

HFRS 2nd Quarter 18-19 Sickness Absence Comparison Report

Please Note: - Within this report, Retained sickness figures quoted are Total Days not average contract hours lost as these are the figures used in the National Occupational Health Report. Due to the use of Total Days means that the average days per person figure will be significantly higher overall than the figures we quote locally, as we use the average contract hours lost for Retained which makes a significant difference.

The following looks at current sickness absence from 1st April 2018 – 30th September 2018 compared to the recently published National Fire & Rescue, Occupational Health Performance Report.

Nationally there were 14,053 separate occurrences of sickness absence during this 2nd quarter period, and this equates to an average of 4.14 duty days lost absence per person. At Humberside for the same time period there were 346 separate occurrences of sickness and an average of 3.62 duty days lost per person.

In the same period during 2017/18 Humberside had 397 separate occurrences of sickness, with an average of 5.47 duty days lost per person.

Comparing the national report for this 2nd quarter period 18-19, compared to 17-18, isn't that easy due to the increase of services who are now returning their data for all contract types. The increase is in part due to the fact that HMIC are going to be using the National report as a basis for comparing sickness absence levels across the country. Therefore, moving forward, the report will be easier to make a proper comparison of our absence levels across all FRS's.

The below table shows the contract type, number of services who returned data for that contract type and the number of duty days lost (Total Days used for retained).

As is shown in the table, there has been an increase nationally for Wholetime absence as the days have increased from 77051, to 85261 however, the number of services returning data has increased from 30 to 36. Retained absence has increased significantly, however an additional 7 FRS's have submitted data. Control absence has decreased slightly, even with an additional 6 FRS's data, and there has been a minor increase in Support staff absence but this figure includes 6 more FRS's data. Overall absence has increased when comparing this period to 17-18 but is likely, impart to be due to the inclusion of additional FRS's absence data for all contract groups.

	Contract Type	No of days lost	No of services returning data
17-18	Wholetime	77051	30
18-19	Wholetime	85261	36
17-18	Retained	18407	14
18-19	Retained	25946	21
17-18	Control	4082	23
18-19	Control	4004	29
17-18	Support Staff	23493	30
18-19	Support Staff	24570	36
17-18	All Staff	123032	35
18-19	All Staff	135926	37

Main Causes of Sickness Absence by contract type

Wholetime

Nationally 36 services submitted sickness absence data for Wholetime staff and this equated to 85,261 duty days lost in this 2nd quarter period. At Humberside, Wholetime sickness absence totalled 1528 duty days lost with an average per person of 3.16 duty days lost. Across the 36 services that submitted data, the national average duty days lost per person for Wholetime was 4.1.

The below table summarises the top 5 Categories of sickness absence for Humberside, compared to the top 5 nationally.

Wholetime Top 5 Absence Categories	% of Total Absence Per Contract Group	National Data - Wholetime Comparison	% of Total Absence Per Contract Group
Musculo Skeletal Lower Limb	18.13%	Mental Health Anxiety/Depression	20.00%
Musculo Skeletal Back	16.16%	Musculo Skeletal Lower Limb	15.00%
Mental Health Anxiety/Depression	16.10%	Musculo Skeletal Back	10.00%
Musculo Skeletal Upper Limb	9.03%	Gastro Intestinal	8.00%
Other	7.07%	Musculo Skeletal Upper Limb	6.00%

In comparison to this 2nd quarter national figures, the level of absence for Mental Health is currently lower than the 20% nationally, however, in comparison to the same period for 17-18 this is a large increase of over 11% at Humberside for this sickness category. The reasoning behind the increase is likely to be long term sickness absence for this category compared to the same period last year. Musculo Skeletal Back absence has also increased in terms of percentage of total absence for Wholetime, compared to the national figures, and this is slightly higher than HFRS 17-18 figures.

There has been significant reduction in other absence categories and this is reflected in the fact that overall for Wholetime, sickness absence has reduced for this 2nd quarter period of 18-19 compared to 17-18, with 324 fewer days absent.

Control

Nationally 29 services submitted sickness absence data for Control staff and this equated to 4,004 duty days lost in this 2nd quarter period. At Humberside, Control sickness absence totalled 60 duty days lost with an average per person of 2.37 duty days lost. Across the 29 services that submitted data, the national average duty days lost per person for Control was 4.19. The below table summarises the top 5 Categories of sickness absence for Humberside, compared to the top 5 nationally for Control.

Control Top 5 Absence Categories	% of Total Absence Per Contract Group	National Data - Control Comparison	% of Total Absence Per Contract Group
Respiratory Other	28.33%	Mental Health Anxiety/Depression	24.00%
Gastro Intestinal	21.67%	Respiratory Other	10.00%
Reproductive	15.00%	Gastro Intestinal	7.00%
Neurological	13.33%	Reproductive	6.00%
Musculo Skeletal Back	10.00%	Musculo Skeletal Lower Limb	4.00%

Due to the small levels of sickness absence for Control for this 2nd quarter period, it is hard to compare to national figures. Musculo Back related absences have reduced from 77 days in 17-18 to 6 days and there have been no absences due to Mental Health compared to 44 in 17-18. Overall sickness for Control has dropped from 286 duty days to 60 duty days for this 2nd quarter which is a 79% reduction.

Retained

Nationally 21 services submitted sickness absence data for Retained staff and this equated to 25,946 duty days lost in this 2nd quarter period. At Humberside, sickness absence for Retained totalled 1429 Total days lost with an average per person of 4.17 total days lost. Across the 23 services that submitted data, the national average Total days lost per person for Retained was 4.56. Without more services submitting data it is hard to say whether our current rate of absence would still be above the National level. The below table summarises the top 5 Categories of sickness absence for Humberside, compared to the top 5 nationally.

Retained Top 5 Absence Categories (Total Days used)	% of Total Absence Per Contract Group	National Data - Retained Comparison	% of Total Absence Per Contract Group
Musculo Skeletal Lower Limb	26.24%	Musculo Skeletal Lower Limb	19.00%
Musculo Skeletal Back	15.75%	Mental Health Anxiety/Depression	14.00%
Mental Health Anxiety/Depression	14.63%	Musculo Skeletal Back	10.00%
Gastro Intestinal	13.30%	Musculo Skeletal Knee (included under "Musculo Skeletal Other" Nationally)	7.00%
Other (includes Hospital/Post Operative)	8.19%	Other (includes Hospital/Post Operative)	6.00%

It is to be referenced again that only 21 services submitted data and therefore the above top 5 National categories and associated percentages, may not be a true reflection of the national picture.

In comparison to this 2nd quarter national figures, the level of absence for Mental Health is currently at the same level as the National level of 14%. Musculo Skeletal Lower Limb is the top-level category both at Humberside and nationally, however the percentage split is higher for Humberside at 26.24%. Musculo Skeletal Back absence is also higher at 15.75%, compared to the national figure of 10%.

Support Staff

Nationally 36 services submitted sickness absence data for Support staff and this equated to 24,570 duty days lost in this 2nd quarter period. At Humberside, Support Staff sickness absence totalled 719.39 duty days lost with an average per person absence of 3.99 duty days. For the same period of 17-18 there were 1160.86 duty days lost, with an average per person of 6.65, which is a reduction of 2.66 duty days lost per person. Across the 36 services that submitted data, the national average duty days lost per person for Green Book was 3.87. The below table summarises the top 5 Categories of sickness absence for Humberside, compared to the top 5 nationally.

Support Staff Top 5 Absence Categories	% of Total Absence Per Contract Group	National Data - Support Staff Comparison	% of Total Absence Per Contract Group
Mental Health Anxiety/Depression	29.29%	Mental Health Anxiety/Depression	27.00%
Gastro Intestinal	16.20%	Musculo Skeletal Lower Limb	7.00%
Other (includes Hospital/Post Operative)	10.27%	Other (includes Hospital/Post Operative)	7.00%
Musculo Skeletal Knee (included under "Musculo Skeletal Other" Nationally)	8.07%	Respiratory Other	7.00%
Musculo Skeletal Upper Limb	7.53%	Gastro Intestinal	6.00%

In comparison to this 2nd quarter national figures, the level of absence due to Mental Health is currently accounting for nearly 29% of duty days lost for this period, compared to 27% nationally.

There is a large difference between the levels of absence due to Gastro Intestinal with Humberside accounting for 16% of total absence, compared to nationally where levels are at 6%. There has been a reduction in the absence category of other and the reason for this the allocation of absences to the correct categories, which in some cases accounts for the increases in some of the other groups.

The below tables show comparison of Humberside's absence figures compared to the Average per FRS figure. The calculation of the average per FRS has been achieved by simply taking the national totals and dividing that by the total number of submitting FRS's. This at least gives a rough indication as to the levels of absence per CLG category for Humberside compared to national levels.

National (36 brigades) submitted data	National Total	Avg Per FRS	HFRS Actuals	HFRS Against National Average
Wholetime				
Musculo Skeletal - Lower limb	11806	327.94	350	22.06
Musculo Skeletal - Back	7999	222.19	247	24.81
Musculo Skeletal - Upper Limb	4343	120.64	138	17.36
Musculo Skeletal - Shoulder	2984	82.89	52	-30.89
Musculo Skeletal - Other	3591	99.75	108	8.25
Musculo Skeletal - Neck	1119	31.08	11	-20.08
Mental Health - Stress	10714	297.61	111	-186.61
Mental Health - Depression	2159	59.97	126	66.03
Mental Health - Anxiety	2235	62.08	9	-53.08
Mental Health - Other	1136	31.56	0	-31.56
Gastro - Intestinal (abdominal pain, gastroenteritis, vomiting, diarrhoea)	6429	178.58	59	-119.58
Respiratory - Cold	2122	58.94	13	-45.94
Respiratory - Other	1077	29.92	0	-29.92
Respiratory - Chest Infection	465	12.92	20	7.08
Respiratory - Asthma	109	3.03	0	-3.03
Hospital/Post-Operative	2744	76.22	90	13.78

National (29 brigades) submitted data	National Total	Avg Per FRS	HFRS Actuals	HFRS Against National Average
Control				
Mental Health - Stress	607	20.93	0	-20.93
Mental Health - Anxiety	163	5.62	0	-5.62
Mental Health - Other	112	3.86	0	-3.86
Mental Health - Depression	80	2.76	0	-2.76
Musculo Skeletal - Lower limb	156	5.38	0	-5.38
Musculo Skeletal - Back	107	3.69	6	2.31
Musculo Skeletal - Other	77	2.66	0	-2.66
Musculo Skeletal - Upper Limb	84	2.90	1	-1.90
Musculo Skeletal - Shoulder	63	2.17	0	-2.17
Musculo Skeletal - Neck	32	1.10	0	-1.10
Respiratory - Cold	169	5.83	12	6.17
Respiratory - Other	131	4.52	0	-4.52
Respiratory - Chest Infection	60	2.07	5	2.93
Respiratory - Asthma	14	0.48	0	-0.48
Gastro - Intestinal (abdominal pain, gastroenteritis, vomiting, diarrhoea)	271	9.34	13	3.66
Reproductive	215	7.41	9	1.59

National (21 brigades) submitted data	National Total	Avg Per FRS	HFRS Actuals	HFRS Against National Average
Retained				
Musculo Skeletal - Lower limb	4519	215.19	441	225.81
Musculo Skeletal - Shoulder	854	40.67	61	20.33
Musculo Skeletal - Back	2385	113.57	225	111.43
Musculo Skeletal - Other	1937	92.24	36	-56.24
Musculo Skeletal - Upper Limb	1128	53.71	57	3.29
Musculo Skeletal - Neck	280	13.33	19	5.67
Mental Health - Stress	2284	108.76	56	-52.76
Mental Health - Depression	828	39.43	144	104.57
Mental Health - Anxiety	404	19.24	9	-10.24
Mental Health - Other	251	11.95	0	-11.95
Hospital/Post-Operative	1528	72.76	107	34.24
Respiratory - Cold	432	20.57	16	-4.57
Respiratory - Other	241	11.48	15	3.52
Respiratory - Chest Infection	288	13.71	15	1.29
Gastro - Intestinal (abdominal pain, gastroenteritis, vomiting, diarrhoea)	998	47.52	190	142.48

National (36 brigades) submitted data	National Total	Avg Per FRS	HFRS Actuals	HFRS Against National Average
Support Staff				
Mental Health - Stress	3352	93.11	106	12.89
Mental Health - Depression	1507	41.86	74.5	32.64
Mental Health - Anxiety	1036	28.78	30.22	1.44
Mental Health - Other	849	23.58	0	-23.58
Musculo Skeletal - Back	1057	29.36	12.44	-16.92
Musculo Skeletal - Lower limb	1651	45.86	91.65	45.79
Musculo Skeletal - Upper Limb	816	22.67	54.16	31.49
Musculo Skeletal - Shoulder	393	10.92	27	16.08
Musculo Skeletal - Other	849	23.58	31.48	7.90
Musculo Skeletal - Neck	113	3.14	0	-3.14
Gastro - Intestinal (abdominal pain, gastroenteritis, vomiting, diarrhoea)	1326	36.83	116.56	79.73
Respiratory - Cold	811	22.53	18.64	-3.89
Respiratory - Other	481	13.36	0	-13.36
Respiratory - Asthma	88	2.44	0	-2.44
Respiratory - Chest Infection	299	8.31	16	7.69
Hospital/Post-Operative	1479	41.08	27.6	-13.48