

Health and Safety Executive Board Paper		HSE/08/15	
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HEALTH AND SAFETY EXECUTIVE

The HSE Board

**Health & safety - Monthly incident and absence statistics - February 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. 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 18<sup>th</sup> January 2007. 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 and DSE related ill health. This pattern is reflected in the Q3 balanced scorecard results, although these results only measure up to 31 December 2007.
5. Annex 2 gives details of sickness absence performance. 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. During December 2007 there was a sharp drop in short term absences in HSE.

## 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	46	110	<137
All work related ill health	77	81	<101
DSE ill health	33	33	<41
Slips/trips causing injury	12	28	<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 <sup>1</sup> )	Current actual annualised rate of incidents (per 1,000 staff)
All incidents causing injury	36	16
All work ill health	26	27
DSE ill health	11	12
Slip/trips causing injury	9	4

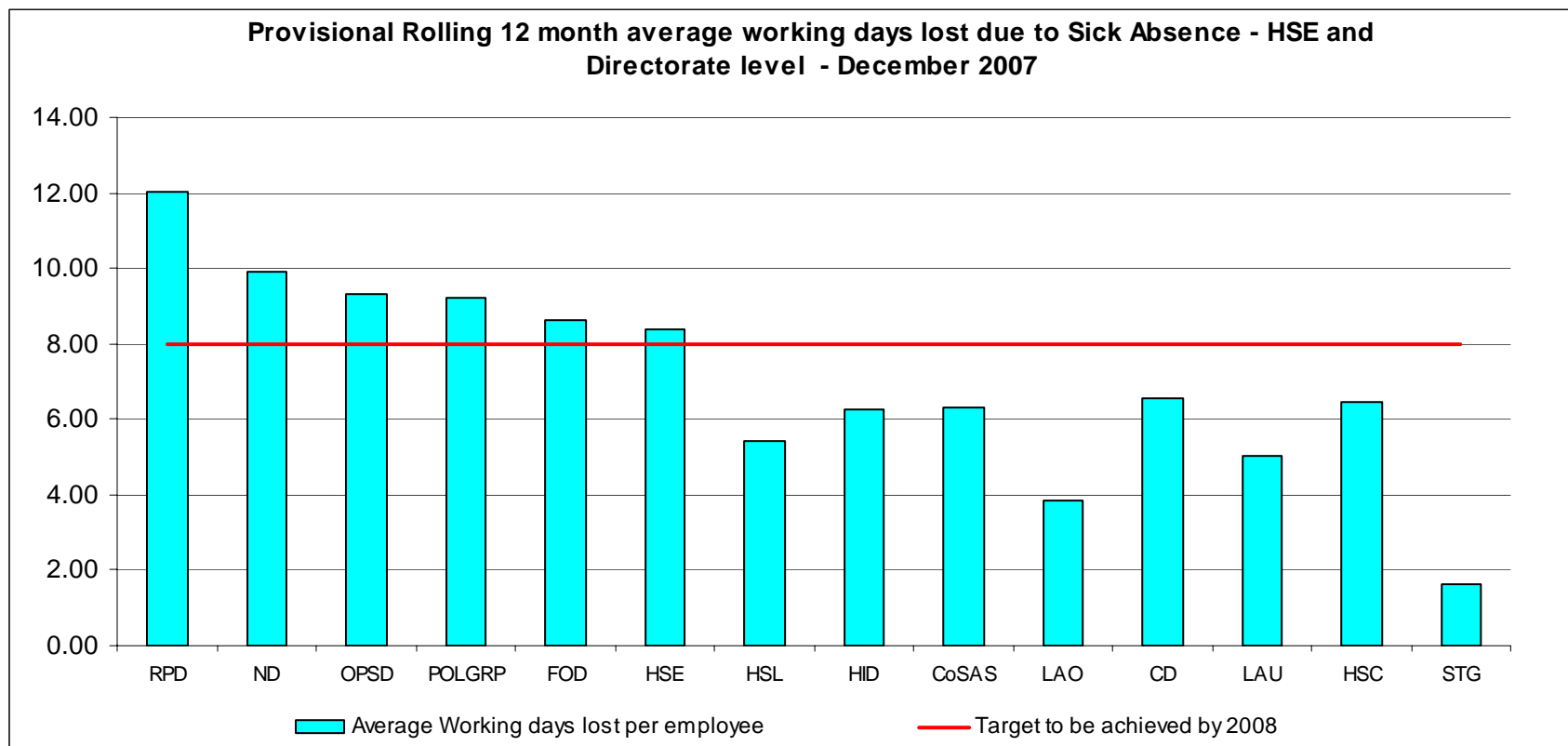
The incident rate information shows that for ill health & DSE cases we are slightly above the target rate. In contrast the actual rates of incidents are much lower than the target rates.

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<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

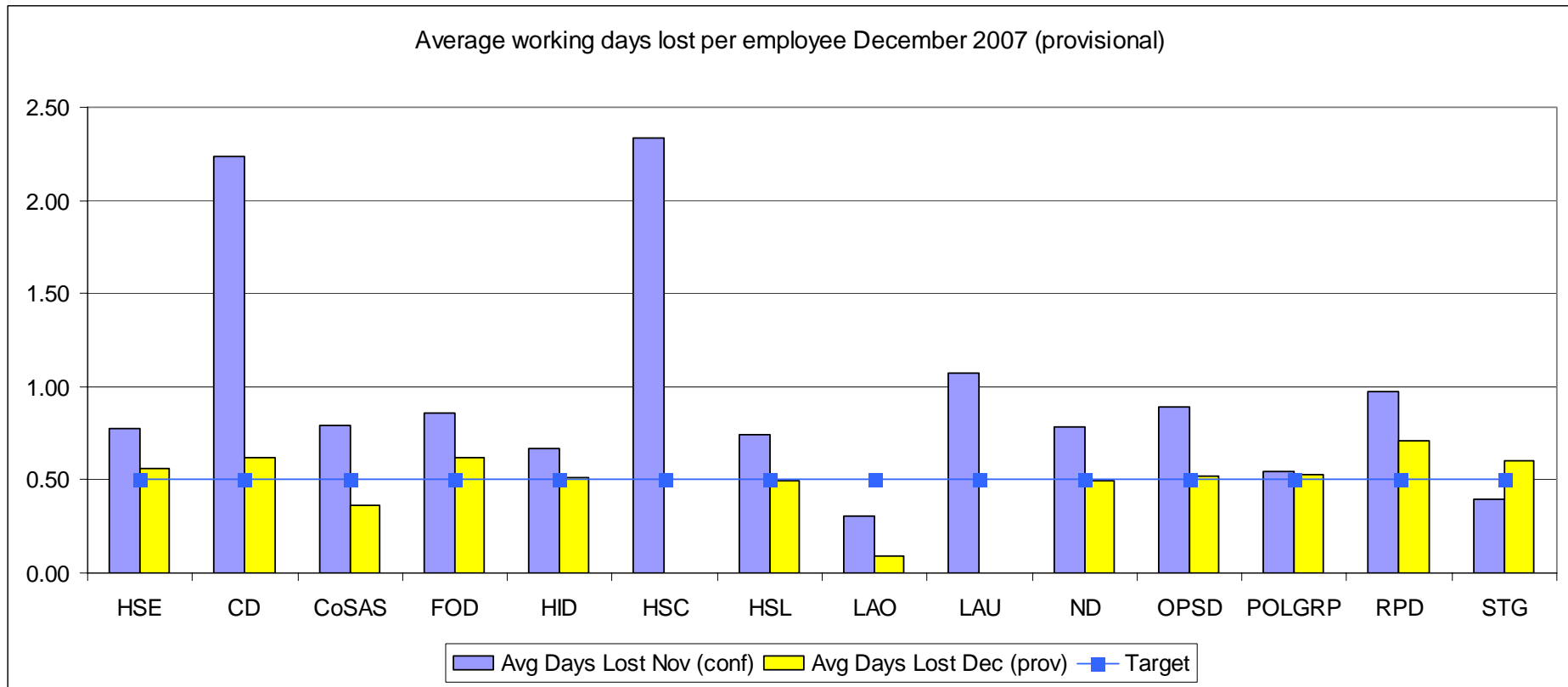
Annex 2 – Sickness absence report up to December 2007 (final month provisional as late reporting affects this slightly)

Graph 1



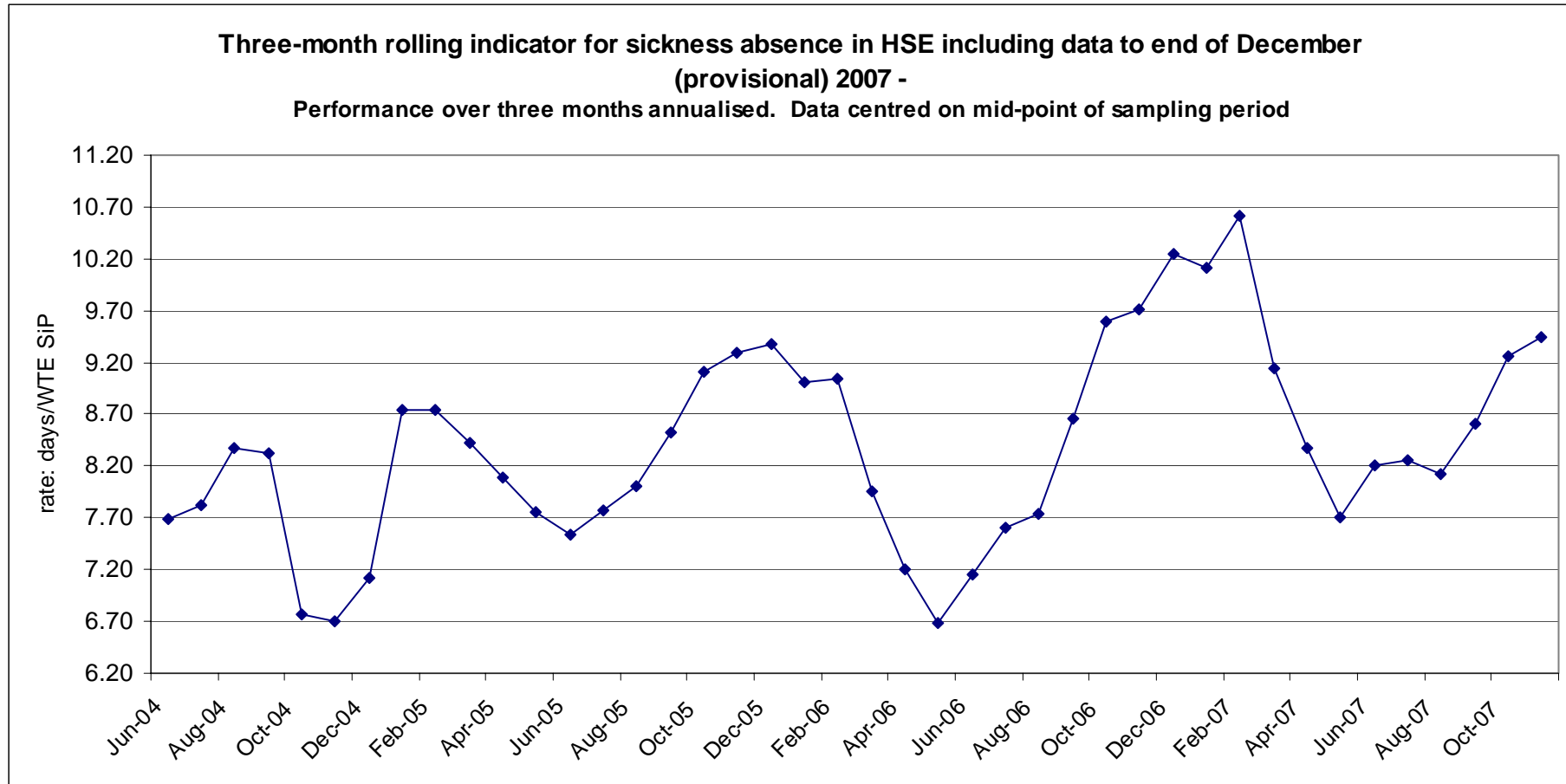
Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The HSE overall level for the previous 12 months is above the target level for the end of the year. There has been no great movement on this chart compared to last month, although there has been slight falls in the RPD & ND levels of absence.  
 Source data: e-hr data extracted 18 January 2008

Graph 2



Commentary: From the confirmed figures for November 2007, only 2 directorates had lower monthly rates than the target. There was similar sharp rise for HSC in November largely because of the small nature of this Directorate causing low numbers of absences to have a disproportionate effect. The figures for December appear to be showing an improvement, although only four directorates are below the target levels. The HSC absence rate has fallen back.  
 Source data: e-hr data extracted 18 January 2008

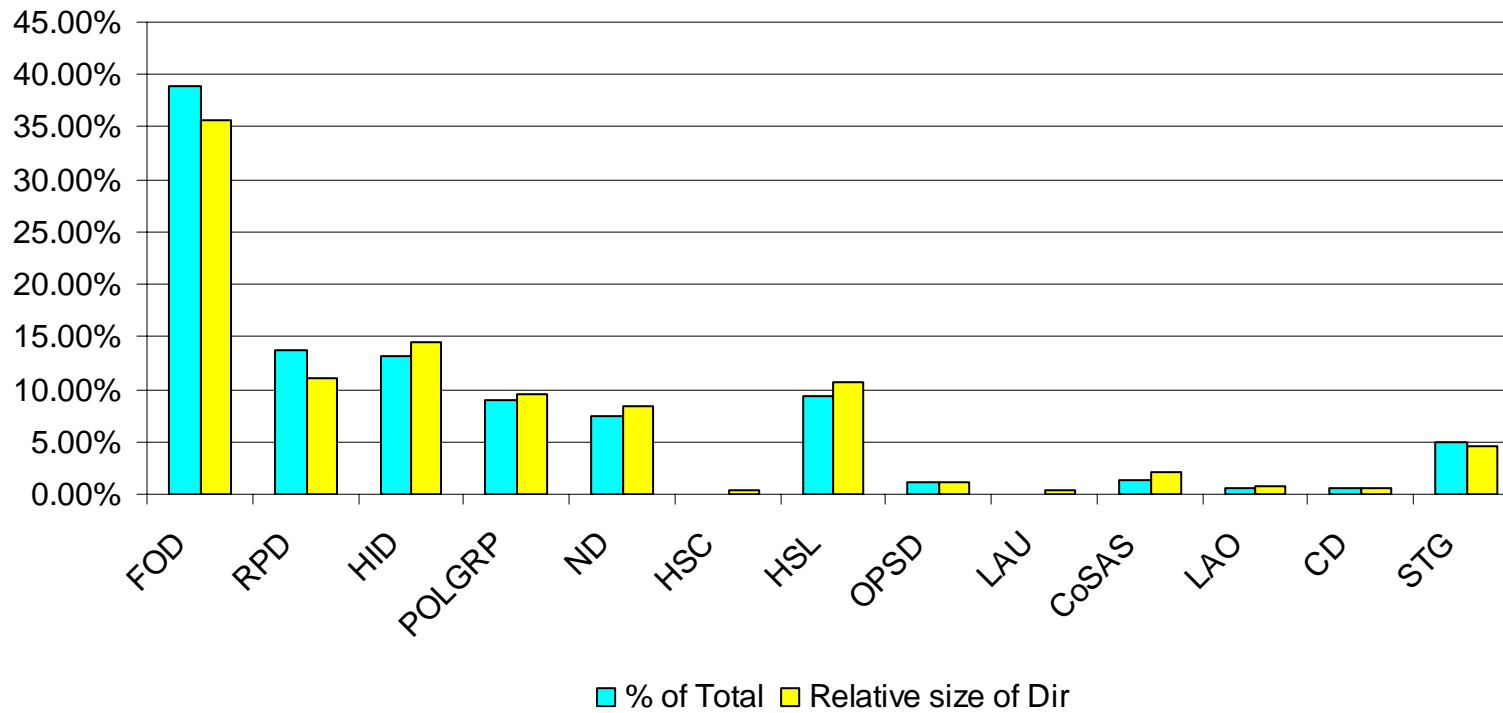
Graph 3



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 small rise reflects what has happened in previous years where a rise in absences throughout autumn slows around the Christmas holidays.  
Source data: e-hr data extracted 18 January 2008

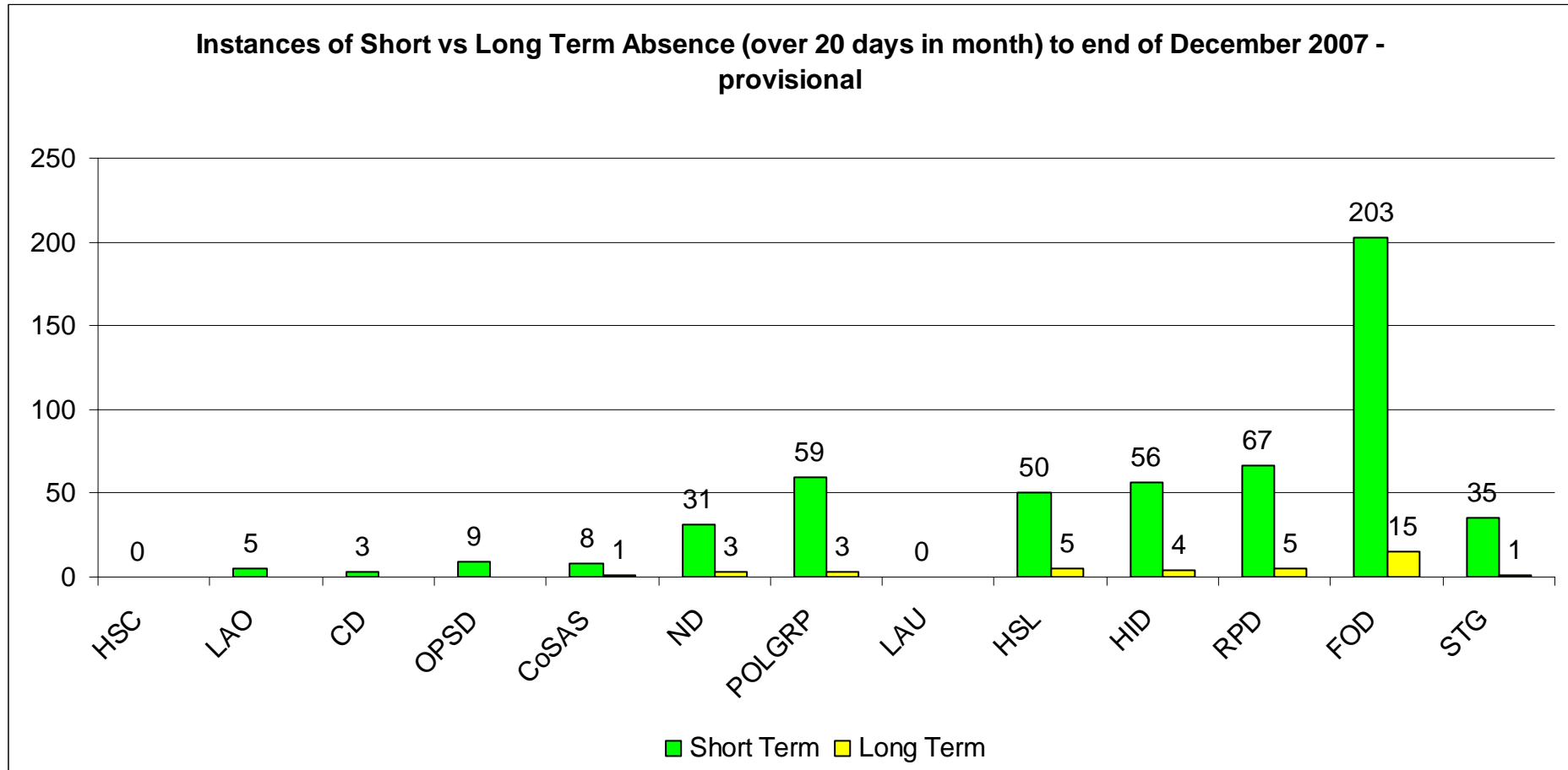
Graph 4

**Comparison of relative size of Directorate vs ownership of days lost - to end of December 2007 provisional**



Commentary: There is little change in the overall picture, although the situation in ND has improved from the last month.  
Source data: e-hr data extracted 18 January 2008

Graph 5

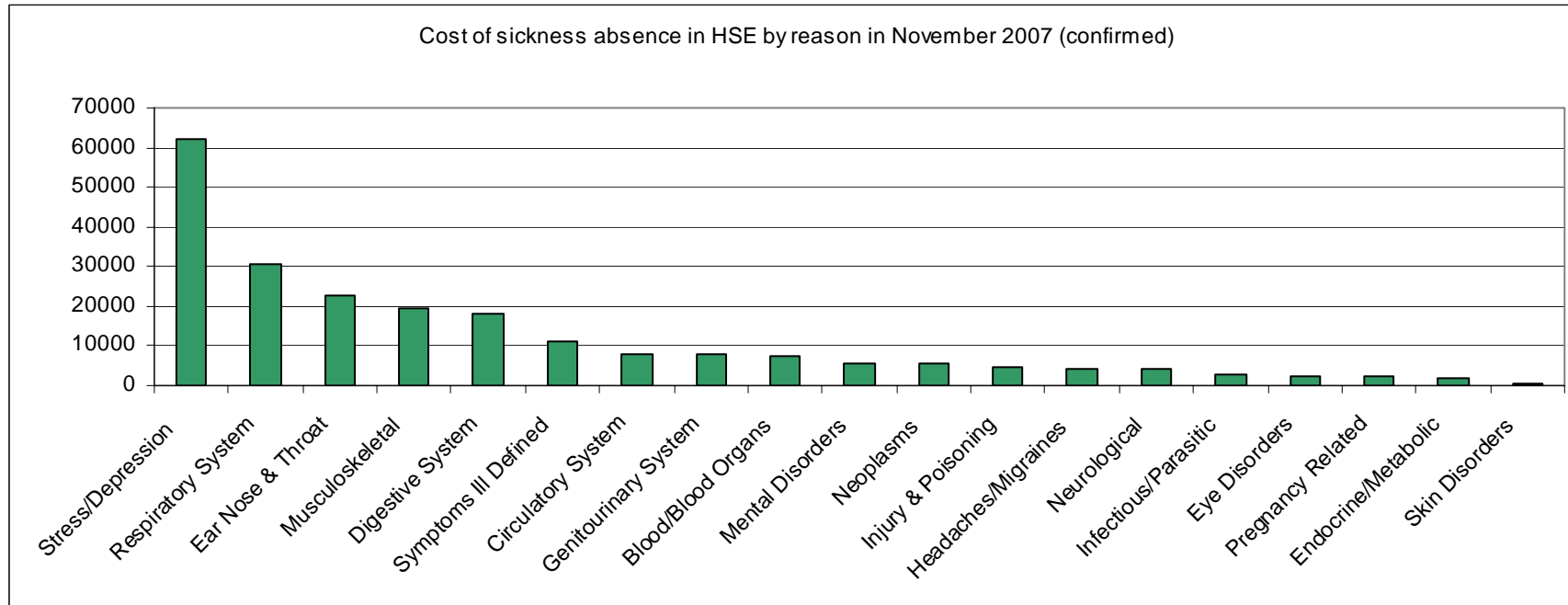


**Commentary:**

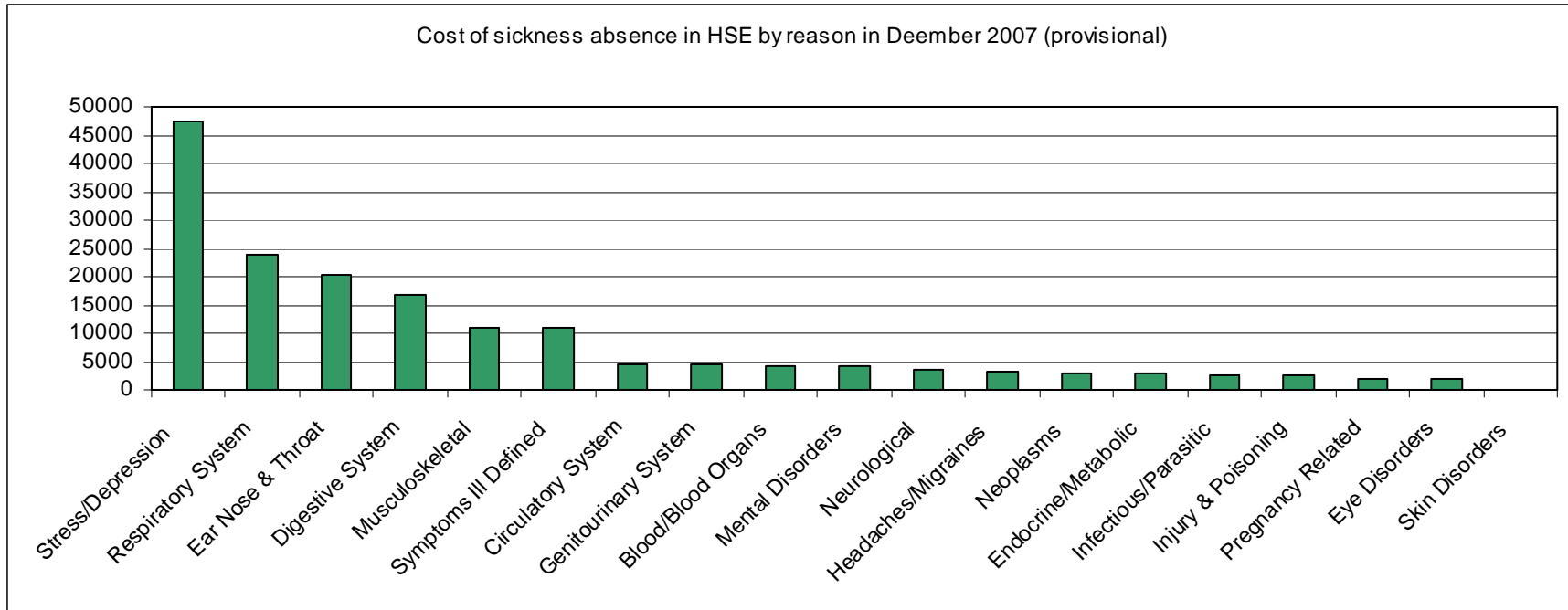
Compared to last month short term absence has fallen back sharply from 649 to 526, and long term has more or less stayed the same (37 this month compared to 36 in November). The fall in short term absence may be caused in part by the presence of the Christmas holidays in this month.

Source data: e-hr data extracted 18 January 2008

Graph 6



Cost of sickness absence in HSE by reason in Deember 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.  
 There is no real change in this graph.  
 Source data: E-HR 18 January 2008