

Appendix A

TOTAL DAYS LOST PER MONTH - Effective July 2012

	31-Jul	31-Aug	30-Sep	31-Oct	New Absence Policy ▼ 30-Nov	31-Dec
HEAD COUNT (2012/13)	1382	1416	1424	1432	1440	Available 31st Jan
Sickness Days Lost in the year 2012/13 (per fte)	1.4	1.7	2	1.5	1.7	Available 31st Jan
HEAD COUNT (2011/12)	1620	1613	1618	1578	1584	1581
Sickness Days Lost in the year 2011/12 (per fte)	1.3	1.4	1.3	1.1	1.1	1.3
NUMBER OF REFERRALS made to OH	26	31	21	31	26	29
Number of staff with 40+ sickness days in the rolling year	65	65	64	59	63	Available 31st Jan
Number of staff with 10-39 sickness days in the rolling year	215	218	221	236	228	Available 31st Jan
% staff who Did Not Attend an OH Appointment following a referral (DNA's)		11.30%	11%	17.80%	9.30%	4.60%
Notes:						
1. introduction of the new policy has had a positive impact to date on the number of DNA's being reduced because of the penalty for non-attendance ie reverting to SSP if off sick or management instruction if at work.						
2. The previous OH provider reported an average of 23 referrals per month in their final report to SBC, so there is a small increase in referrals since the OHW contract commenced.						