

Health and Safety Quarterly Report Quarter 3 (October – December 2022) Health & Wellbeing Data Reporting

1. Performance Overview

All sickness absences Q3 2022-23

Table 1: All sickness absence by workforce group Q3 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	1.28	1.23	2.52
WT	1.30	0.58	1.88
FC	1.37	6.86	8.23
Support Staff	1.31	1.31	2.62

Table 2: Main causes of sickness absence Q3 2022-23 (occurrences)

Category	Occurrences
Respiratory - Cold/Cough/Influenza	44
Respiratory - Other	25
Gastro-Intestinal (abdominal pain, gastroenteritis, vomiting, diarrhoea)	16
Ear, Nose, Throat	9

Table 3: Main causes of sickness absence Q3 2022-23 (total days/shifts lost)

Category	Total days/shifts lost
Respiratory - Other	128
Respiratory - Cold/Cough/Influenza	121
Hospital/Post-Operative	108
Mental Health – Other	70
Nervous System Disorder	67

2. Health Management

New management referrals Q3 2022-23

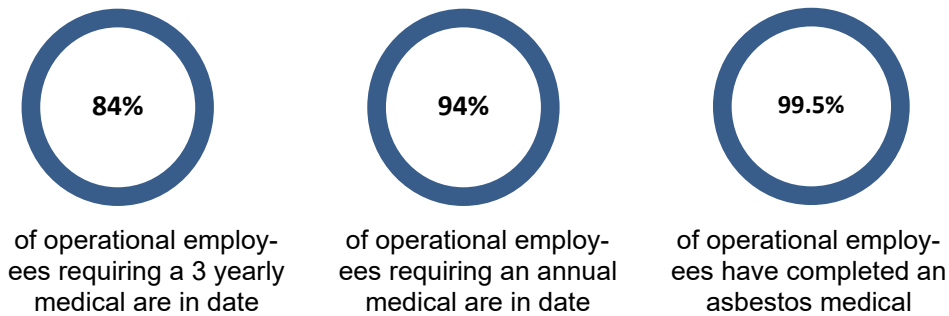
Category	Number of referrals
MSK	6
Mental Health	6
Hospital/Post-Operative	2
Gynaecological/ Genitourinary/ Reproductive (Menopause)	2
Headache/Migraine/Neurological	1
Long COVID19	1
Heart, Cardiac and Circulatory	1
Other (linked to fitness assessment)	1
Total	20

¹ Figures provided by P&I

Of these referrals, 5 were not related to sickness absence as the employee remained in work. There were no referrals relating to work-related sickness, however, 7 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 3 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 3 2022-2023 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:

