

Health and Safety Quarterly Report Quarter 3 (Oct 23– Dec 23) Data Reporting

1. Performance Overview

All sickness absences Q3 2023-24

- 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 23-24

Days/Shifts lost due to sickness (per person) ¹			
	Short	Long	Total
All Staff	0.93	1.34	2.27
WT	0.84	0.77	1.61
FC	1.40	2.52	3.92
Support Staff	0.98	2.18	3.16

Table 2: Main causes of sickness absence

Category	Days/Shifts Lost
Mental Health	216
MSK	164
Respiratory	130

2. Health Management

New management referrals Q3 2023-24

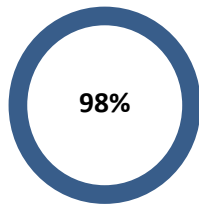
Category	Number of referrals
Mental Health	11
MSK	10
Other (linked to fitness assessment)	4
Gynaecological	3
Headache/Migraine/Neurological	1
Skin Condition	1
Cancers	1
Chest/ respiratory	1
Gastrointestinal	1
Total	33

- There were 2 referrals due to work-related injuries, however, 5 of the 11 Mental Health referrals cited perceived work-related stress. **Please note that mental health is not counted towards work related figures.**

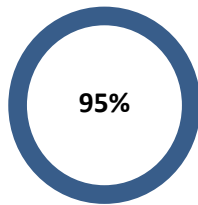
¹ Figures provided by P&I

3. Routine Medical Assessment Compliance and Outcomes

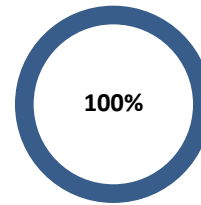
- 100% of available operational employees who are required to have a medical assessment are in date. The figures below show the percentage of staff who are currently in date for their medicals at the end of Quarter 3 2023-2024
- All outstanding staff are temporarily unavailable, due to sickness, career breaks etc.



of operational employees requiring a 3 yearly medical are in date



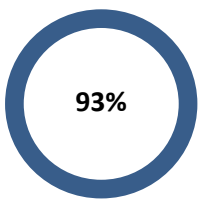
of operational employees requiring an annual medical are in date



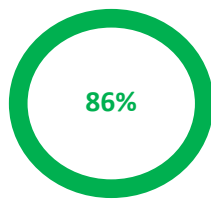
of operational employees have completed an asbestos medical

4. Routine Fitness Assessment Compliance and Outcomes

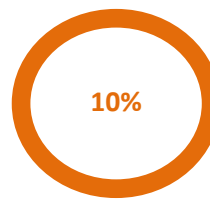
- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 3 2023-2024 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:



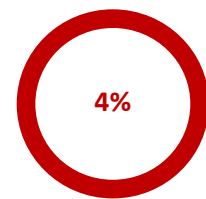
of operational employees have an in-date fitness test.



have a VO² max of 42 and above



have a VO² max score of between 35-41.



have a VO² max score of below 35

- 93% (496 staff) who are required to have an annual fitness test were in date in Quarter 3, of which 86% have a VO₂ max of 42 and above. Of the outstanding 7% (35 staff), 17 have a fitness test booked and 18 are temporarily unavailable.