

Health and Safety Quarterly Report Quarter 1 (April 23– June 23) Data Reporting

1. Performance Overview

All sickness absences Q1 2023-24

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

Table 1: All sickness absence by Workforce Group Q1 23-24

Days/Shifts lost due to sickness (per person)¹			
	Short	Long	Total
All Staff	1.51	2.76	4.27
WT	1.60	2.23	3.83
FC	2.13	7.23	9.36
Support Staff	1.21	2.93	4.13

Table 2: Main causes of sickness absence

Category	Days/Shifts Lost
Mental Health	777.68
MSK	330.89
Cancers & Tumours	136
Respiratory	132.94
Hospital/Post-Operative	88

Table 3: Causes of sickness absence Q1 2023-24 WT

Long Term Sickness		
Category	Days/Shifts Lost	Occurrences
Mental Health Other	200	2
Mental Health Stress	133	1
Musculo-Skeletal Lower	98	2
Musculo-Skeletal Shoulder	39	1
Hospital/Post Operative	50	1
Total	520	7
Short Term Sickness		
Category	Days/Shifts Lost	Occurrences
Gastro – Intestinal	33	10
MSK Lower Limb	103	8
MSK Back	12	3
MSK Upper Limb	16	1
MSK Other	13	1
MSK Shoulder	5	1
Mental Health Stress	48	4

¹ Figures provided by P&I

Respiratory Cold/Cough/Influenza	23	5
Respiratory Chest Infection	16	3
Respiratory Infection	17	3
Hospital/Post-Operative	38	3
Ear/Nose/Throat	40	3
Skin Condition	19	2
Eye/Vision	1.6	2
Headache/Migraine/Neurological	3	1
Gynaecological/Reproductive	2	1
Total	389.60	51

Table 4: Causes of sickness absence Q1 2023-24 FC

Long Term Sickness		
Category	Days/Shifts Lost	Occurrences
Mental Health Stress	169	1
Total	169	1
Short Term Sickness		
Category	Days/Shifts Lost	Occurrences
Pregnancy Related Disorder	17	1
Gastro – Intestinal	11	4
Headache/Migraine/Neurological	9.75	1
Respiratory Cold/Cough/Influenza	8	1
Eye Problems	4	1
Total	49.75	8

Table 5: Causes of sickness absence Q1 2023-24 Support Staff

Long Term Sickness		
Category	Days/Shifts Lost	Occurrences
Mental Health Stress	119.17	2
Mental Health Anxiety	66	1
Musculo-Skeletal – Back	32	1
Cancers and Tumours	136	2
Total	353.17	6
Short Term Sickness		
Category	Days/Shifts Lost	Occurrences
Respiratory Cold/Cough/Influenza	35.49	10
Respiratory Infection	33.45	6
Mental Health Stress	23.51	1
Mental Health Anxiety	19	3
MSK	12.89	3
Headache/Migraine/Neurological	10	4
Gastro-Intestinal	5.86	5
Gynaecological/Reproductive	5.35	3
Total	145.55	35

2. Health Management

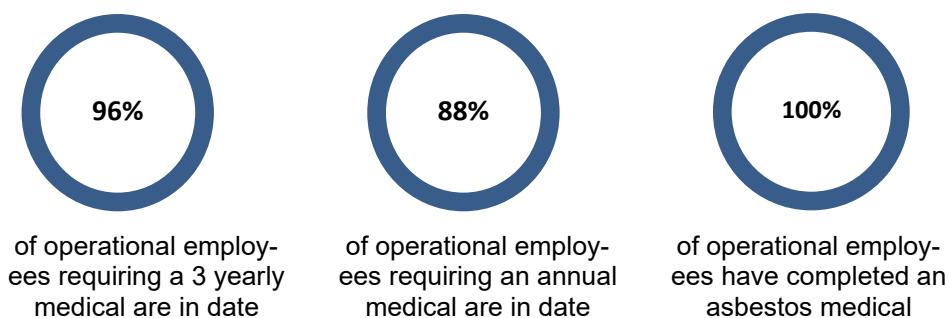
New management referrals Q1 2023-24

Category	Number of referrals
MSK	17
Mental Health	8
Skin Condition	2
Hospital/Post Operative	1
Cancers and Tumours	1
Heart, Cardiac and Circulatory	1
Other (linked to fitness assessment)	1
Other (linked to return from maternity leave)	1
Total	32

- Of these referrals, 6 were not related to sickness absence as the employee remained in work. There were no referrals relating to work-related sickness, however, 5 of the 8 Mental Health referrals cited work related stress. **Please note that mental health is not counted towards work-related figures.**

3. Routine Medical Assessment Compliance and Outcomes

- The medical data below shows information from the Operational Assurance Report at the end of Quarter 1 2023-2024:



4. Routine Fitness Assessment Compliance and Outcomes

- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 1 2023-2024 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:

