

| Health and Safety Executive Board Paper | | HSE/08/23 | |
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HEALTH AND SAFETY EXECUTIVE

The HSE Board

Health & Safety - Monthly incident and absence statistics - March 2008

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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 set at a rate of 8.0 days/staff member in June 2007 and the target of less than 41 reported cases of DSE related ill health.

Argument

4. Annex 1 contains details of incidents up to 15th February 2008. Progress against targets for accidents causing injury and slips and trips is satisfactory. However indications are that HSE will, at best, only just meet its targets for ill health. Only two more cases of DSE related ill health need to be reported for HSE to miss the annual target.
5. Annex 2 gives details of sickness absence performance. In December 2007 the 12 month rolling absence rate for HSE was been 8.28 days/staff member – a fall from 8.46 in November 2007. Comments on specific issues are found underneath the relevant chart. The Board will already know that HSE is unlikely to meet our end of year target for absence reduction; this is despite the efforts that have already been made in this area.

Presentation

6. The Board may wish to note that HSE's absence data has been the subject of recent media interest.

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 | Number required to exceed target | Target for 2007/08 |
|------------------------------|-------------------------------------|----------------------------------|--------------------|
| All incidents causing injury | 61 | 120 | <137 |
| All work related ill health | 89 | 89 | <101 |
| DSE ill health | 40 | 36 | <41 |
| Slips/trips causing injury | 19 | 31 | <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

Table 2 - Comparison in incident rates for 2007/08

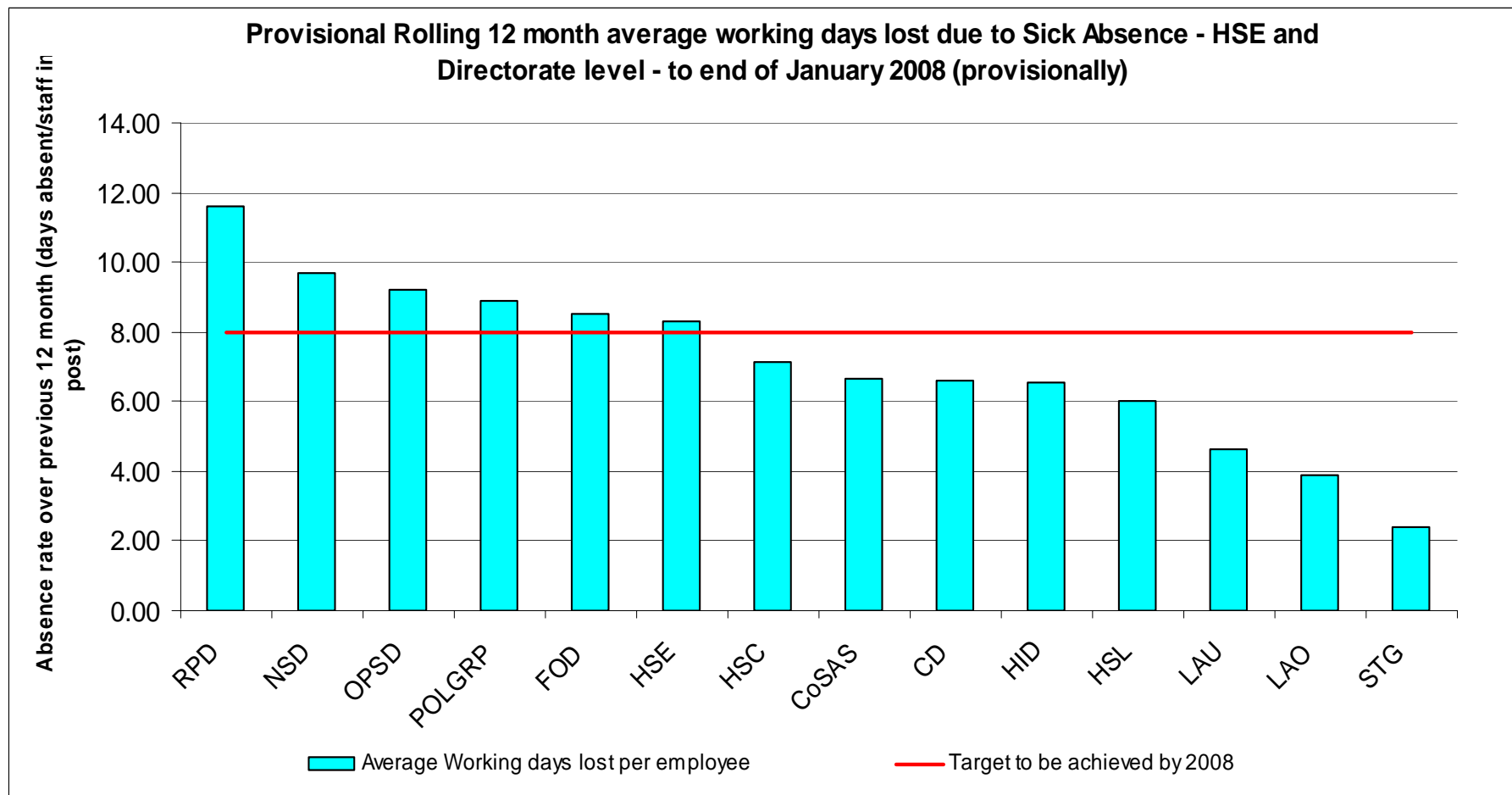
| Category | Equivalent rate for 2007/08 targets (per 1,000 staff ¹) | Current actual annualised rate of incidents (per 1,000 staff) |
|------------------------------|---|---|
| All incidents causing injury | 36 | 20 |
| All work ill health | 26 | 29 |
| DSE ill health | 11 | 13 |
| Slip/trips causing injury | 9 | 6 |

The incident rate information shows that for ill health & DSE cases we are slightly above the target rate. In contrast the actual rates of incidents are much lower than the target rates. The rates for all the incidents have gone up from last month.

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

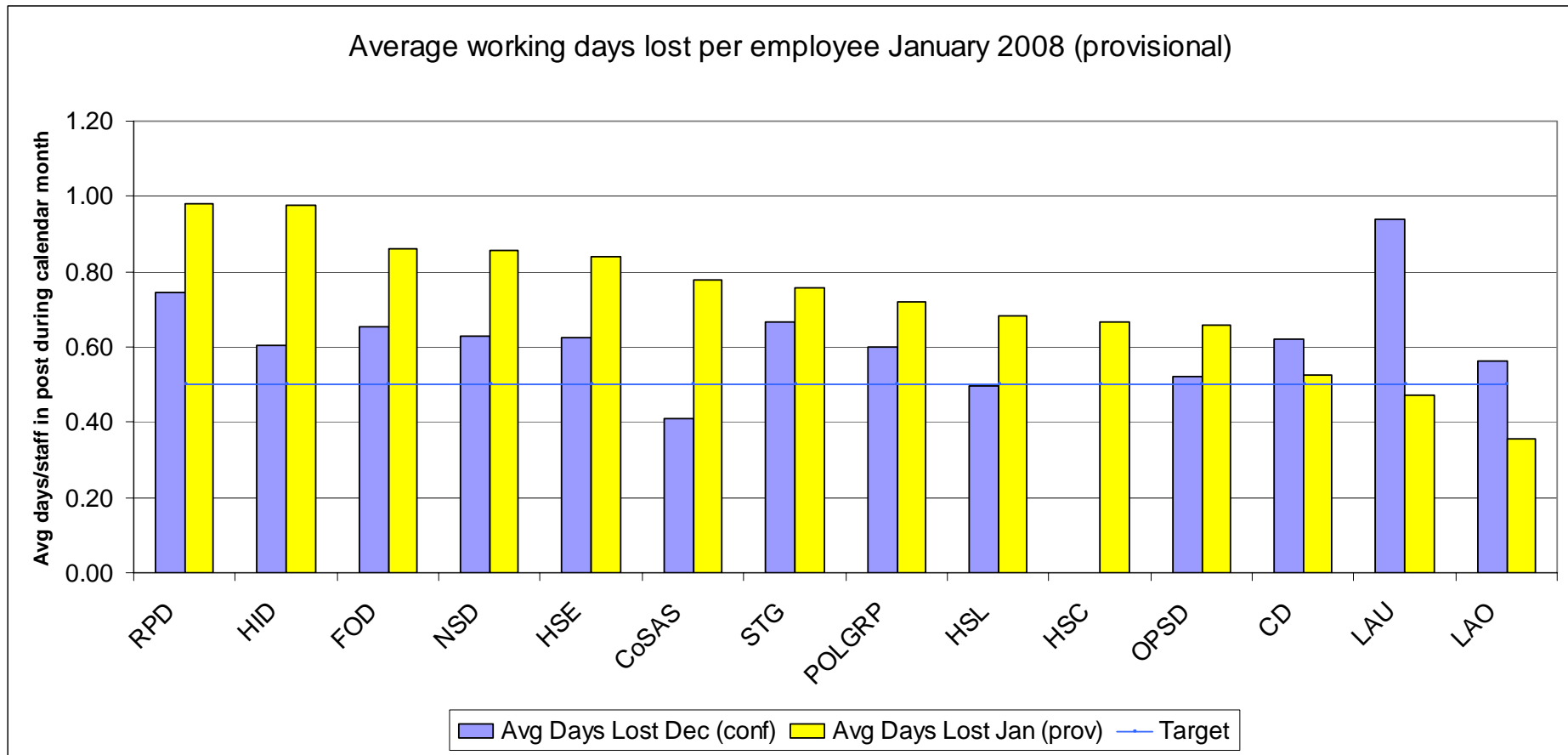
Annex 2 – Sickness absence report up to January 2008 (final month provisional as late reporting affects this slightly)

Graph 1



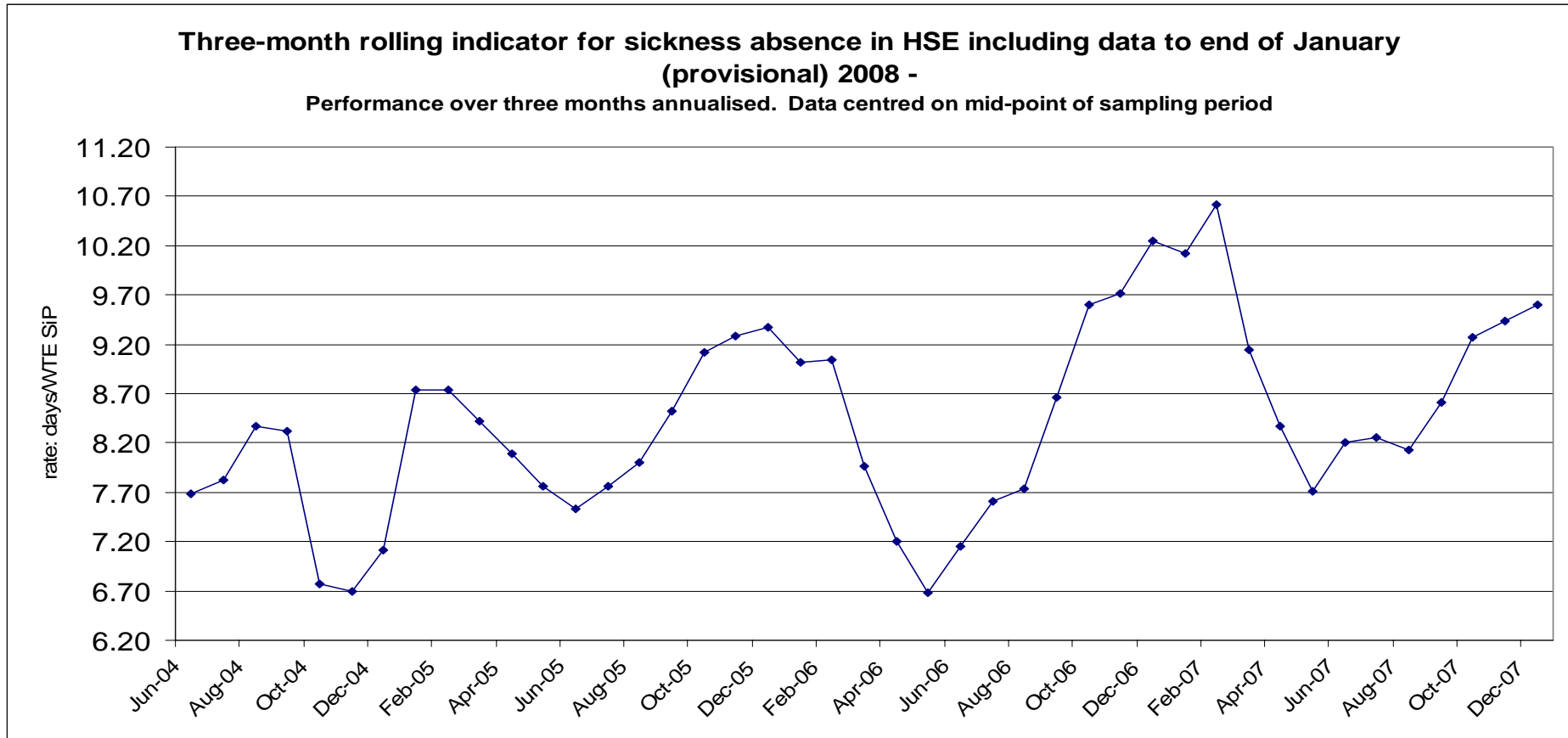
Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The HSE overall level for the previous 12 months is above the target level for the end of the year. The overall HSE figure s 8.28, down from last month. There has been no great movement on this chart compared to last month, although there has been further slight falls in the RPD & ND levels of absence.
 Source data: e-hr data extracted 20 February 2008

Graph 2



Commentary: From the confirmed figures for December 2007, only 3 directorates had lower monthly rates than the target and one of these was the very small HSC. The provisional figures for January generally appear to be worse than for December 2007 with projected rises in all bar 3 directorates.
 Source data: e-hr data extracted 20 February 2008

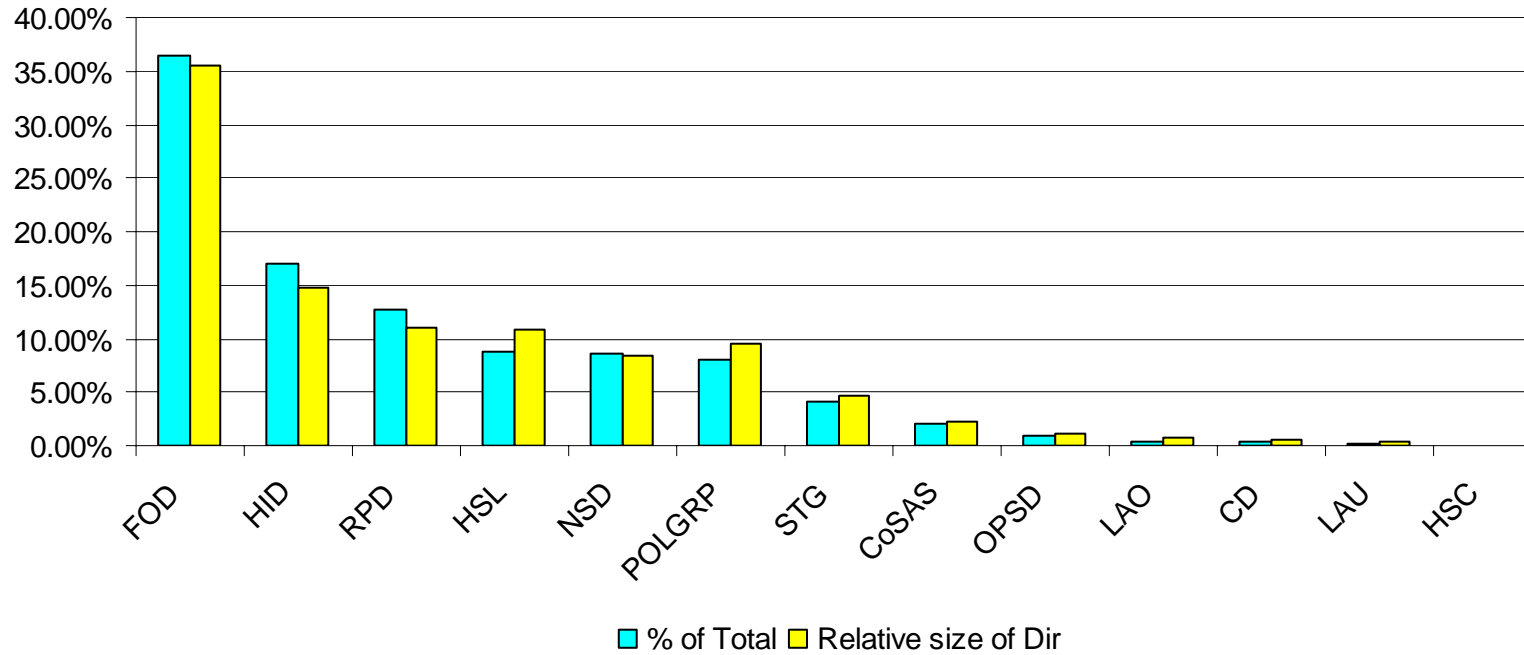
Graph 3



Commentary: There was a further rise in the three month rate. The rate is slightly below what it was this time last year, although slightly above the figure for 2005. The three month rate is now 9.6 compared to 10.2 last year.
Source data: e-hr data extracted 20 February 2008

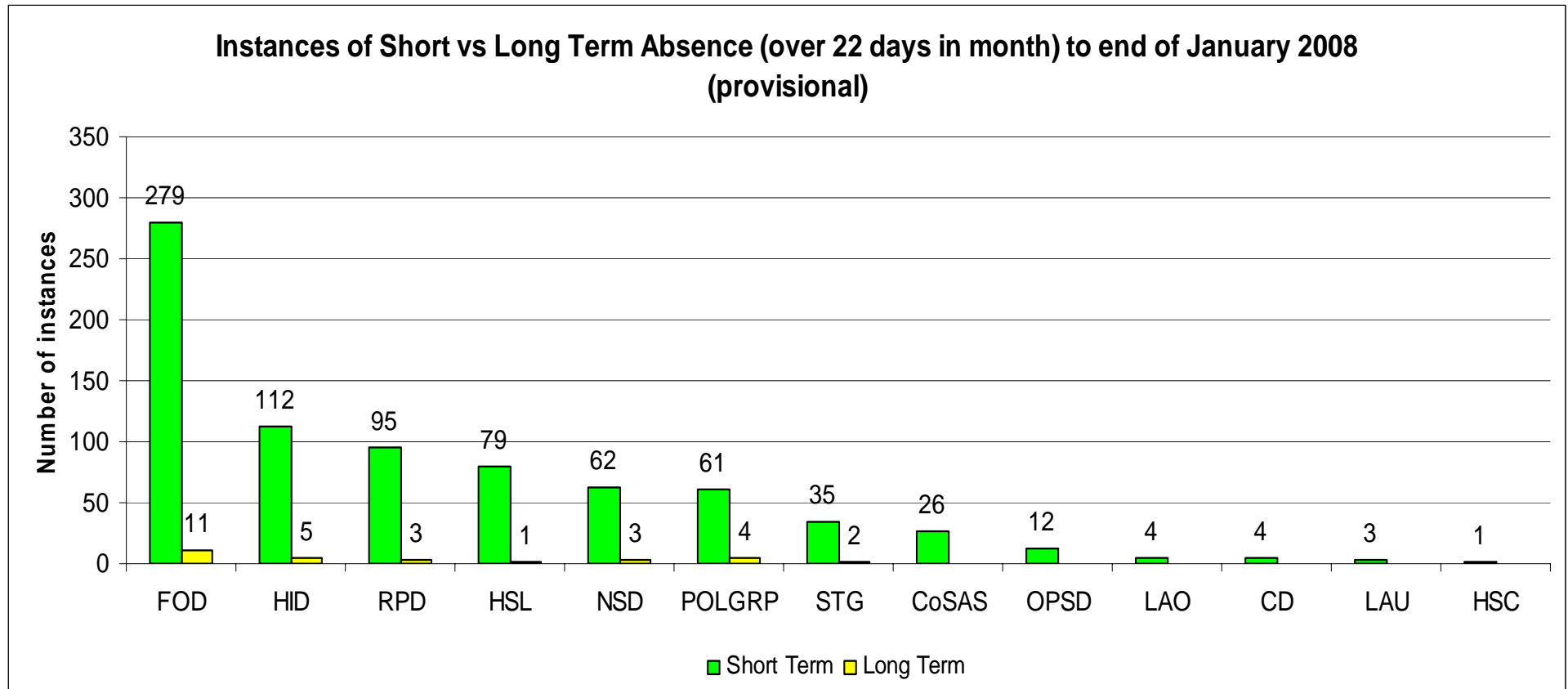
Graph 4

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



Commentary: There main change has been the situation in HID has deteriorated from last month. The Directorate is now the second highest contributor of absence and is responsible for more absence than it should be given its size. Elsewhere the situation is more or less static.
Source data: e-hr data extracted 18 January 2008

Graph 5

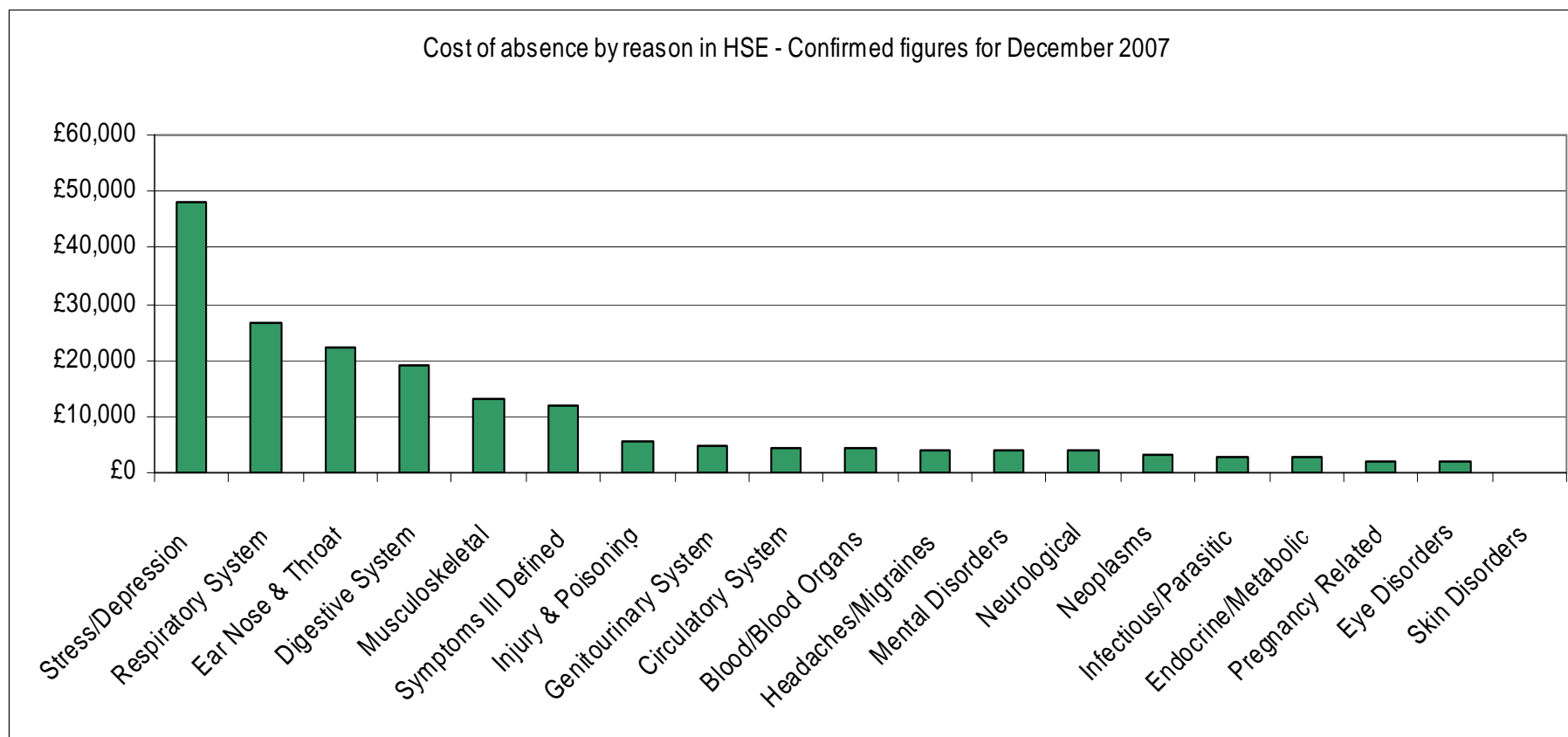


Commentary:

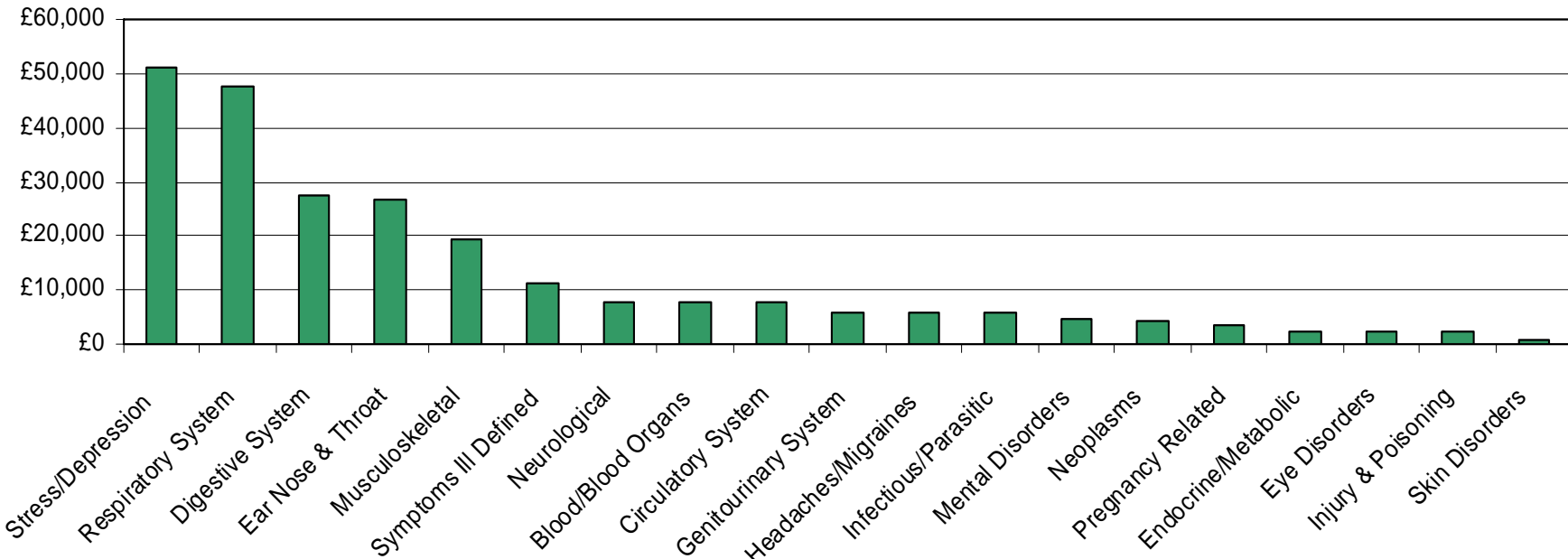
Compared to last month short term absence has risen from 526 to 773, and long term has fallen (29 this month compared to 37 in November). Overall the rise in short term absence is generally across all Directorates. Long term absence cases fell in FOD, RPD & HSL.

Source data: e-hr data extracted 20 February 2008

Graph 6



Cost of absence by reason in HSE - Provisional figures for January 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. Source data: E-HR 20 February 2008