

## Appendix V

### Environment & Neighbourhoods

Table 1

<b>November 2012 Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2013):</b>	<b>7.49 11.78</b>
<i>Comparison to November 2011: Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2012):</i>	<i>7.58 11.75</i>
<b>FTE Days Lost: 01 April 2012 to 30 November 2012</b>	<b>12,536.2</b>
<i>Comparison to: 01 April 2011 to 30 November 2011</i>	<i>10,747.6</i>

<b>Service Area</b>	<b>Days Lost Per FTE (Cumulative)</b>	<b>Cumulative Days Lost Per FTE Predicted Year End as at (31 March 2013):</b>	<b>+ / - Variance from 2012/13 Corp. Target (8.5 days)</b>	<b>FTE Days lost over period</b>	<b>Average FTE Over Period (Cumulative)</b>
<b>Community Safety</b>	9.21	14.48	5.98	1266.8	140.6
<b>Environmental Action</b>	7.15	11.24	2.74	3450.5	480.6
<b>Parks &amp; Countryside</b>	5.65	8.88	0.38	3036.1	536.9
<b>Statutory Housing</b>	5.66	8.89	0.39	1057.9	187.0
<b>Strategy &amp; Commissioning</b>	2.25	3.53	-4.97	118.1	424.1
<b>Waste Management</b>	8.52	13.39	4.89	3606.8	424.1

**Table 2**

**Long Term Sickness Cases**

<b>Service Area</b>	<b>Current Long Term Sickness Cases</b>
Community Safety	<b>3</b>
Environmental Action	<b>6</b>
Parks & Countryside	<b>10</b>
Refuse Collection Ops	<b>9</b>
Street Cleaning Ops	<b>10</b>
Statutory Housing	<b>3</b>
Waste	<b>2</b>

<b>Length of Cases</b>	<b>Number</b>
9-12 months	<b>0</b>
7-9 months	<b>3</b>
4-6 months	<b>6</b>
0-3 months	<b>34</b>

**Top 2 Reasons for Long Term Sickness**

Musculoskeletal	<b>8</b>
Stress	<b>7</b>
Depression	<b>6</b>

**Table 3****Stages 1 to 3 on target and overdue**

<b>Service Area</b>	<b>On Target</b>	<b>Overdue</b>	<b>% Overdue</b>
Parks & Countryside	123	10	8%
Environmental Action	41	6	13%
Refuse Collection Ops	89	10	10%
Street Cleaning Ops	43	20	32%
Community Safety	41	7	15%
Strategy & Commissioning	3	0	0%
Statutory Housing	40	4	9%
Waste Mgt Ops	9	2	18%
Waste Mgt Svcs	7	0	0%

**Table 4****Hearings and Reviews**

<b>Directorate</b>	<b>2011/12</b>		<b>2012/13</b>	
	<b>Dismissals</b>	<b>Reviews</b>	<b>Dismissals</b>	<b>Reviews</b>
Environment & Neighbourhoods	9	1	6	0

**Table 5****Appeals and Employment Tribunals**

<b>Directorate</b>	<b>Appeal</b>	<b>Employment Tribunal</b>
Environment & Neighbourhoods	3	1

**Table 6**

**100 employees with the most instances of sickness absence**

<b>Service</b>	<b>Cases</b>	<b>Stage 1</b>	<b>Stage 2</b>	<b>Stage 3</b>	<b>Employment Ceased</b>
Refuse Collection Ops	12	7	4	1	0
Street Cleaning Ops	3	1	2	0	0
<b>Total</b>	<b>15</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>0</b>

**Table 7**

**Overview of activities taking place to reduce sickness absence:**

- A Steering Group set up to address managing attendance issues within Environmental Services with Local HR, Health & Safety, Occupational Health and management.
- Monthly Challenge Meetings with Waste/Refuse taking place.
- Monthly attendance at Parks & Countryside management team meetings.