

<b>Health and Safety Executive Board Paper</b>		<b>HSE/06/102</b>	
<b>Meeting Date:</b>	8 November 2006	<b>Open Gov. Status:</b>	Fully Open
<b>Type of Paper:</b>	Below the line	<b>Paper File Ref:</b>	
<b>Exemptions:</b>	None		

## **HEALTH AND SAFETY EXECUTIVE**

### **The HSE Board**

#### **Monthly health & safety statistics report - November 2006**

#### **A Paper by Tim Beaumont**

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**Cleared by Justin McCracken on 27 October 2006**

#### **Issue**

1. Monthly report on health and safety statistics for the period to 20 October 2006, and sickness absence management information for September 2006.

#### **Timing**

2. Routine - below the line statistics report for this meeting.

#### **Argument**

3. Progress against health and safety targets as agreed by the Board only. Annex 1 presents the monthly format for incident numbers & sickness absence management. No action is requested from the Board other than to note progress.
4. Summary of key points:
  - a. There were no RIDDOR reportable incidents during the reporting period.
  - b. The 12-month rolling total average has decreased from 7.76 to 7.33 days lost per employee.
  - c. Overall across HSE there was a minor increase in month from August (0.56 days to 0.6 days).
  - d. There is still an increasing trend in the "Symptoms ill-defined" category though Phase 2 of e-HR may allow more precise recording of absence reasons in the future (see commentary at Graph 6).
  - e. In Quarter 2 there has been a slight decrease in the number of incidents and days lost through stress/depression compared to Quarter 1 (See commentary at Graph 6).

Annex 1 – Health & safety statistics and sickness absence data

**a) Progress against accident & ill health targets**

There have been 25 incidents/ill health reports for the period 23 September to 20 October 2006.

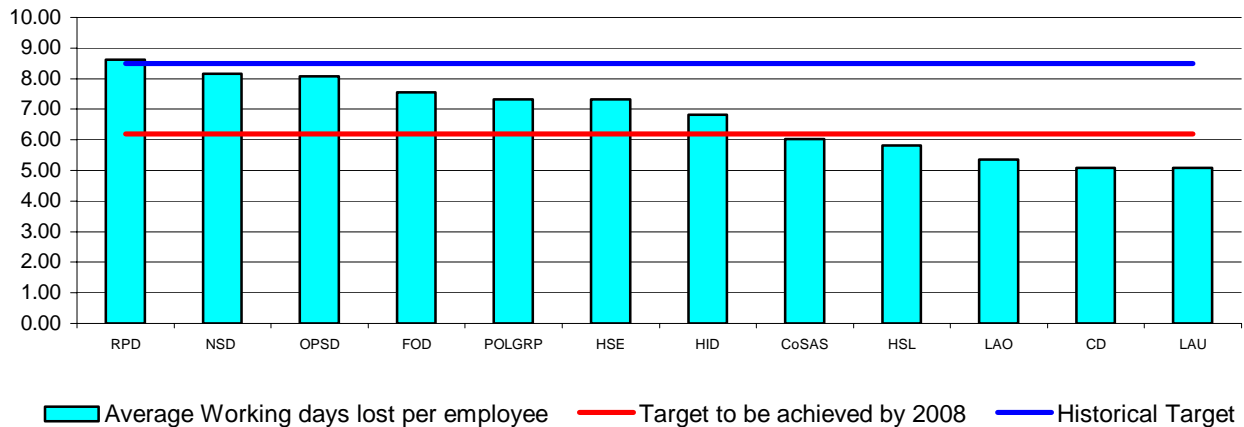
Category	Actual number reported since 1/4/06	Number required to exceed target	Target for 2006/07
All incidents causing injury	66	78	<141
All work related ill health	62	57	<103
DSE ill health	26	23	<41
Slips/trips causing injury	22	20	<36

There were no RIDDOR reportable incidents during the reporting period.

**b) Sickness absence management**

**Graph 1**

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



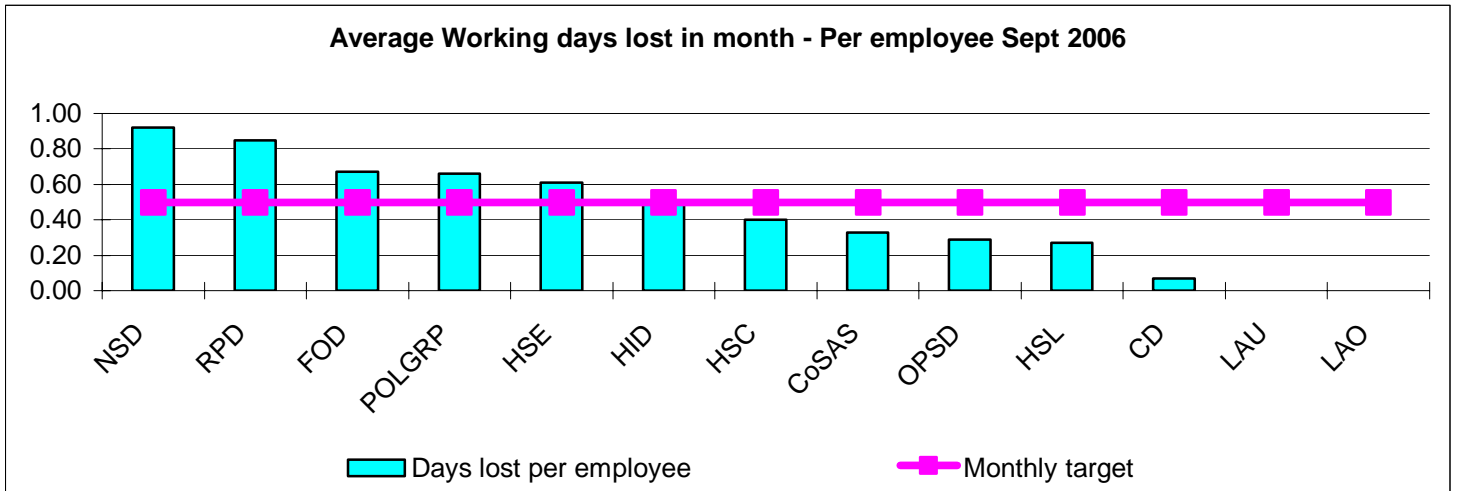
**Commentary:**

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

There is a further improvement in performance across HSE from the previous month from 7.76 to 7.33, with nine Directorates again showing an improvement.

Source data: e-HR October 2005 to September 2006

Graph 2



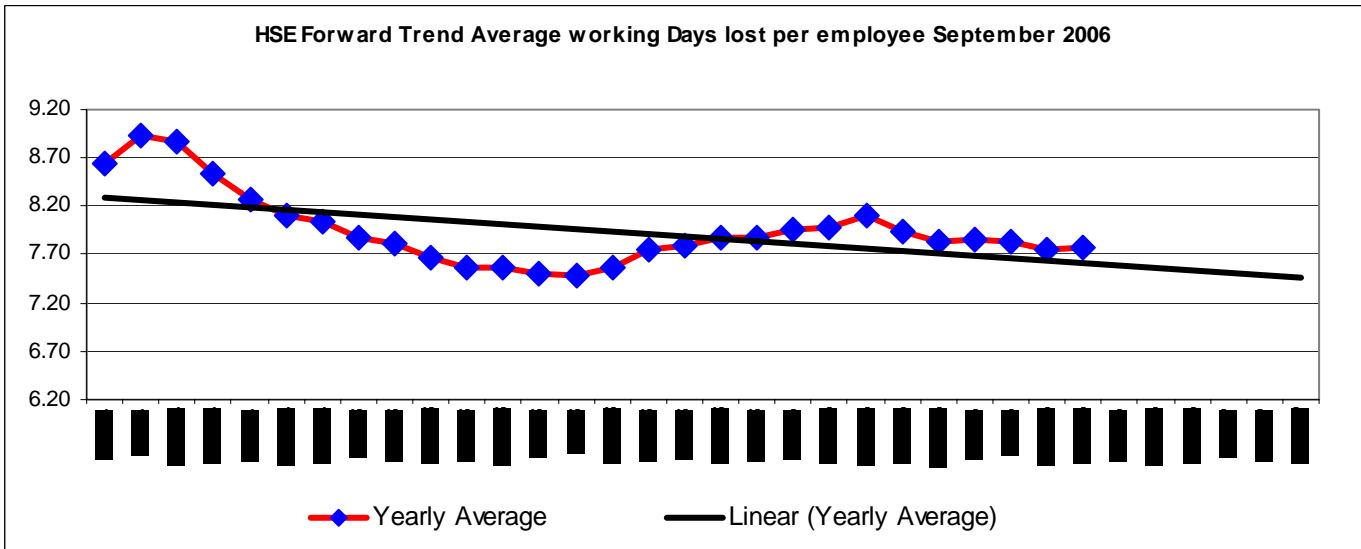
**Commentary:**

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

HSE showed a minor increase in month from August, with increases in the larger Directorates. Five directorates have achieved a decrease in their in-month performance compared to the month of August. HSC has reported the highest in-month increase and LAU the biggest decrease.

Source data: e-HR September 2006

Graph 3



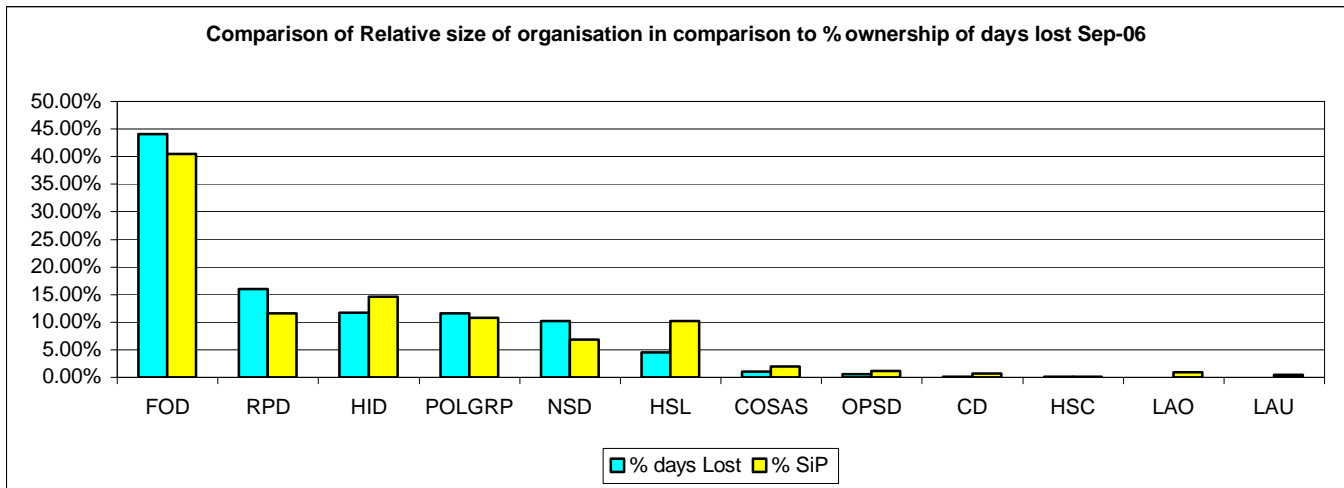
**Commentary:**

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 shows a marginal increase over the year to September

Source data: e-HR – October 05 to September 06

**Graph 4**

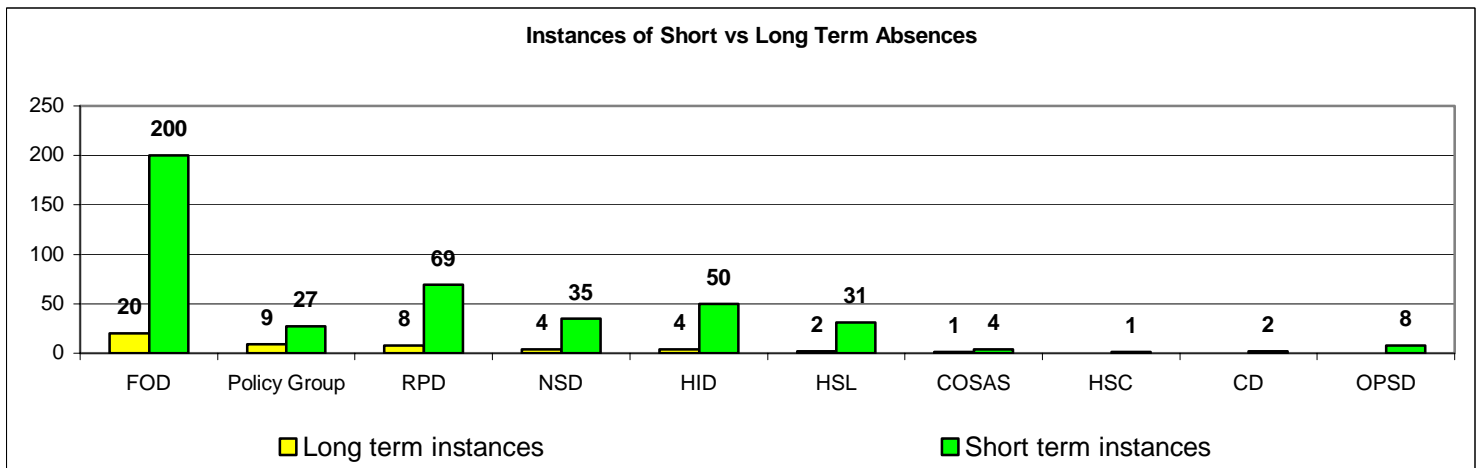


**Commentary:**

This graph illustrates the comparison between the relative sizes of the organisation against the percentage of days lost for August. Four directorates have a higher proportion of absence, than the proportional size of their directorate. They are FOD, RPD, Policy Group, and NSD

Source data: e-HR - September

**Graph 5**



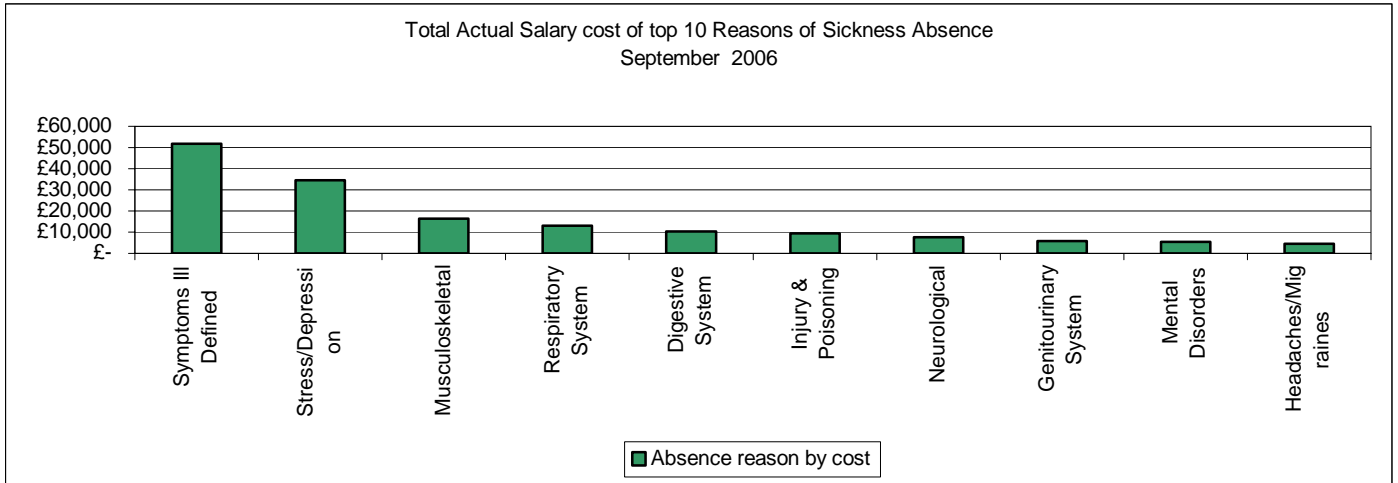
**Commentary:**

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 August, instances of short-term absence has increased from 350 to 427, long-term absences have increased from 42 to 48.

Source data: e-HR – September 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.

Sickness Absence categories correspond with the World Health Organisation definitions. There is still an increasing trend in the "Symptoms ill-defined" category. Phase 2 of e-HR is due to be rolled out on 30 October and will allow direct input of sick absence by line managers and staff with improved guidance and information on absence categories. This may allow more precise recording of absence reasons in the future. The first full month of data from self-service will be available after November 2006.

Source data: e-HR September 2006

I:\Strategy and Intelligence\Library\Board Meetings\2006\November\papers\HSE Board - Meeting - 2006 - November - 10 - Monthly health and safety statistics report.doc