

Health and Safety Executive SMT Paper		HSE/08/31	
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HEALTH AND SAFETY EXECUTIVE

The HSE Senior Management Team

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

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Cleared by Giles Denham on 24 June 2008

Issue

1. Monthly health and safety statistics for HSE

Timing

2. For review at the meeting.

Recommendation

3. That the SMT notes performance against targets for the first reporting period of the new work year.
 - Annex 1 provides details of incidents since the start of the work year.
 - Annex 2 gives details of sickness absence performance.

Discussion

4. Last months absence statistics report recommended that the annual rate target for 2008/09 was kept at 8.0 days/staff member, equivalent to 0.67 days per staff member per month. These targets are reflected in the current sets of data.
5. This month's report also contains data on absence expressed as a percentage of days available. This method of measurement is recommended by the CIPD and reduces the potential for confusion between staff in post headcount and staff in post whole time equivalent. As the target agreed by the Board is based on days/staff member this data will be continued to be reported. A table comparing HSE's performance with organisations most recently surveyed by the CIPD is included in Annex 2.

Annex 1 – Update on health & safety incident numbers

Table 1 - Incidents in HSE for year to date (up to 19 June 2008)

Category	Actual number reported since 1/4/07	Target for 2007/08
All incidents causing injury	10	<134
All work related ill health	15	<100
DSE ill health	7	<41
Slips/trips causing injury	2	<33

The SMT also asked to see incident levels in terms of rates. This is given in table 2 below.

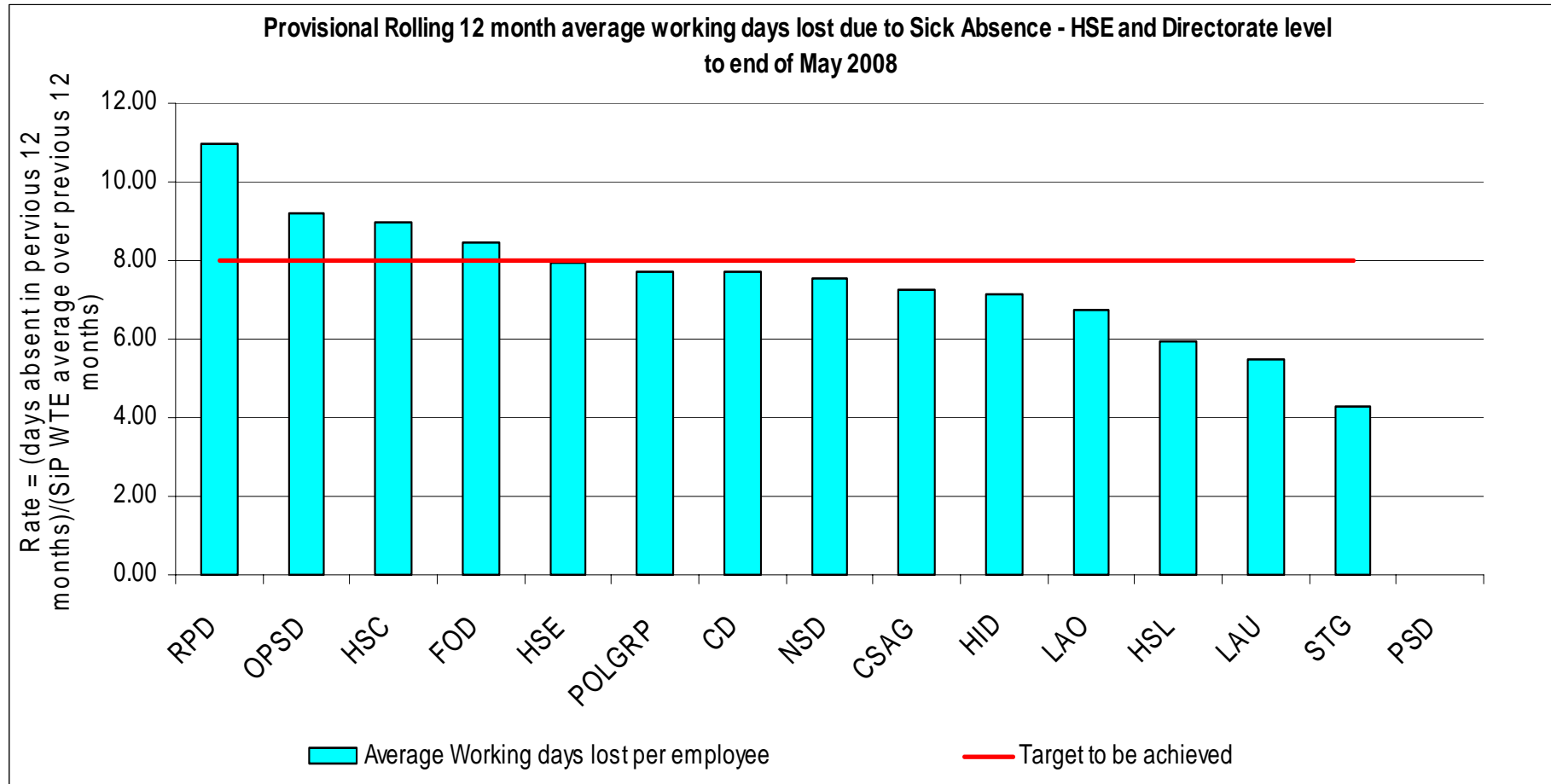
Table 2 - Comparison in incident rates for year to date (up to 19 June 2008)

Category	Equivalent rate for 2008/09 targets (per 1,000 staff ¹)	Current actual annualised rate of incidents (per 1,000 staff)
All incidents causing injury	35	11
All work ill health	26	17
DSE ill health	11	8
Slip/trips causing injury	9	2

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

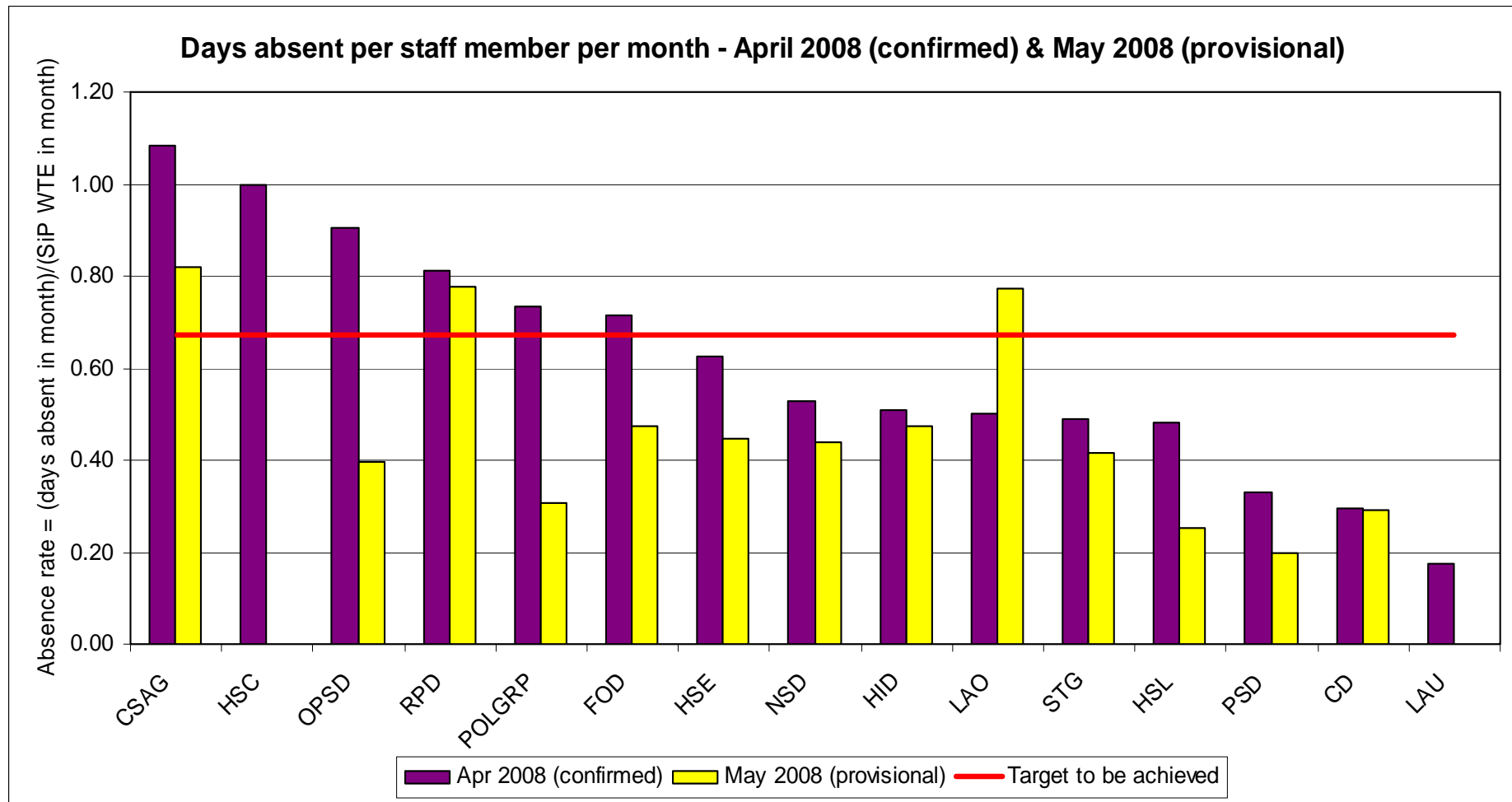
Annex 2 – Sickness absence report up to end of May 2008 (final month provisional as late reporting affects this slightly)

Graph 1



Commentary: This graph illustrates an historical 12-month rolling total average working days lost per employee, at Directorate level. The overall HSE figure is 7.96 for the last 12 months. CD now includes CDS figures previously in RPD. PSD data left off graph until a full 12 months elapsed since joining HSE. Source data: e-hr data extracted 18 June 2008

Graph 2



Source data: e-hr data extracted 18 June 2008

	Average working time lost (%)	Average days lost per employee per year
a) HSE figures for 12 months to end of May 2008		
HSE total	3.5	8.0
CD	2.6	7.7
CSAG	5.2	7.3
FOD	3.8	8.4
HID	3.1	7.2
HSC	2.4	9.0
HSL	2.7	5.9
LAO	3.0	6.7
LAU	2.2	5.5
NSD	3.6	7.6
OPSD	5.1	9.2
POLG	3.1	7.7
RPD	4.7	11.0
STG	2.8	4.3
b) Figures from 2007 CIPD Annual survey of Absence²		
Total survey average	3.7	8.4
Private sector	3.2	7.2
Public services	4.5	10.3
- Central government	4.9	11.1
- Health	5.5	12.5
- Education	4.2	9.6
- Local government	3.7	8.5
- Other public	4.6	10.4
Non-profit organisations	4.2	9.6
All organisations with > 2,000 staff	4.4	10.0

² Full text of 2007 CIPD report can be found at <http://www.cipd.co.uk/NR/rdonlyres/6D10534D-A175-4376-88A6-52153CDFB84C/0/4122AbMansurveyPROOF.pdf>. Data relates to absence in calendar year 2006.