

Absence due to Infections/colds within Urban Vision during the Period July 2006 - June 2007

You may recall from the last couple of HR reports that Urban Vision has had a high level of 'infections/cold/flu' for short term absences.

It hasn't been the number of staff going off that is causing the increase but the length of time taken for each absence.

A more detailed report has now been produced:

Short-Term:

There were 211 cases of Infections/Colds in the directorate amounting to 723 days lost.

This represents 40% of all Short-Term absence.

This is the highest % for Infections within Short-Term absence of any Directorate.

Directorate	Average % of Short Term Absence (within Directorate)
Chief Exec	30
Comm Health & Social Care	26
Customer & Support Services	34
Urban Vision	40
Childrens Services	26
Env Services	20
Housing & Planning	32
Schools	18
SCC Total	23

The average days lost to Infections Short-Term within the Directorate is 3.43 this is the also the highest average of any directorate.

Thus reducing the number of occurrences and the amount of time lost to Infections will have a significant effect on absence levels within the Directorate.

Where Infections Occur:

SHORT TERM	Days Lost due to Infections	Number of Occurrences	Average days lost per Occurrences
Arc&Land Design	63	21	3.00
Business Serv	75	29	2.59
Cent Adm &	0	0	n/a

SLA			
Engineering Des	48	15	3.20
Geological Unit	28	12	2.33
Highway Main	20	7	2.86
Highway Works	123	30	4.10
Property Serv	131	35	3.74
Regulatory Ser	39	16	2.44
Survey As & F.M	99	29	3.41
Traffic & Trans	97	17	5.71
TOTAL	723	211	3.43

The worst 20 offenders in the past year for occurrences and days lost for Short-Term absence in Urban Vision:

Pers No.	First Name	Last Name	Count of Pers No.	Sum of Days Lost
00022529	Katie	Rowan	4	31
00034470	Lois	Parkinson	3	14
00002461	Geoffrey	Newton	3	12
00002797	Carolyn	Cassidy	3	10
00002452	Helen	Beck	3	9
00002474	Janet	Hargreaves	3	8
00002728	Gary	Bendle	3	8
00020324	Lewis	Barnett	3	6
00022307	Rachel	Gregson-Jones	3	5
00027073	Krista	Patrick	3	5
00030234	Hannah	Rogers	3	5
00033492	Okechukwu	Madichie	3	5
00015146	Anthony	Marsh	2	15
00002674	Philip	Holden	2	14
00025566	Sarah	Brabban	2	14
00035103	Deborah	Skyrme	2	14
00002565	Christine	Whalen	2	13
00026056	Stephanie	Thomasson	2	13
00028984	Mohammed Asif	Essak	2	12
00026153	Christopher	Payne	2	10

Action

It is proposed that Urban Vision:

- Introduce a call up system (whereby for self certified absences we ask the employee to ring in each day)
- Actively recommend flu jabs for staff (last year a session was held here at Emerson House).

And no action to address possible cause.

Dooley, John

From: Davies, Natasha
Sent: 07 August 2007 13:30
To: Dooley, John
Cc: Pickering, Rob; Rearden, Gary
Subject: RE: Emerson House

Importance: High

Hi John

As I no longer work for Salford City Council, I am unable to pursue this on behalf of Salford City's employees, although as you will see from the e-mail I have copied this to Rob Pickering / Gary Rearden as SCC will have a duty under health and safety legislation as the employer organisation of the staff seconded to UV based at Emmerson. As you are probably aware, my role within SCC as the out stationed H&S Officer was more of a monitoring function of their partners including Urban Vision, the role of managing safety within Urban vision was that of your Safety Officer Steve Marlor. Dave Spencer and Bill Taylor, both actively supported this, Dave Spencer attended one of the Strategic H&S Group meetings to communicate this message to all staff which would have been minuted.

I stopped attending the Strategic Health and Safety Group several months prior to leaving SCC to focus on the Stock Options Issues, Steve Marlor as Safety Adviser for UV was to take all issues forward that were raised at the UV Strategic Health and Safety Group and directly support UV staff and drive safety within Urban Vision. I did raise concerns earlier in the year in relation to the lack of movement / progression of many issues on the Strategic H&S Group's Plan as they were not been acted on and indeed the deadline dates appeared to be extending month by month. I raised this with the client (SCC)

I do recall the issue of ventilation been raised many months back, which was confirmed at the meeting to be being looked into. I think (although I may be wrong, it was Danny Hoy who was trying to progress the issue along with Andy Hamer) Progress on the problem and support with the health and safety implications should have been pursued by your internal safety officer.

I hope this helps, sorry I am unable to provide any further advice / support at this time

Kindest regards

Natasha

Rob / Gary -- I'm not sure if this is something you would like to chase, John has a valid point and as the staff in UV are SCC employees, you'll need to make sure they have a safe and healthy working environment under the Welfare regs and the Health and Safety at Work Act 1974. (I know I don't work for you any more, apologies for getting involved, but I know Dave B is on leave for 3 weeks, it may be something you want Richard to get involved in or monitor progression at when he attends his monitoring meetings with UV)

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