

Workforce Health and Wellbeing Report Quarter 1 Update (April – June 2022)

1. Performance Overview

All sickness absences Q1 2022-23

Table 1: All sickness absence by workforce group Q1 2022-23

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

Days/Shifts lost due to sickness (per person) ¹			
	Short	Long	Total
All Staff	1.31	0.71	2.02
WT	1.18	1.10	2.28
FC	2.45	0.00	2.45
Support Staff	1.34	0.00	1.34

Table 2: Main causes of sickness absence Q1 2022-23

Category	Occurrences
Respiratory - Cold/Cough/Influenza	40
Gastro-intestinal	12
Musculoskeletal – Back	9
Headache/Migraine/Neurological	6
Musculo Skeletal - Upper Limb	6

2. Health Management

New management referrals Q1 2022-23

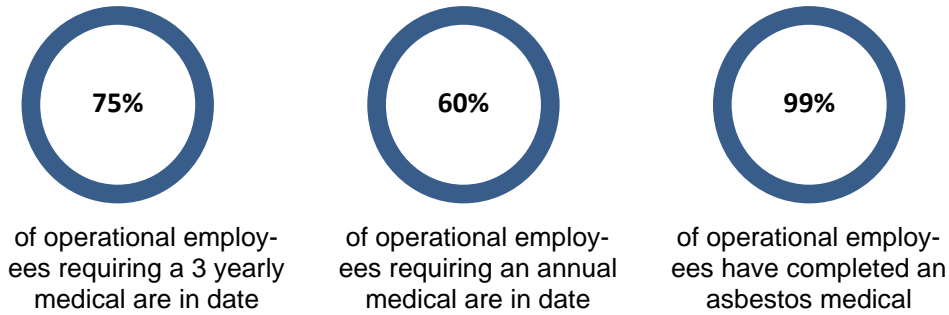
Category	Number of referrals
MSK	14
Mental Health	12
Gastro Intestinal	2
Headache/Migraine/Neurological	1
Long COVID19	1
Infection	1
Hospital/Post-Operative	1
Genito-Urinary/Gynaecological	1
Total	33

Of these referrals, 1 was identified as work-related sickness and 12 were not related to sickness absence as the employee remained in work. 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

The medical data below shows information from the Operational Assurance Report at the end of Quarter 1 2022-2023:



4. Routine Fitness Assessment Compliance and Outcomes

The fitness data below shows information from the Operational Assurance Report at the end of Quarter 1 2022-2023 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:

