

Health and Safety Quarterly Report
 Quarter 1 (April 2025– June 2025) Data Reporting

1. Performance Overview

All sickness absences Q1 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 Q1 25-26

Days/Shifts lost due to sickness (per person)¹			
	Short	Long	Total
All Staff	0.83	1.22	2.05
WT	0.90	1.54	2.44
FC	1.38	0.31	1.69
Support Staff	0.59	0.88	1.47

Table 2: Main causes of sickness absence

Category	Days/Shifts Lost
Musculo Skeletal - Lower Limb	166
Hospital/Post Operative	129
Mental Health - Stress	105

2. Health Management

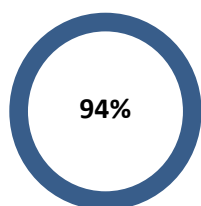
New management referrals Q1 2025-2026 (April 25 to June 25)

Category	Number of referrals
Musculo Skeletal	10
Mental Health	9
Heart & Circulatory	3
Other Musculo-Skeletal Problems	5
Neurological	2
Eye, Ear, Nose & Mouth/Dental	1
Pregnancy related	1
Benign and malignant tumours, cancers	1
Other (Sickness Absence Review)	1
Genito-Urinary/Gynaecological	1
Total	34

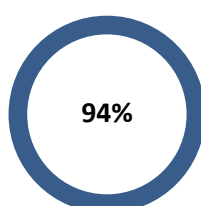
¹ Figures provided by P&I

3. Routine Medical Assessment Compliance and Outcomes

- The medical data below shows information from the Operational Assurance Report at the end of Quarter 1 2025-2026:



of operational employees requiring a 3 yearly medical are in date



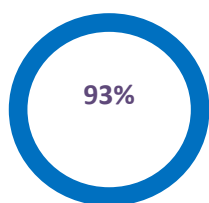
of operational employees have completed an asbestos medical

Context

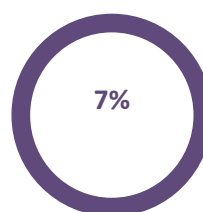
- 454 staff in Q1 were 'In Date' for their routine 3 year medical and 31 staff were 'Out of date'
- The 31 'Out of Date' staff include 10 staff who were 'Unavailable' i.e. career break or long-term sickness; and 17 who are booked in for their medical in Q2
- This means that in 99% of available staff have completed or booked in their 3 yearly medicals
- This leaves 4 staff who are 'Outstanding' and they are all being managed locally and will be scheduled into forthcoming clinic dates.

4. Routine Fitness Assessment Compliance and Outcomes

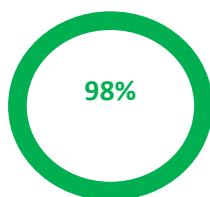
- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 1 2025-2026 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester. These figures include the fitness status of all operational staff based on their last fitness test and therefore includes those who are also out of date.



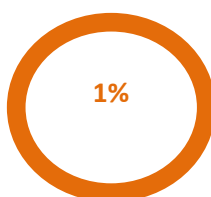
of operational employees have an in-date fitness test. (486 employees)



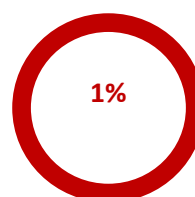
of operational employees have an out of date fitness test. (35 employees)



(513 employees)



(4 employees)



(4 employees)

Context

- 486 staff in Q1 were 'In Date' for their routine annual fitness test and 35 staff were 'Out of date'
- The 35 'Out of Date' staff include 16 staff who were 'Unavailable' i.e. career break or long-term sickness; and 19 who are booked in for their fitness test in Q2
- This means that in 100% of available staff have completed or booked in their annual fitness test