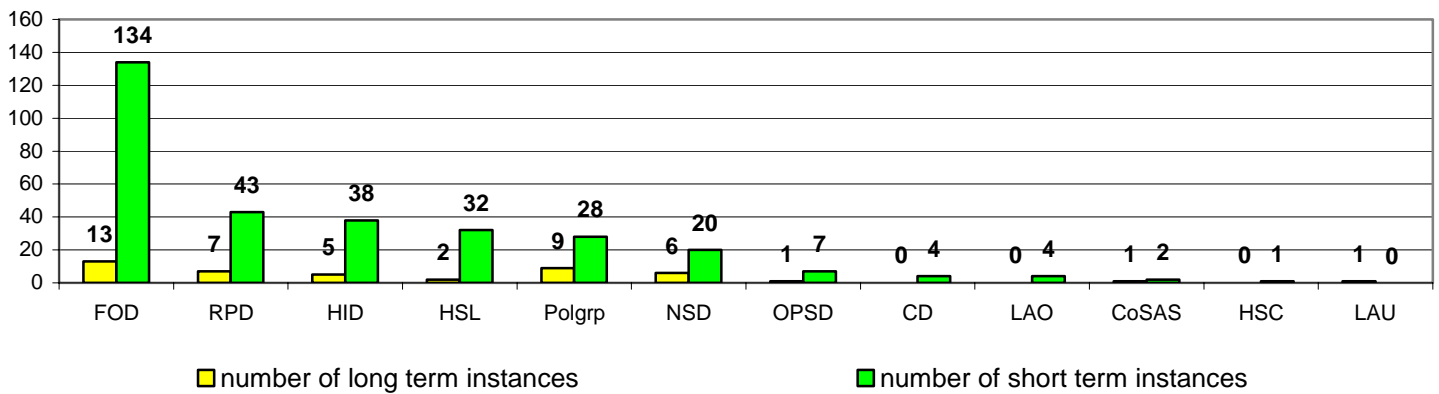
Comparison of Relative size of organisation in comparison to % ownership of days lost July 2006



Commentary:
 This graph illustrates the comparison between the relative size of the organisation against the percentage ownership of days lost for July 2006. Four directorates have a higher proportion of absence than the size of their directorate. They are RPD, Policy Group, HID and NSD
 Source data: e-HR - July 2006

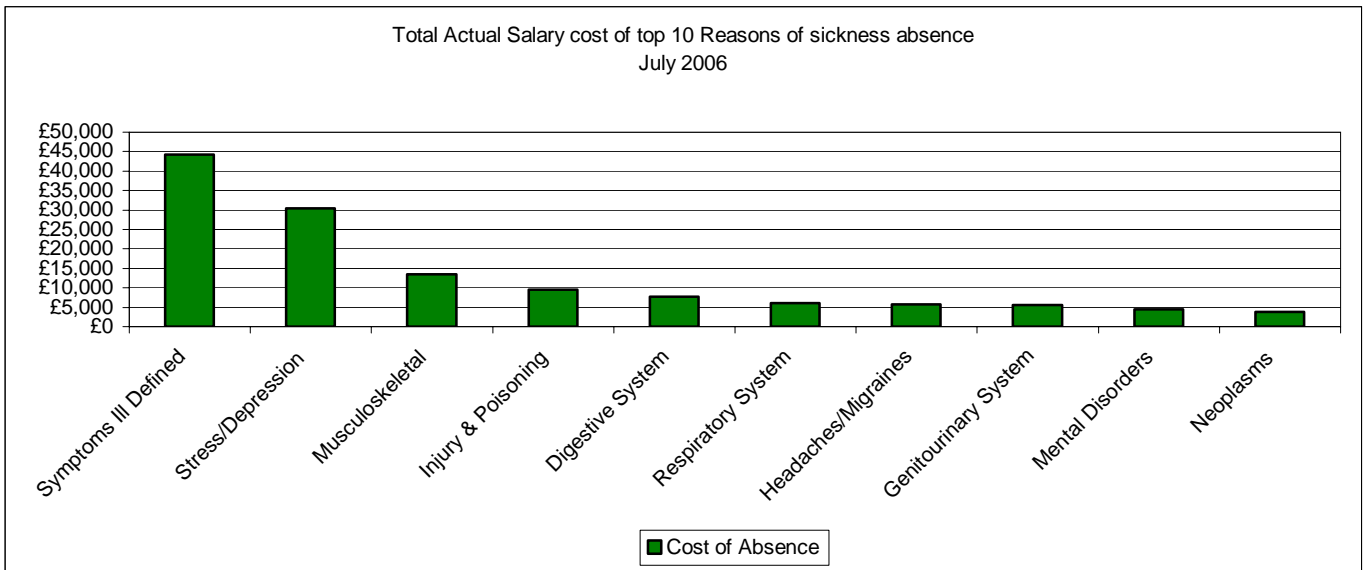
Graph 5

Instances of short vs long term absences July 2006



Commentary:
 The definition of Long Term Absence is 20 days or more. This graph also captures all reported open-ended absences in the category they would fall into as at the end of the Month.
 In comparison to the month of June, instances of short-term absence has reduced from 431 to 313, long-term absences have increased from 43 to 45.
 Source data: e-HR – July 2006

Graph 6



Commentary:

The calculation of cost for the organisation is direct salary costs only. They do not include allowances or the cost of covering the absence.

Stress has been recorded as the highest reason for absence for the last four months. In line with implementation of e-HR, the absence descriptors have been recategorised

Source data: e-HR July 2006

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