

Health and Safety Quarterly Report
 Quarter 3 (October 2025– December 2025) Data Reporting

1. Performance Overview

All sickness absences Q3 2025-2026

- Due to the nature of the On-Call Duty System, On-Call absence is not reflected in the below figures.

Table 1: All sickness absence by workforce group Q3 25-26

Days/Shifts lost due to sickness (per person)¹			
	Short	Long	Total
All Staff	0.92	1.60	2.52
WT	0.85	1.56	2.41
FC	2.09	2.04	4.12
Support Staff	0.78	1.59	2.37

Table 2: Main causes of sickness absence

Category	Days/Shifts Lost
Musculo Skeletal - Lower Limb	174
Respiratory – Cold/Cough/Influenza	148.5
Musculo Skeletal - Back	141

2. Health Management

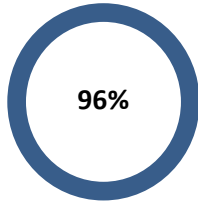
New management referrals Q3 2025-2026 (October 25 to December 25)

Category	Number of referrals
Musculo Skeletal	14
Other Musculo-Skeletal Problems	2
Mental Health	8
Eye, Ear, Nose & Mouth/Dental	3
Gastro- Intestinal	2
Heart and Circulatory	3
Other (sickness absence review)	2
Total	34

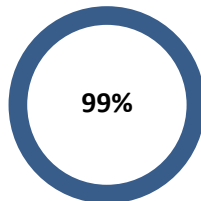
¹ Figures provided by P&I

3. Routine Medical Assessment Compliance and Outcomes

- The medical data below shows information from the Operational Assurance Report at the end of Quarter 3 2025-2026:



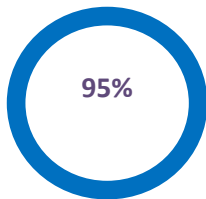
of operational employees requiring a 3 yearly medical are in date



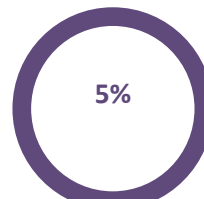
of operational employees have completed an asbestos medical

4. Routine Fitness Assessment Compliance and Outcomes

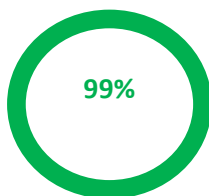
- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 3 2025-2026 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester. These figures include the fitness status of all operational staff based on their last fitness test and therefore includes those who are also out of date.



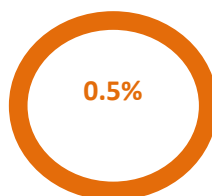
of operational employees have an in-date fitness test.
(497 employees)



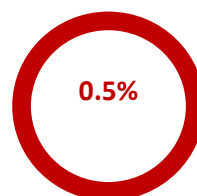
of operational employees have an out of date fitness test.
(28 employees)



(520 employees)



(3 employees)



(2 employees)