

Health and Safety Quarterly Report Quarter 2 (July 23– Sept 23) HR Data Reporting

1. Performance Overview

All sickness absences Q2 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 Q2 23-24

Days/Shifts lost due to sickness (per person) ¹			
	Short	Long	Total
All Staff	0.64	1.65	2.29
WT	0.65	1.34	1.99
FC	0.91	2.29	3.21
Support Staff	0.56	2.13	2.70

Table 2: Main causes of sickness absence

Category	Days/Shifts Lost
MSK	327.72
Mental Health	183.42
Respiratory	115.56
Cancers	102

2. Health Management

New management referrals Q2 2023-24

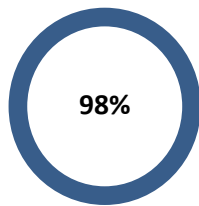
Category	Number of referrals
MSK	13
Mental Health	8
Headache/Migraine/Neurological	2
Other (linked to fitness assessment)	2
Skin Condition	1
Hospital/Post-Operative	1
Cancers	1
Heart, Cardiac and Circulatory	1
Other (linked to reasonable adjustments)	1
Total	30

- Of these referrals, 9 were not related to sickness absence as the employee remained in work. There was 1 referral due 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.**

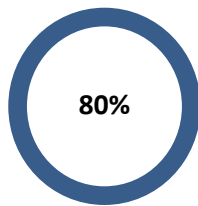
¹ Figures provided by P&I

3. Routine Medical Assessment Compliance and Outcomes

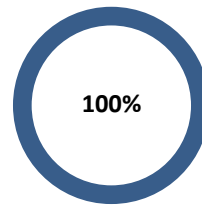
- The medical data below shows information from the Operational Assurance Report at the end of Quarter 2 2023-2024:



of operational employees requiring a 3 yearly medical are in date



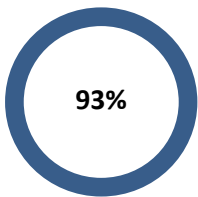
of operational employees requiring an annual medical are in date



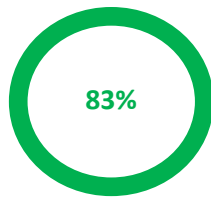
of operational employees have completed an asbestos medical

4. Routine Fitness Assessment Compliance and Outcomes

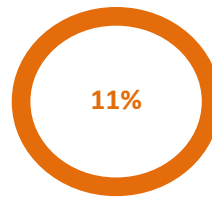
- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 2 2023-2024 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:



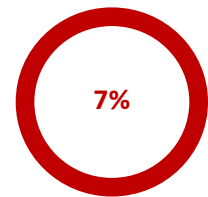
of operational employees have an in-date fitness test.



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