

## Health and Safety Quarterly Report Quarter 4 (January 23– March 23) Data Reporting

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### 1. Performance Overview

#### All sickness absences Q4 2022-23

Table 1: All sickness absence by workforce group Q4 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) <sup>1</sup>			
	Short	Long	Total
All Staff	3.50	2.88	6.38
WT	4.07	3.01	7.08
FC	3.94	11.79	15.73
Support Staff	2.24	0.79	3.03

Table 2: Comparing the number of sickness absence occurrences in 2021/22 to 2022/23 across the main sickness absence categories

Category	Occurrences in 2021/22	Occurrences in 2022/23
MSK	79	73
Mental Health	22	30
Respiratory	74	221

Table 3: Main causes of sickness absence Q4 2022-23 (total days/shifts lost)

Category	Total days/shifts lost
Mental Health – Stress	495
Respiratory – Other (COVID19)	317
Respiratory - Cold/Cough/Influenza	268
Mental Health - Other	263
Musculo Skeletal - Back	151

### 2. Health Management

New management referrals Q4 2022-23

Category	Number of referrals
MSK	13
Mental Health	8
Hospital/Post Operative	2
Skin Condition	1

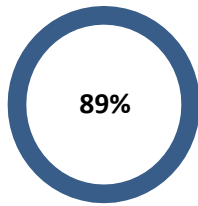
<sup>1</sup> Figures provided by P&I

Headache/Migraine/Neurological	1
Eye/Vision	1
Heart, Cardiac and Circulatory	1
Other (linked to fitness assessment)	1
Total	28

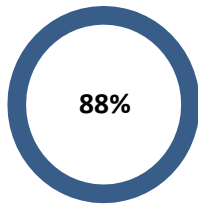
- Of these referrals, 6 were not related to sickness absence as the employee remained in work. There were no referrals relating to work-related sickness, however, 5 of the 8 Mental Health referrals cited work related stress. **Please note that mental health is not counted towards work related figures.**

### 3. Routine Medical Assessment Compliance and Outcomes

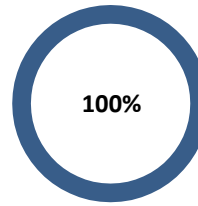
- The medical data below shows information from the Operational Assurance Report at the end of Quarter 4 2022-2023:



of operational employees requiring a 3 yearly medical are in date



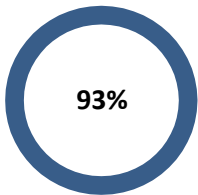
of operational employees requiring an annual medical are in date



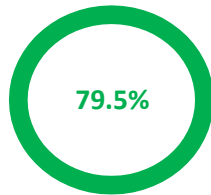
of operational employees have completed an asbestos medical

### 4. Routine Fitness Assessment Compliance and Outcomes

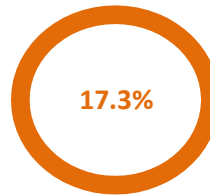
- The fitness data below shows information from the Operational Assurance Report at the end of Quarter 4 2022-2023 and is supplemented by management information provided by the Fitness Advisor at the University of Worcester:



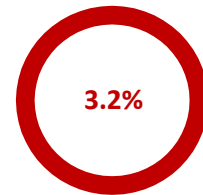
of operational employees have an in-date fitness test.



have a VO<sup>2</sup> max of 42 and above



have a VO<sup>2</sup> max score of between 35-41.



have a VO<sup>2</sup> max score of below 35