

UPDATE FOR RESOURCES SCRUTINY COMMITTEE 12TH DECEMBER 2006



District of **easington.**

SICKNESS ABSENCE

2003/2004 14.5 days per employee per annum

July 2004 Sickness improvement campaign launched

2004/2005 11.3 days per employee per annum

2005/2006 8.7 days per employee per annum

Regional Context (see charts) Durham and Northumberland District Councils for 2003/4, 2004/5 and 2005/6 improving position.

RELAX COURSES

Course Outline - Causes of stress

Why the body reacts to stress

Symptoms of stress

Coping and combating symptoms

How to deal with stress – practical solutions

Relaxation techniques

Courses to date - 19 October 2004 - 18 delegates

22 February 2005 - 19 delegates

7 November 2005 – 20 delegates

27 March 2006 - 18 delegates

4 December 2006 – 23 delegates

Feedback - All respondents thought that the course met their requirements

- All respondents rated the course overall as good or very good

- we currently have a waiting list of delegates for the next course.

GOVT. TARGET FOR REDUCING ACCIDENTS

The government's strategy for revitalising health and safety in the workplace requires us to reduce the number of reportable accidents by 30% between 2001 and 2010. The Council has taken up the challenge and monitors accidents, targeting particular 'hot spots'. The statistics are shown as the number of reportable accidents per 1000 employees. The outcome so far is as follows :-

Year	Target	Actual
2000/1	27.5	27.5
2001/2	26.1	32.3
2002/3	24.7	15.8
2003/4	23.4	26.5
2004/5	22.7	12.7
2005/6	22.0	12.3
2006/7	21.3	
2007/8	20.6	
2008/9	19.9	
2009/10	19.3	

OTHER ACHIEVEMENTS

Attained the Working for Health Care in County Durham Silver Award for health promotion in the workplace.

Recognition at national level in a report of the Health & Safety Executive on our reporting of Health & Safety performance.

Achievement of the Gold Award under the National Clean Air Awards Scheme for our review of Smoking Policy and introduction of ‘no smoking at work rules’.

NEW SICKNESS ABSENCE INITIATIVES

Consider Diagnostic Health Solutions – the Durham City experience (to consider)

Sick pay system ‘look back’ period (to consider).

Impact of Home-working Policy (now part of flexi-time records)

**Reg Gott
Head of Personnel**