



Annex B

National Fire & Rescue Service Occupational Health Performance Report

April 2013—March 2014

Prepared by :



Protecting local
communities



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Data Quality Statement:-

The data provided by each service has not been interrogated. It has been assumed that the figures have been calculated in accordance with the definitions provided.



Services who provided data:

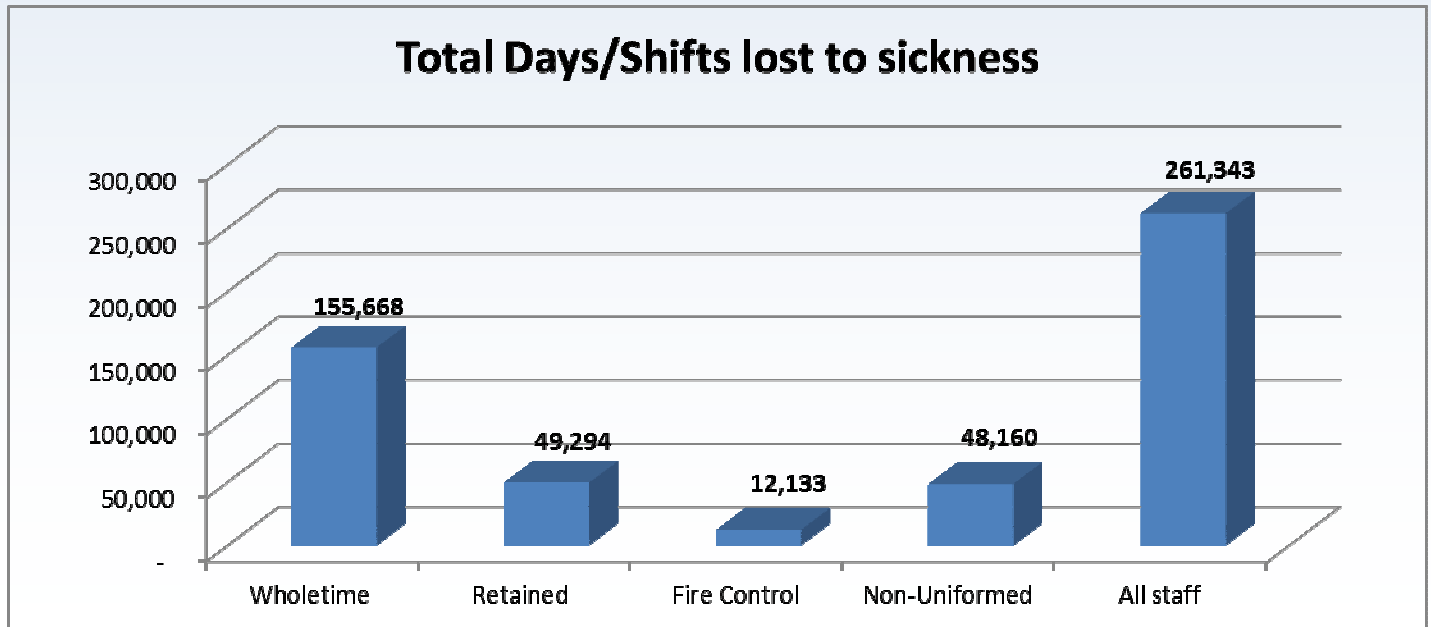
Avon FRS
Buckinghamshire FRS
Cheshire FRS
Cleveland Fire Brigade
Derbyshire FRS
Devon & Somerset FRS
Durham & Darlington FRS
East Sussex FRS
Gloucestershire FRS
Greater Manchester FRS
Hampshire FRS
Hereford & Worcester FRS
Hertfordshire FRS
Humberside FRS
Isle of Wight FRS
Leicestershire FRS
Lincolnshire FRS
London Fire Brigade
Merseyside FRS
Norfolk FRS
North Wales FRS
Northamptonshire FRS
Northern Ireland FRS
Nottinghamshire FRS
Royal Berkshire FRS
South Yorkshire FRS
Staffordshire FRS
Suffolk FRS
Warwickshire FRS
West Midlands FRS
West Yorkshire FRS

Tyne & Wear FRS , Northumberland FRS , North Yorkshire FRS and Wiltshire FRS were unable to provide data this quarter. These services have indicated that they will provide data in 2014/15.

Sickness Absence—National total data



The graph below shows the total days/shifts lost to sickness nationally. (only for those services which provided data). For the period April 2013—March 2014.



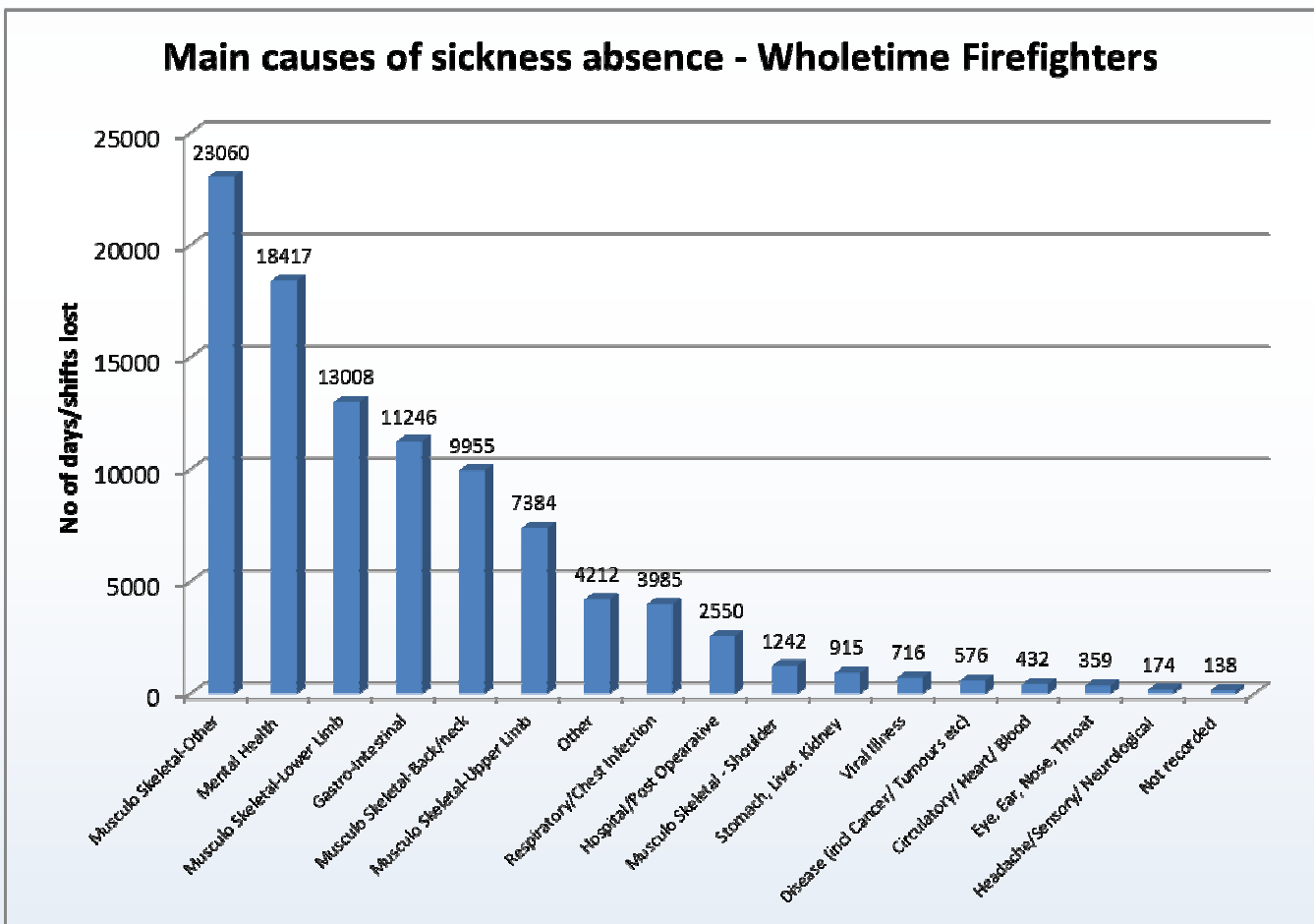
Sickness Absence - National total data



Top 5 Main Causes of Sickness Absence - Wholetime Firefighters

Cause of Sickness Absence	No. of days/shifts lost	% of total days/shifts lost
Musculo Skeletal—Other/not defined	23,060	23%
Mental Health	18,417	19%
Musculo Skeletal—Lower Limb	13,008	13%
Gastro-Intestinal	11,246	11%
Musculo Skeletal—Back/Neck	9,955	10%

Each service provided their 5 main causes of sickness absence for Wholetime Firefighters which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of days/shifts lost to each



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

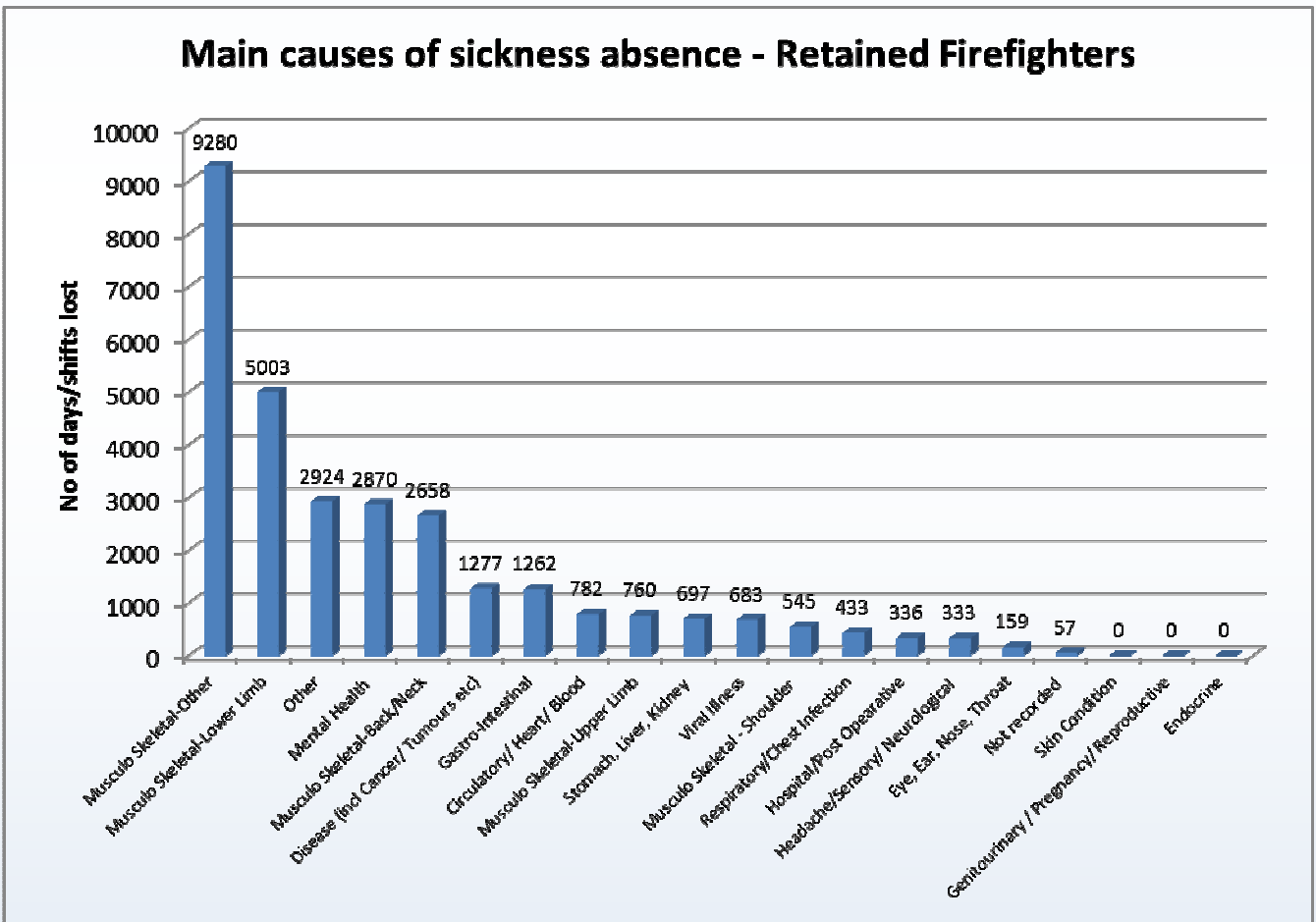
Sickness Absence - National total data



Top 5 Main Causes of Sickness Absence - Retained Firefighters

Cause of Sickness Absence	No. of days/shifts lost	% of total days/shifts lost
Musculo Skeletal—Other/not defined	9,280	31%
Musculo Skeletal—Lower Limb	5,003	17%
Other	2,924	10%
Mental Health	2,870	9%
Musculo Skeletal—Back/Neck	2,658	9%

Each service provided their 5 main causes of sickness absence for Retained Firefighters which has been collated and



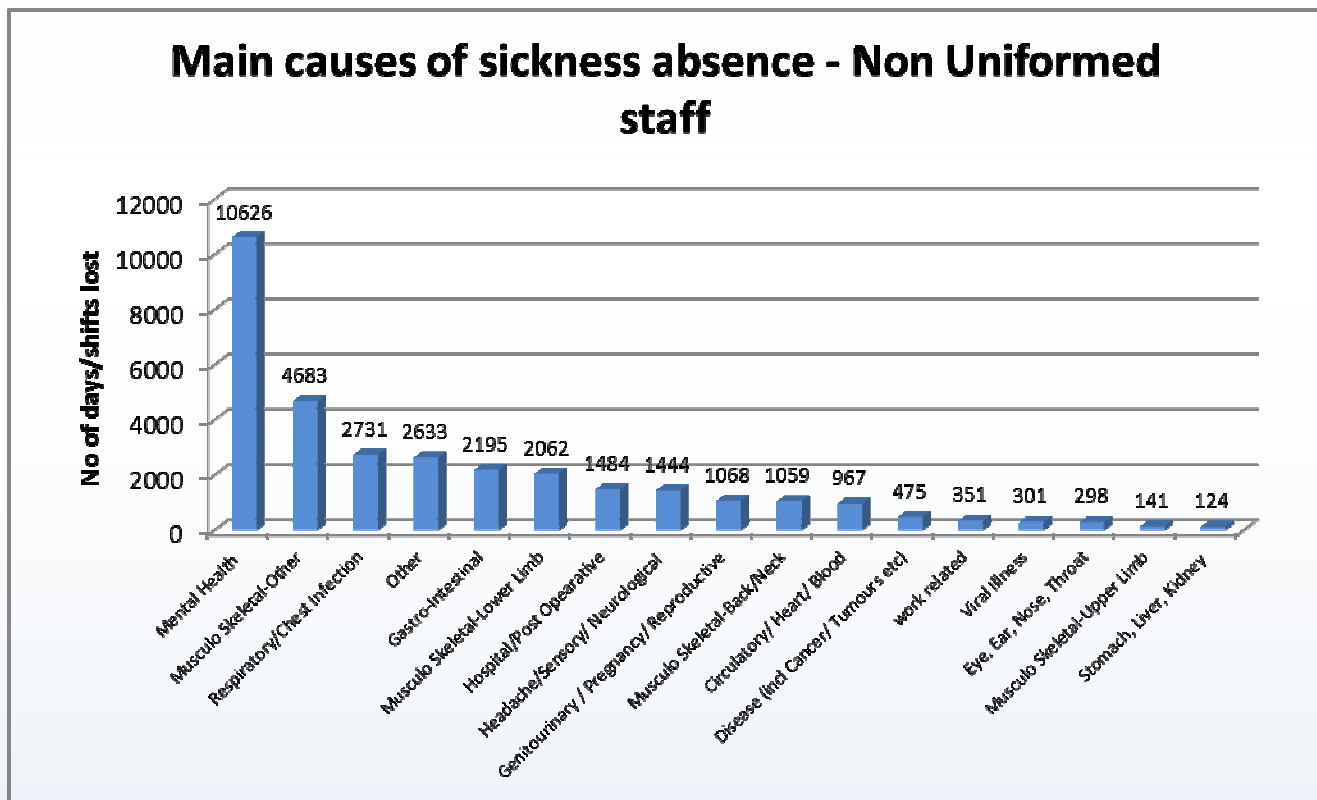
Mental Health - This includes causes of anxiety/stress/depression and other mental illness.



Top 5 Main Causes of Sickness Absence - Non-Uniformed Staff

Cause of Sickness Absence	No. of days/shifts lost	% of total days/shifts lost
Mental Health	10,626	33%
Musculo Skeletal—Other	4,683	14%
Respiratory/Chest Infection	2,731	8%
Other	2,633	8%
Gastro-Intestinal	2,195	7%

Each service provided their 5 main causes of sickness absence for Non-uniformed staff which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of days/shifts lost to each. (Not recorded has been excluded from the table above)



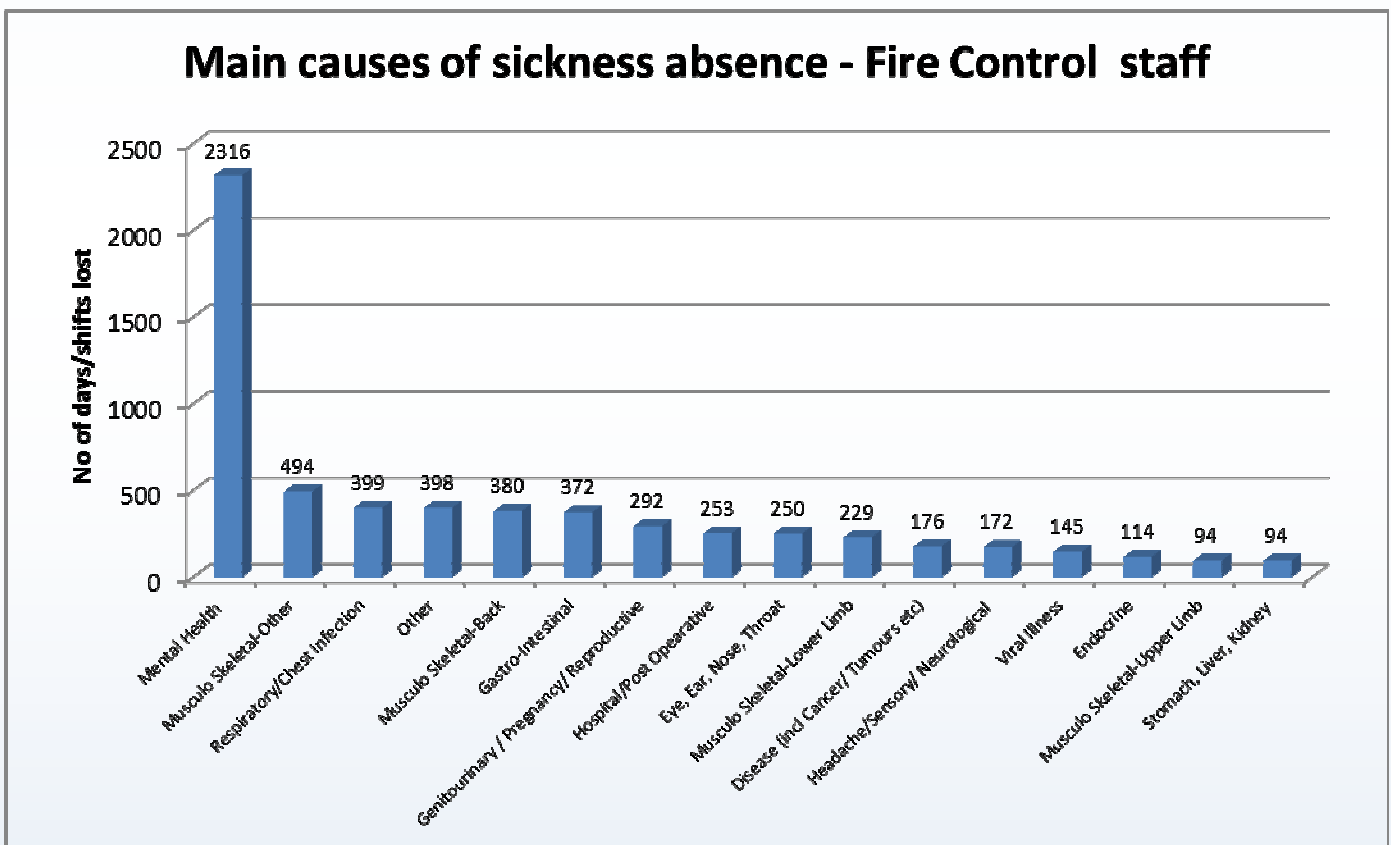
Mental Health - This includes causes of anxiety/stress/depression and other mental illness.



Top 5 Main Causes of Sickness Absence - Fire Control

Cause of Sickness Absence	No. of days/shifts lost	% of total days/shifts lost
Mental Health	2,316	37%
Musculo Skeletal—Other	494	8%
Respiratory/Chest Infection	399	6%
Other	398	6%
Musculo Skeletal—Back/Neck	380	6%

Each service provided their 5 main causes of sickness absence for Fire Control staff which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of days/shifts lost to each (Not recorded has been excluded from the table above)



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

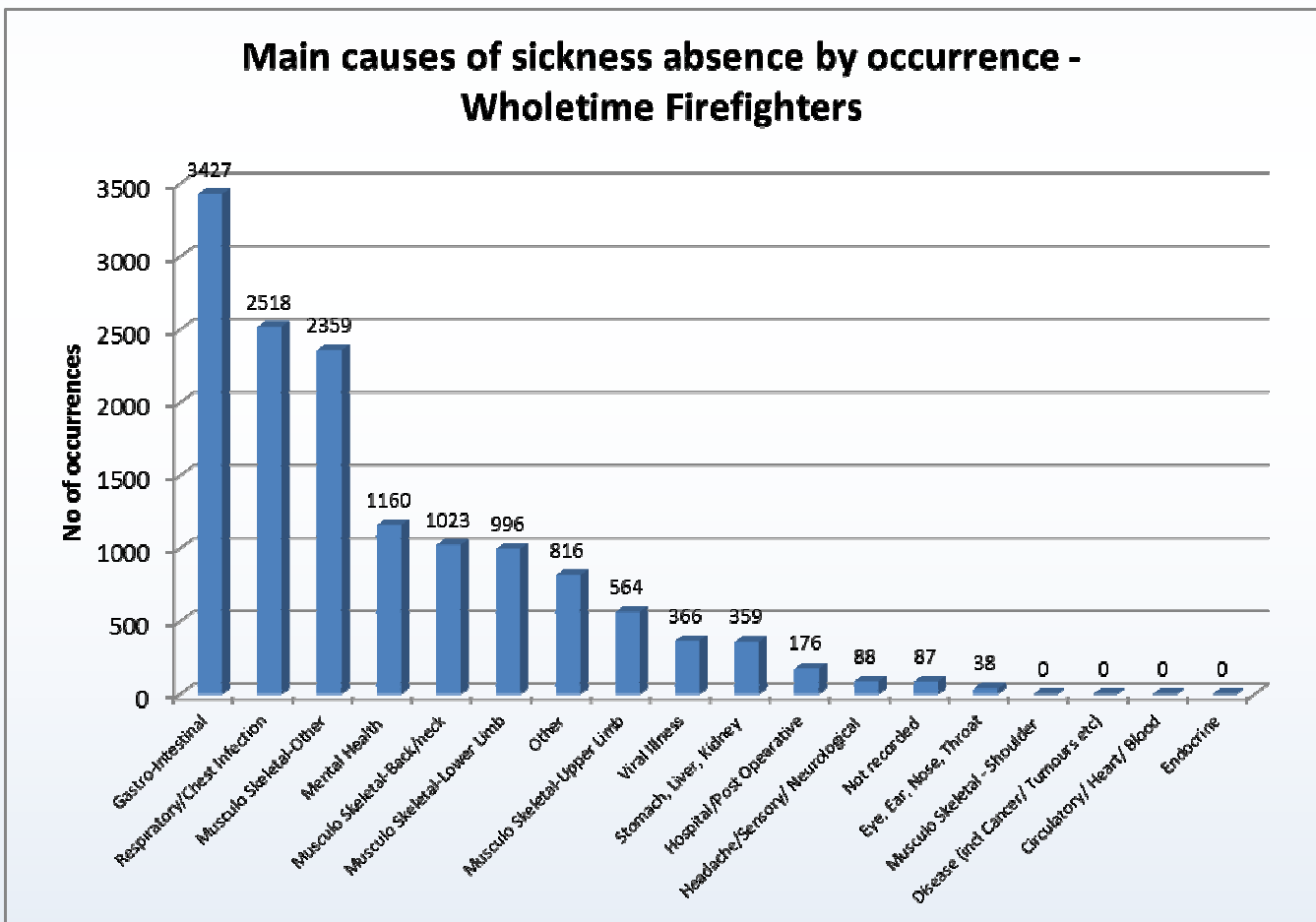
Sickness Absence by occurrence - National total data



Top 5 Main Causes of Sickness Absence by occurrence - Wholetime Firefighters

Cause of Sickness Absence	No. of occurrences
Gastro-Intestinal	3,427
Respiratory/Chest Infection	2,518
Musculo Skeletal—Other	2,359
Mental Health	1,160
Musculo Skeletal—Back/Neck	1,023

Each service provided their 5 main causes of sickness absence by occurrence for Wholetime Firefighters which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of occurrences.



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

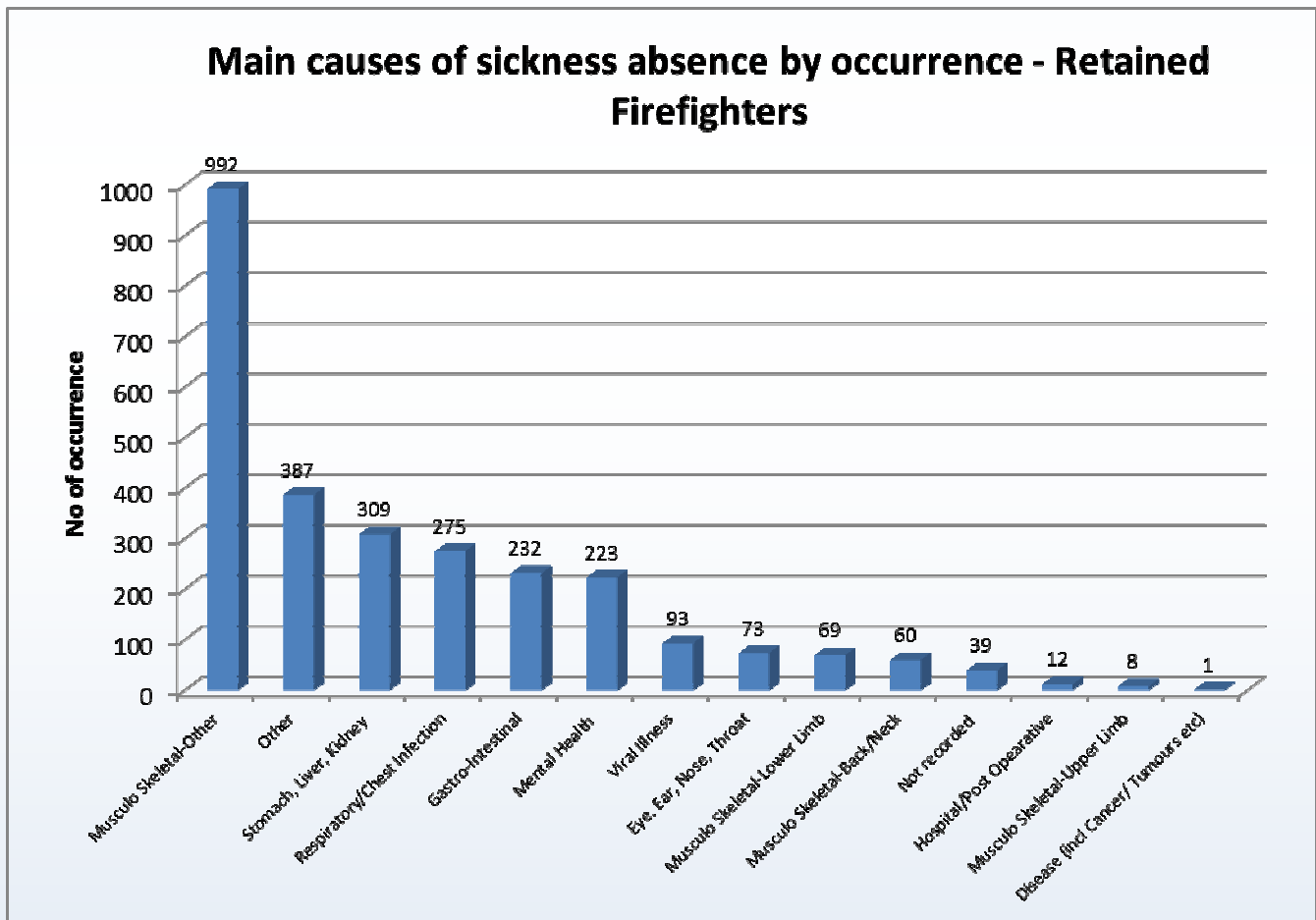
Sickness Absence by occurrence - National total data



Top 5 Main Causes of Sickness Absence by occurrence - Retained Firefighters

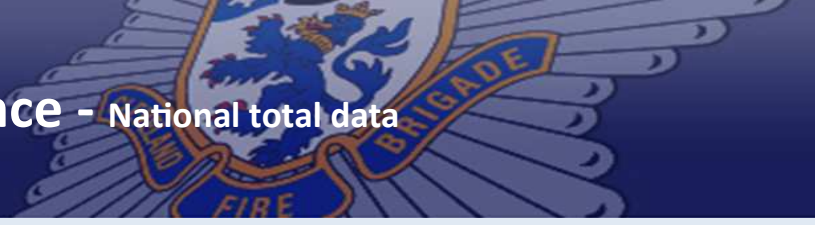
Cause of Sickness Absence	No. of occurrences
Musculo Skeletal—Other	992
Other	387
Stomach, Liver, Kidney	309
Respiratory/Chest Infection	275
Gastro-intestinal	232

Each service provided their 5 main causes of sickness absence by occurrence for Retained Firefighters which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of occurrences.



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

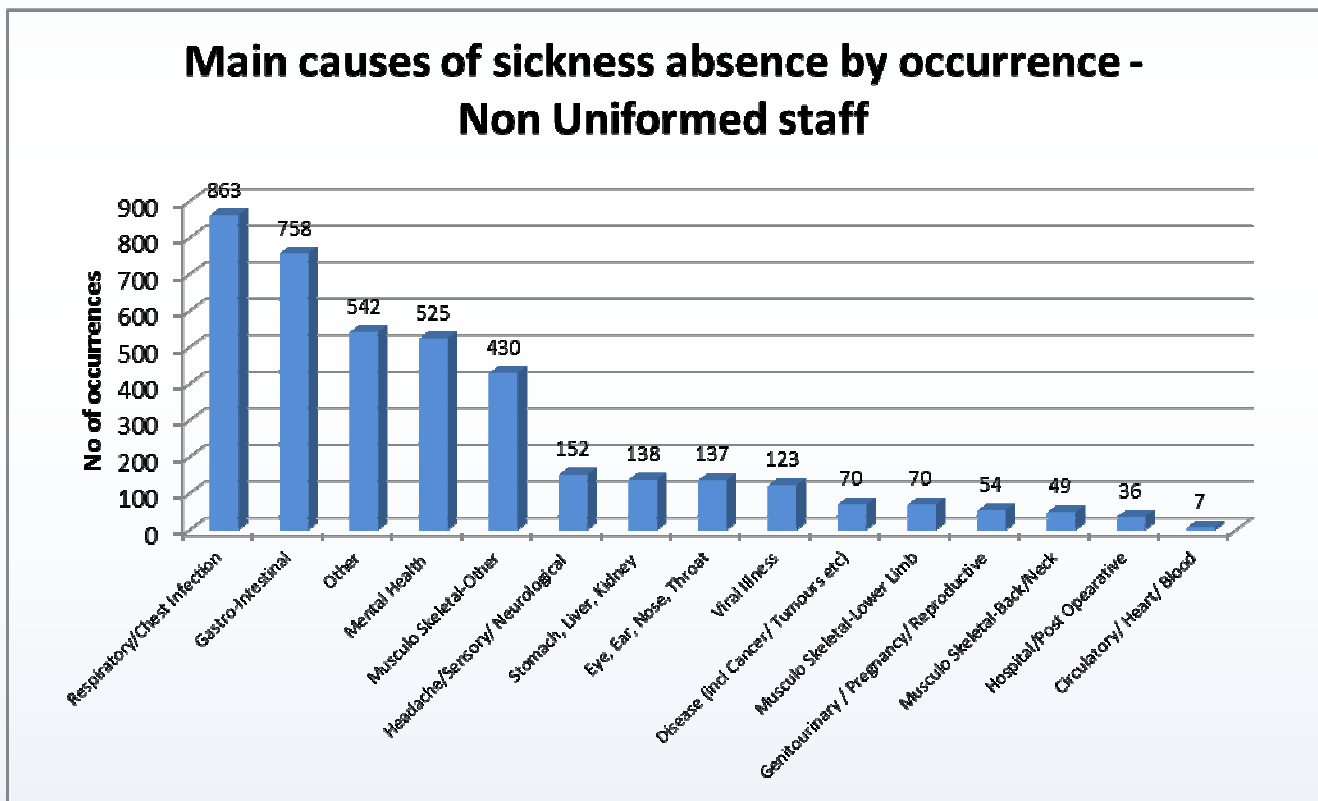
Sickness Absence by occurrence - National total data



Top 5 Main Causes of Sickness Absence by occurrence - Non-Uniformed

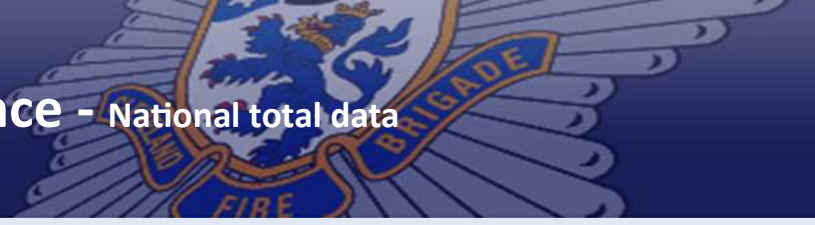
Cause of Sickness Absence	No. of occurrences
Respiratory/Chest Infection	863
Gastro-Intestinal	758
Other	542
Mental Health	525
Musculo Skeletal—Other	430

Each service provided their 5 main causes of sickness absence by occurrence for Non-Uniformed which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of occurrences.



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

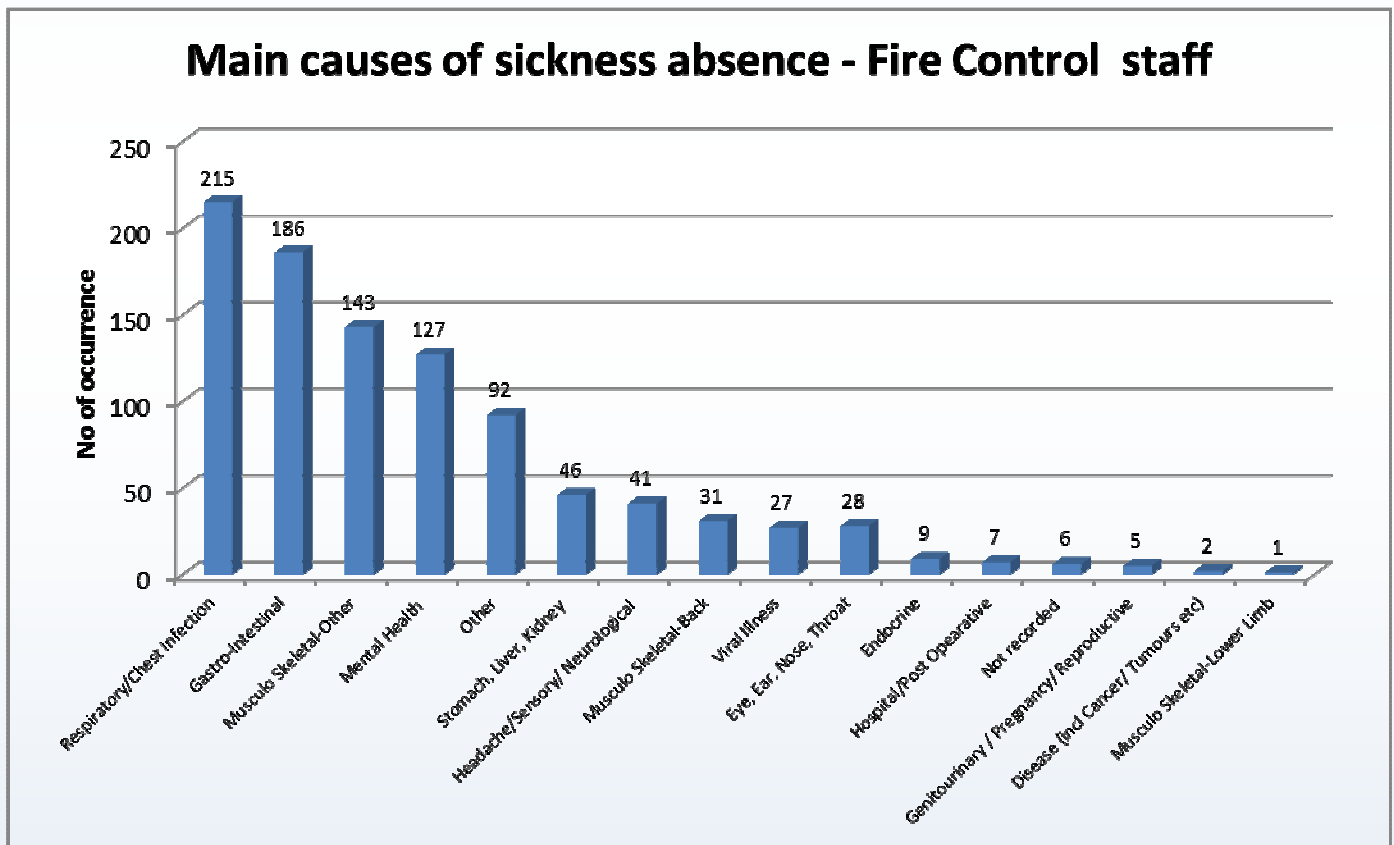
Sickness Absence by occurrence - National total data



Top 5 Main Causes of Sickness Absence by occurrence - Fire Control

Cause of Sickness Absence	No. of occurrences
Respiratory/Chest Infection	215
Gastro-Intestinal	186
Musculo Skeletal—Other	143
Mental Health	127
Other	92

Each service provided their 5 main causes of sickness absence by occurrence for Fire Control which has been collated and analysed. The graph below shows the main causes of sickness absence and the number of occurrences.



Mental Health - This includes causes of anxiety/stress/depression and other mental illness.

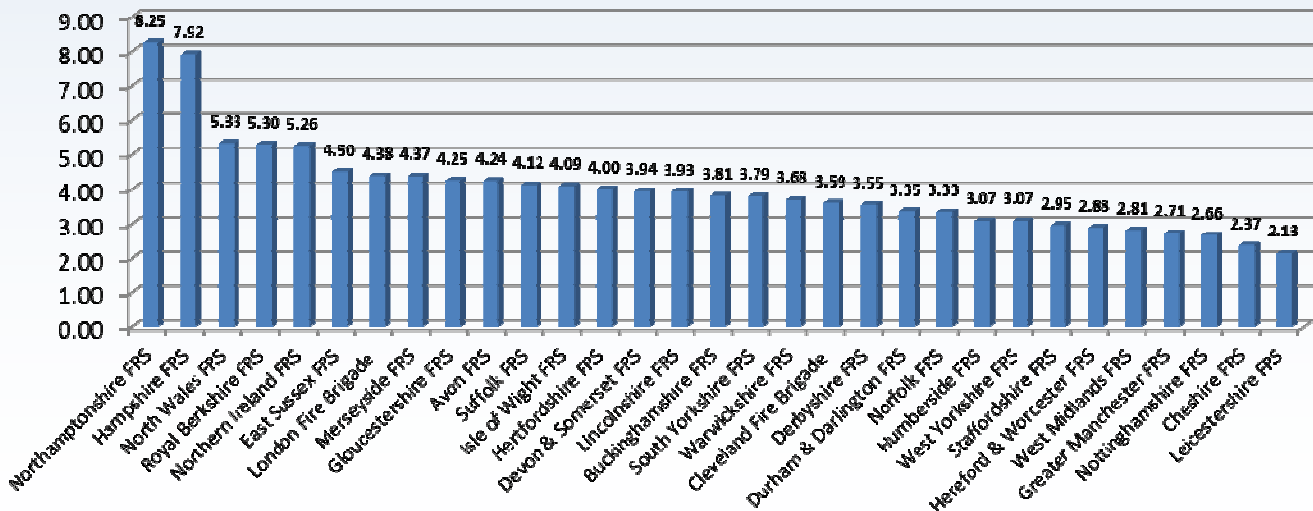
Sickness Absence - National comparator data



Percentage of total working days lost to sickness per employee

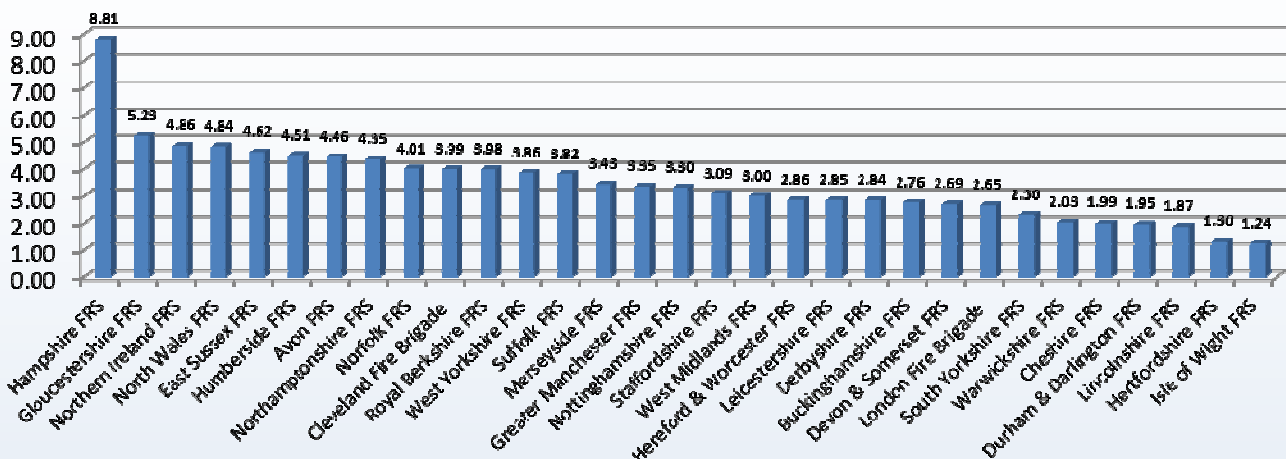
The graphs below show the percentage of total working days lost to sickness for Wholetime Firefighters, Fire Control Operators and Non-uniformed Staff. The total working days used in this calculation are 183 for Grey Book and 261 for Green Book employees.

% of total working days/shifts lost to sickness per Wholetime Firefighter

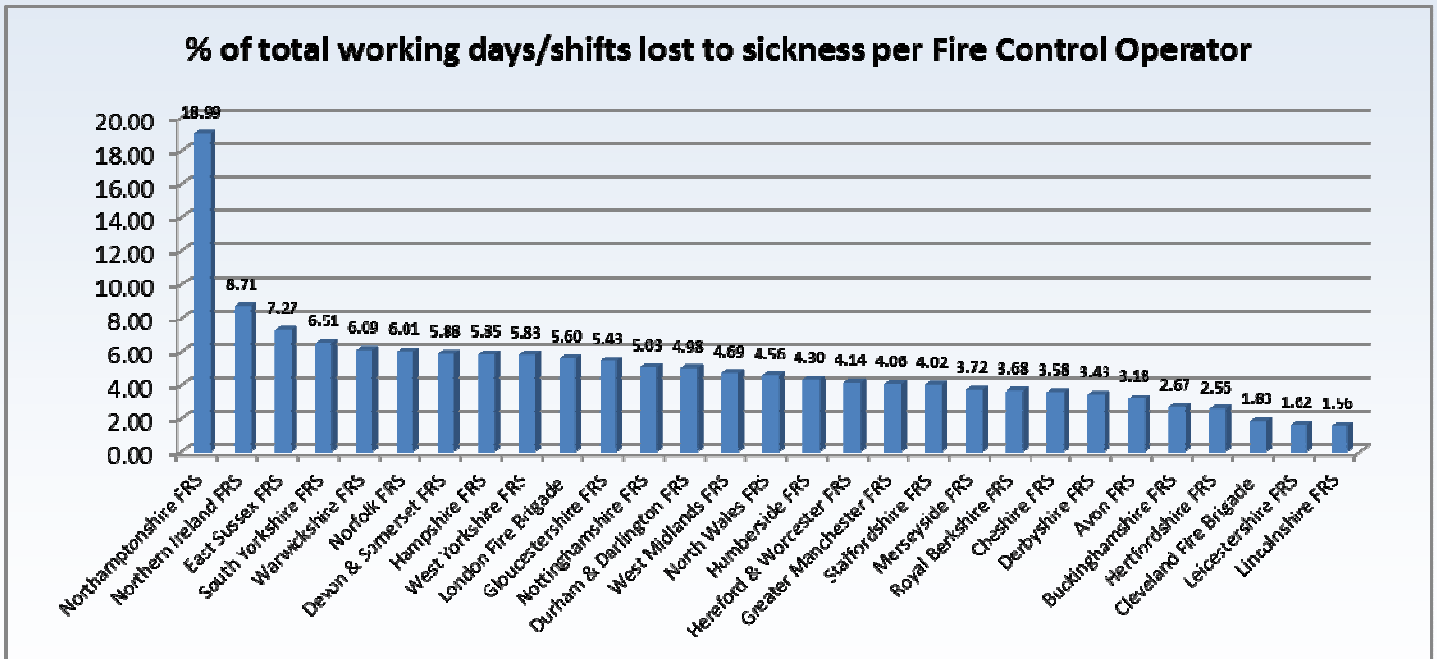


- Northamptonshire FRS have the highest % of working days /shifts lost to sickness per Wholetime Firefighter
- Leicestershire FRS have the lowest % of working days /shifts lost to sickness per Wholetime Firefighter

% of total working days/shifts lost to sickness per Non-uniformed member of staff



- Hampshire FRS have the highest % of working days /shifts lost to sickness per Non –uniformed member of staff
- Isle of Wight FRS have the lowest % of working days /shifts lost to sickness per Non –uniformed member of staff

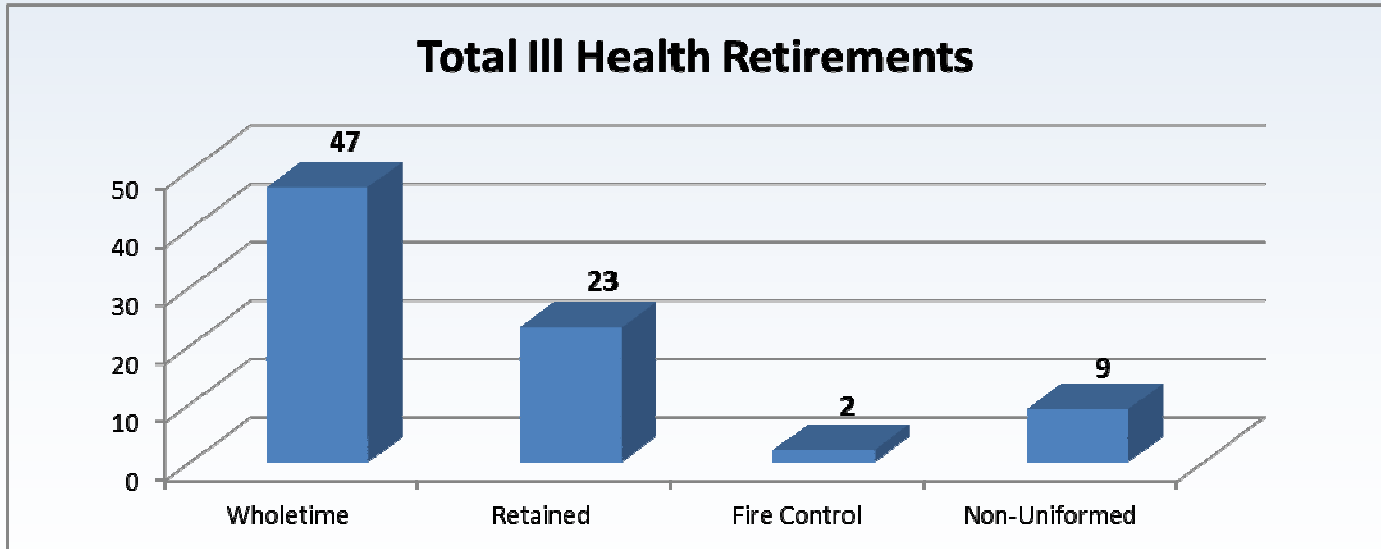


- Northamptonshire FRS have the highest % of working days /shifts lost to sickness per Fire Control Operator
- Lincolnshire FRS have the lowest % of working days /shifts lost to sickness per Fire Control Operator

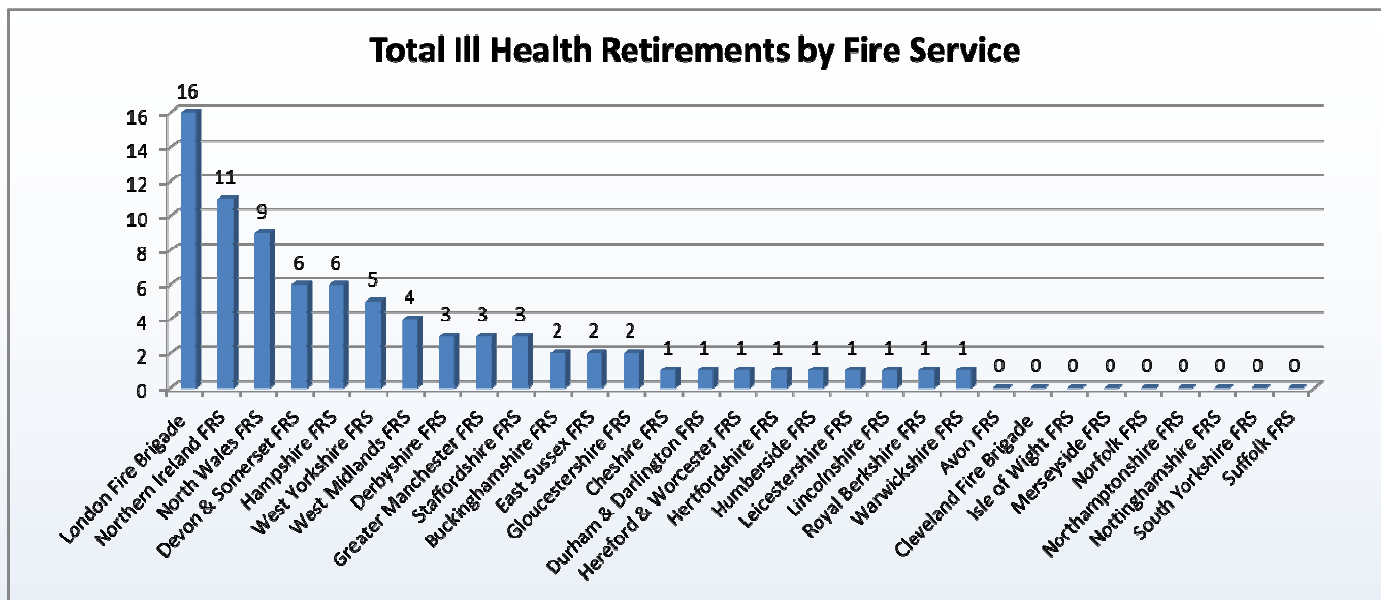
Ill Health Retirement - National & Comparator data



The graph below shows the total Ill Health retirements nationally. (only for those services which provided data)



The graph below shows the total ill health retirements split by those fire services which provided data.

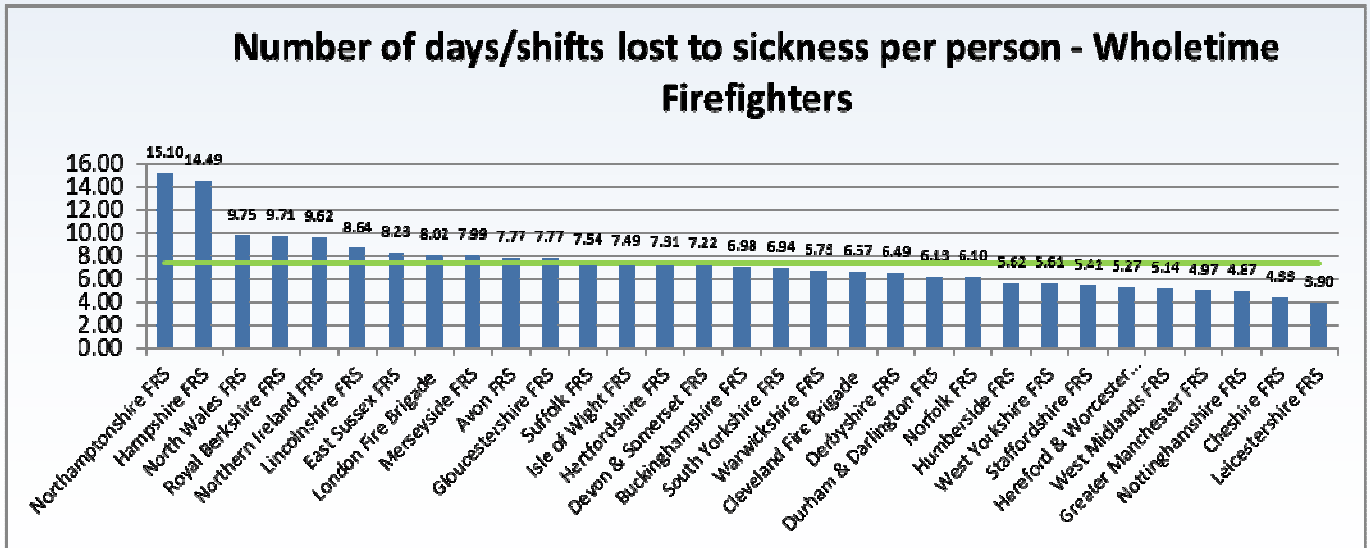


Wholetime Firefighters

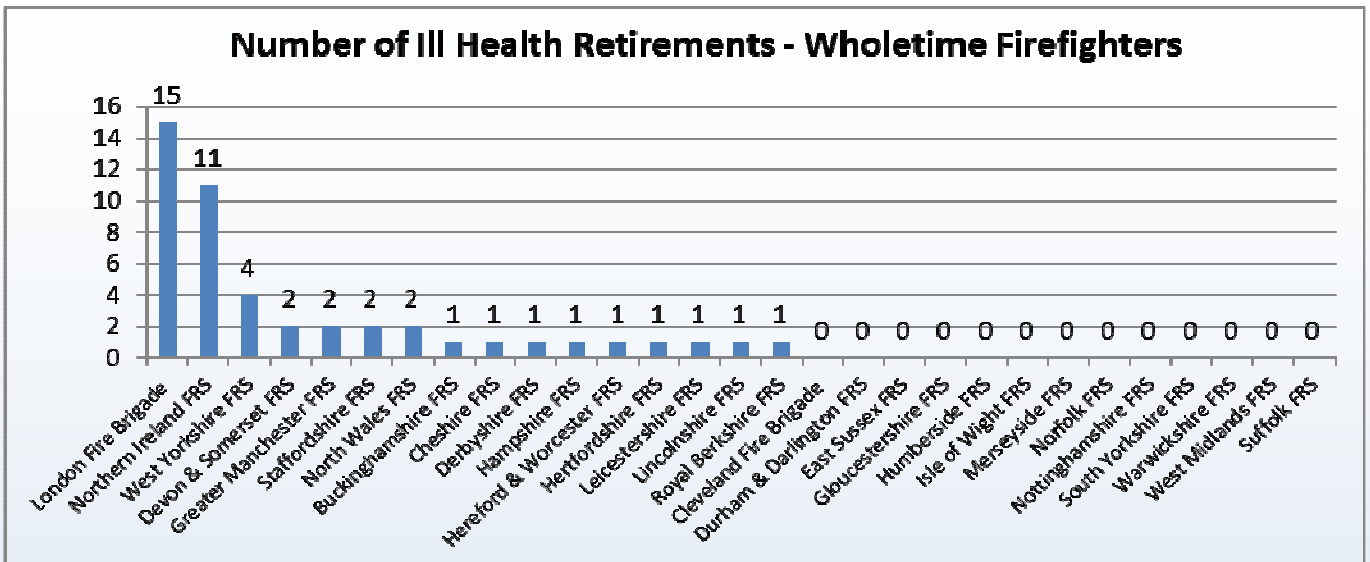


For the period April 2013—March 2014 there was a total of 155,668 days/shifts lost to sickness (Wholetime).

- Northamptonshire FRS has the **Highest** days/shifts lost to sickness per Wholetime Firefighter



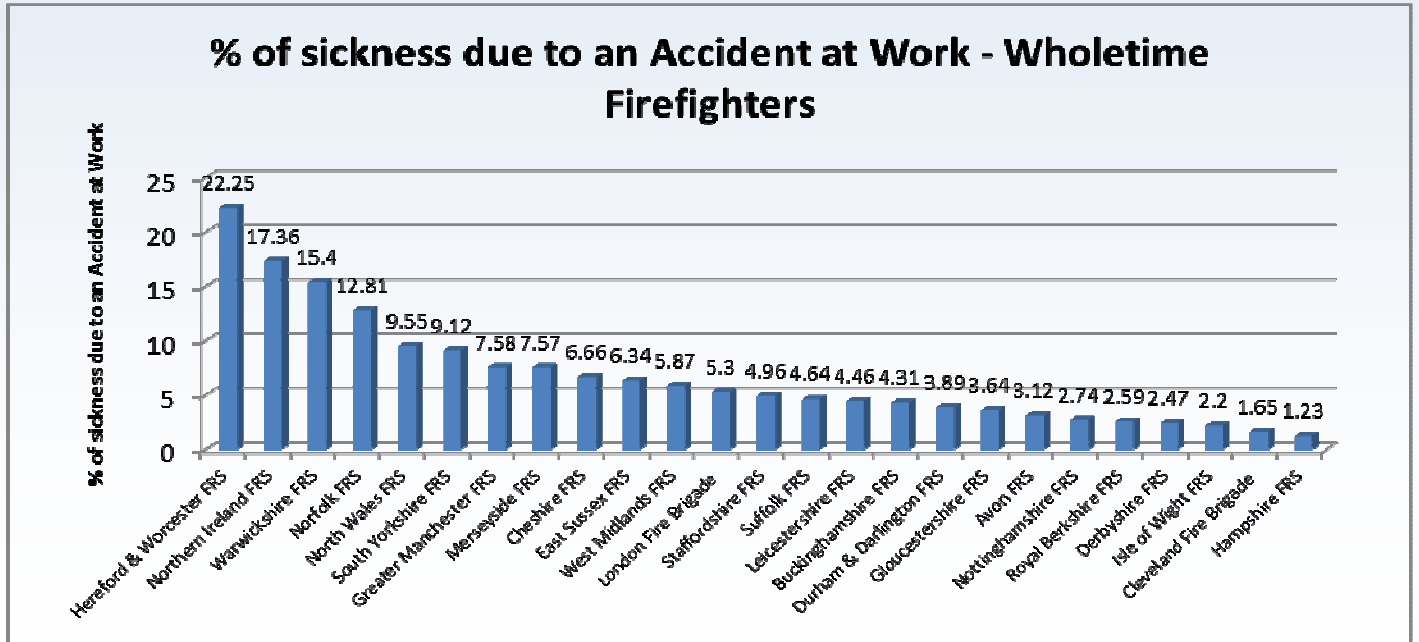
- There were a total of 47 Ill Health retirements in the period April 2013—March 2014.



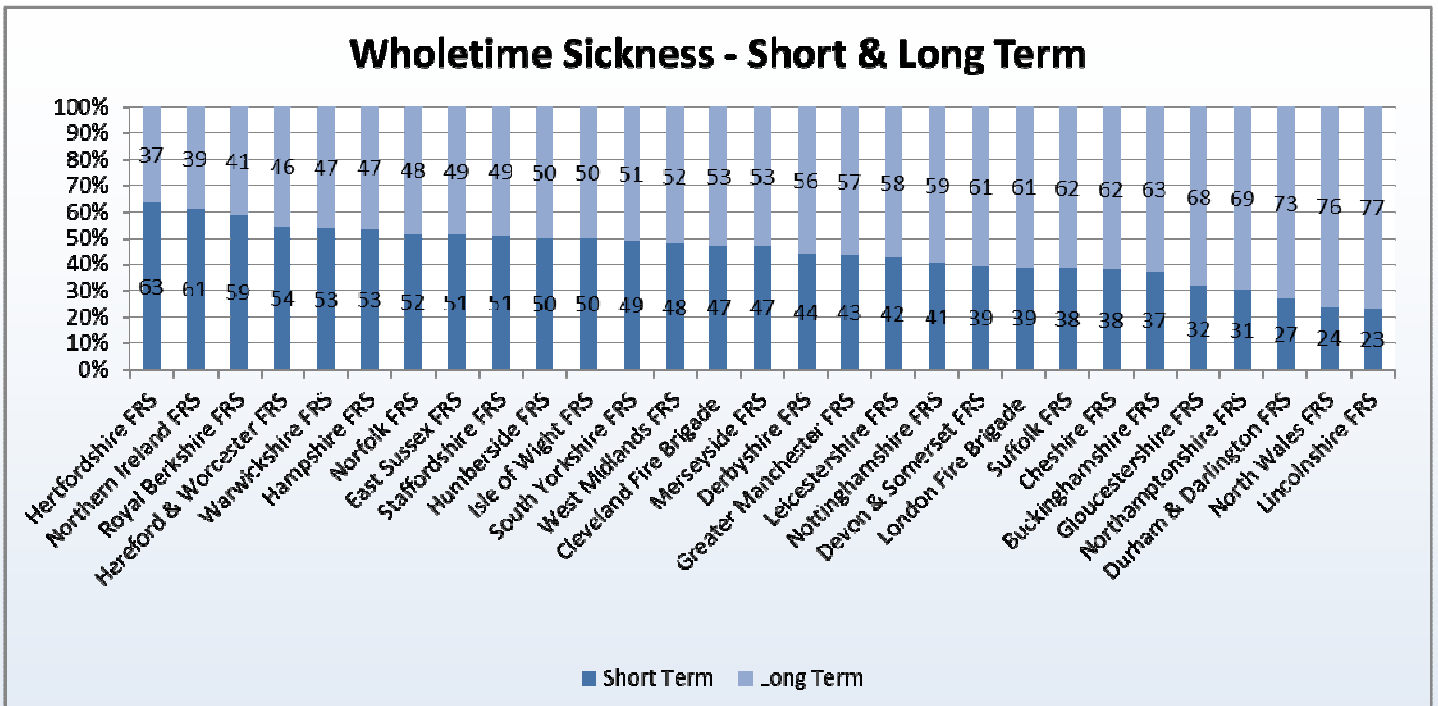
Wholetime Firefighters



- Hereford and Worcester FRS have the highest percentage of sickness due to an Accident at work for Wholetime Firefighters.
- 26% of FRS's includes absence due to stress/depression where it is perceived to be work related.



The graph below shows the split between short and long term sickness. 29 Fire Services provided their split between Short and Long Term sickness which accounted for 149,163 days/shifts lost.

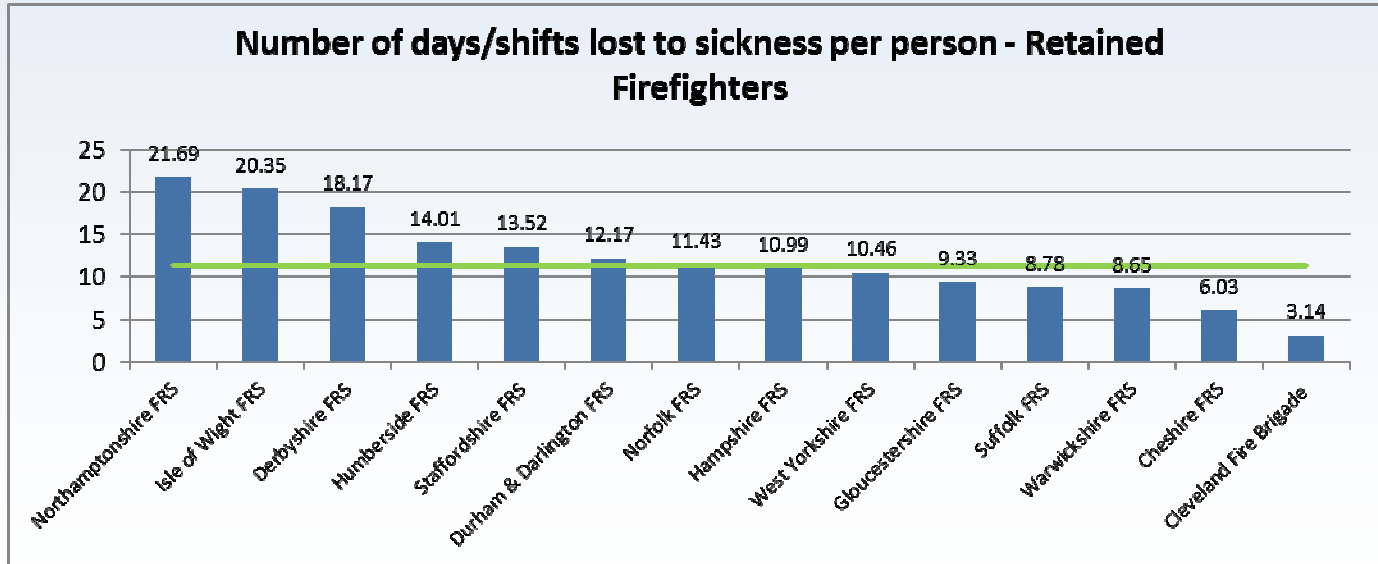


Retained Firefighters

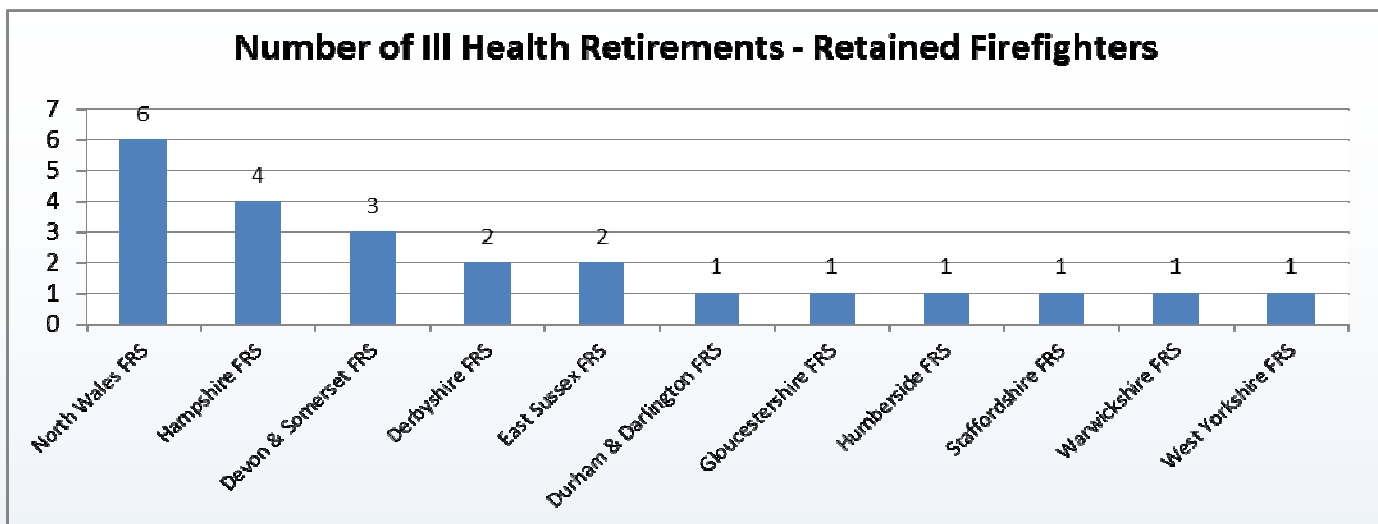


For the period April 2013— March 2014 there was a total of 49,294 days/shifts lost to sickness.

- Northamptonshire FRS has the **Highest** days/shifts lost to sickness per retained firefighter



- There were a total of 23 Ill Health retirements in the period April 2013—March 2014.



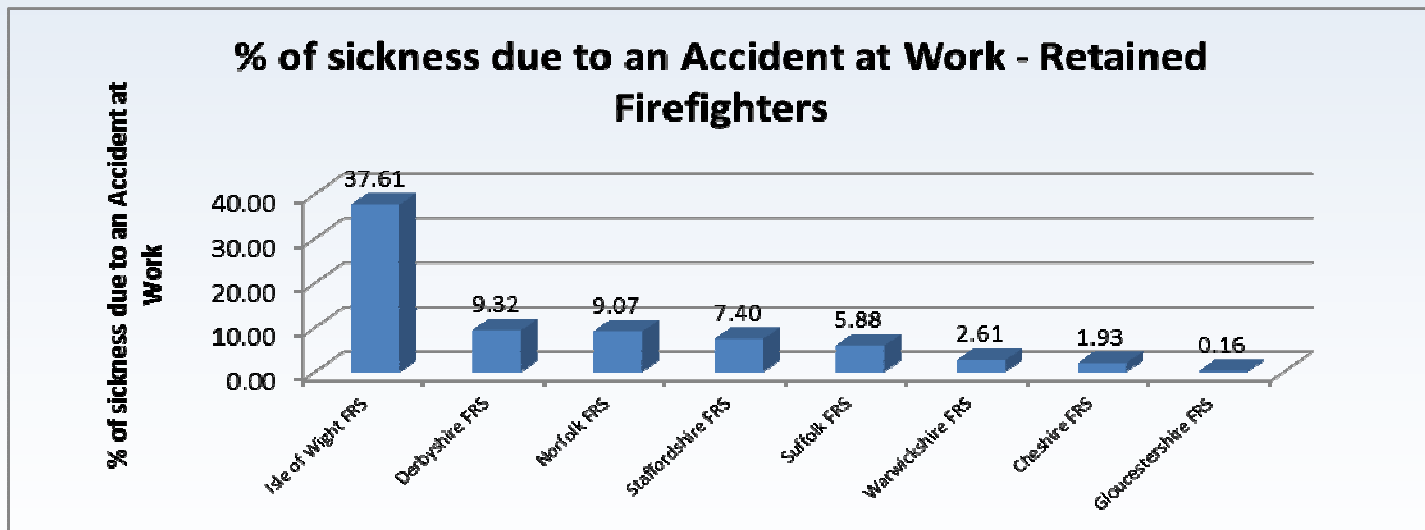
Data Quality Statement:-

The data provided by each service may not show a true representation of retained firefighter sickness. This is due to the recording of sickness, as many retained firefighters may book “not available” rather than sick.

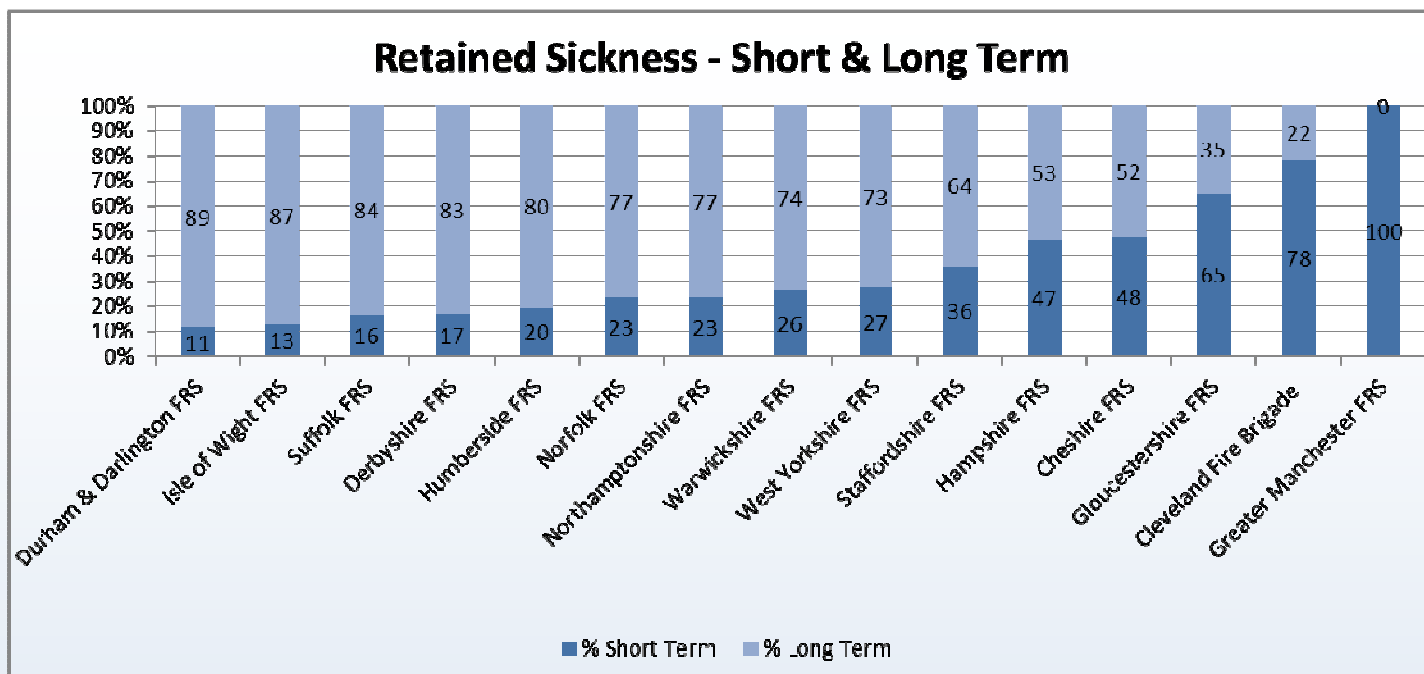
Retained Firefighters



- Isle of Wight FRS have the highest percentage of sickness due to an Accident at work for Retained Firefighters.



The graph below shows the split between short and long term sickness. 15 Fire Services provided their split between Short and Long Term sickness which accounted for 48,791 days/shifts lost.

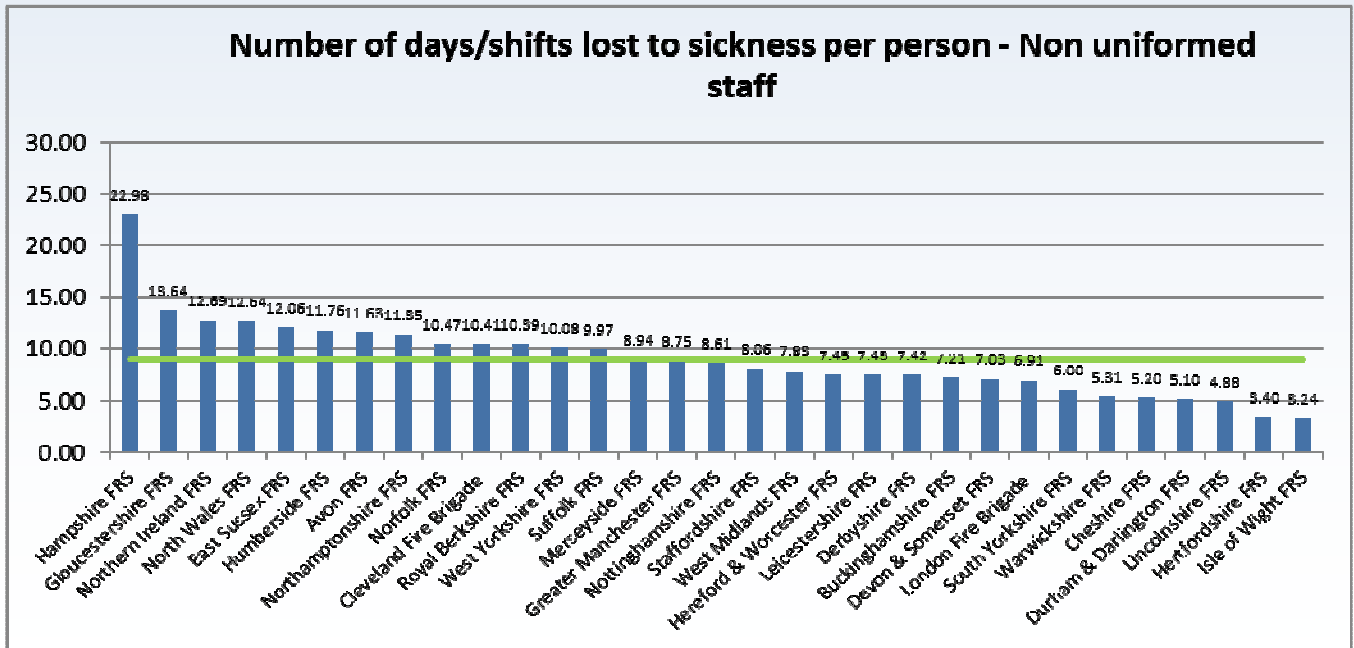


Non-uniformed staff

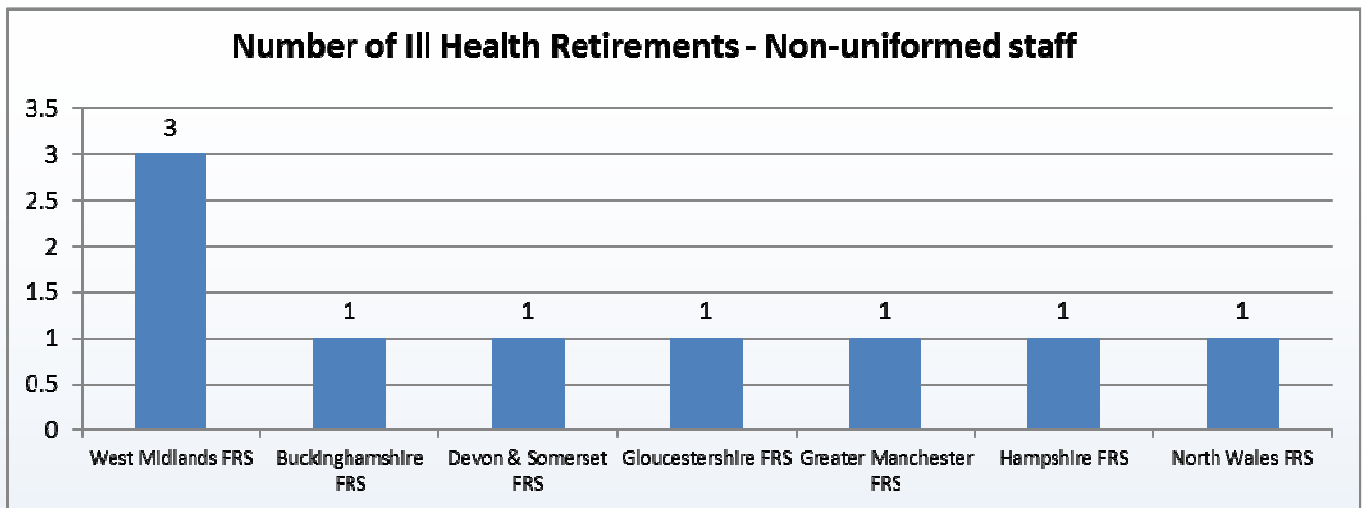


For the period April 2013—March 2014 there was a total of 48,160 days/shifts lost to sickness.

- Hampshire FRS has the **Highest** days/shifts lost to sickness per non-uniformed member of staff



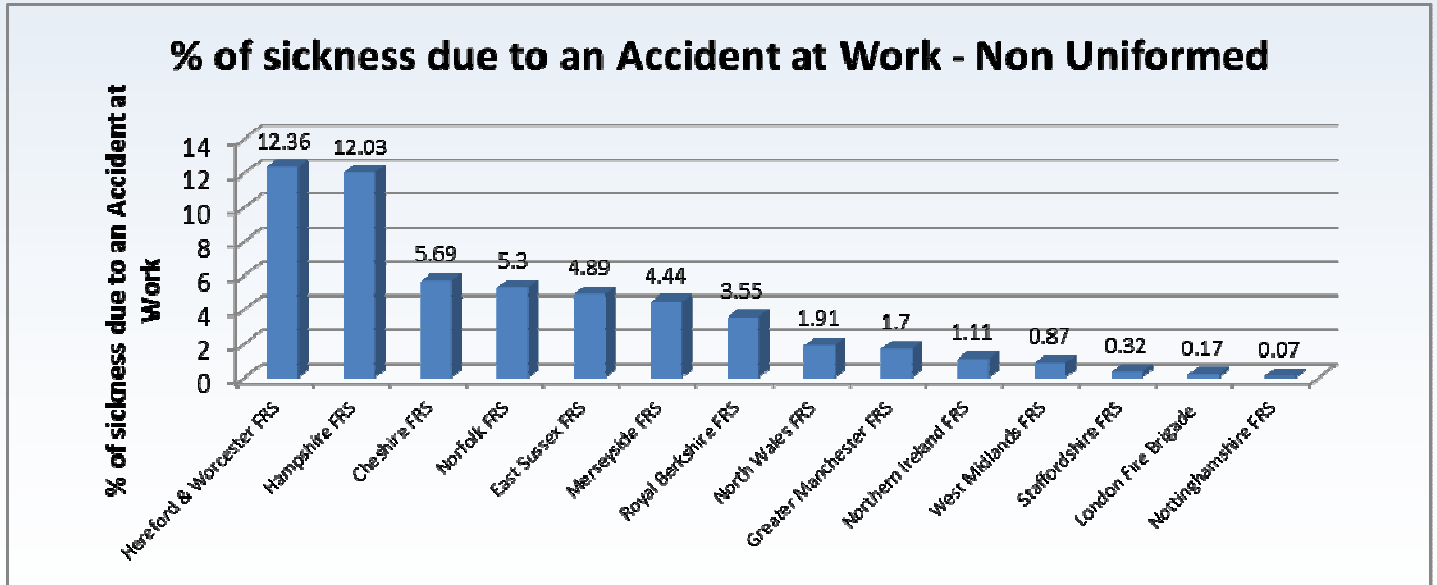
- There were a total of 9 Ill Health retirements in the period April 2013—March 2014.



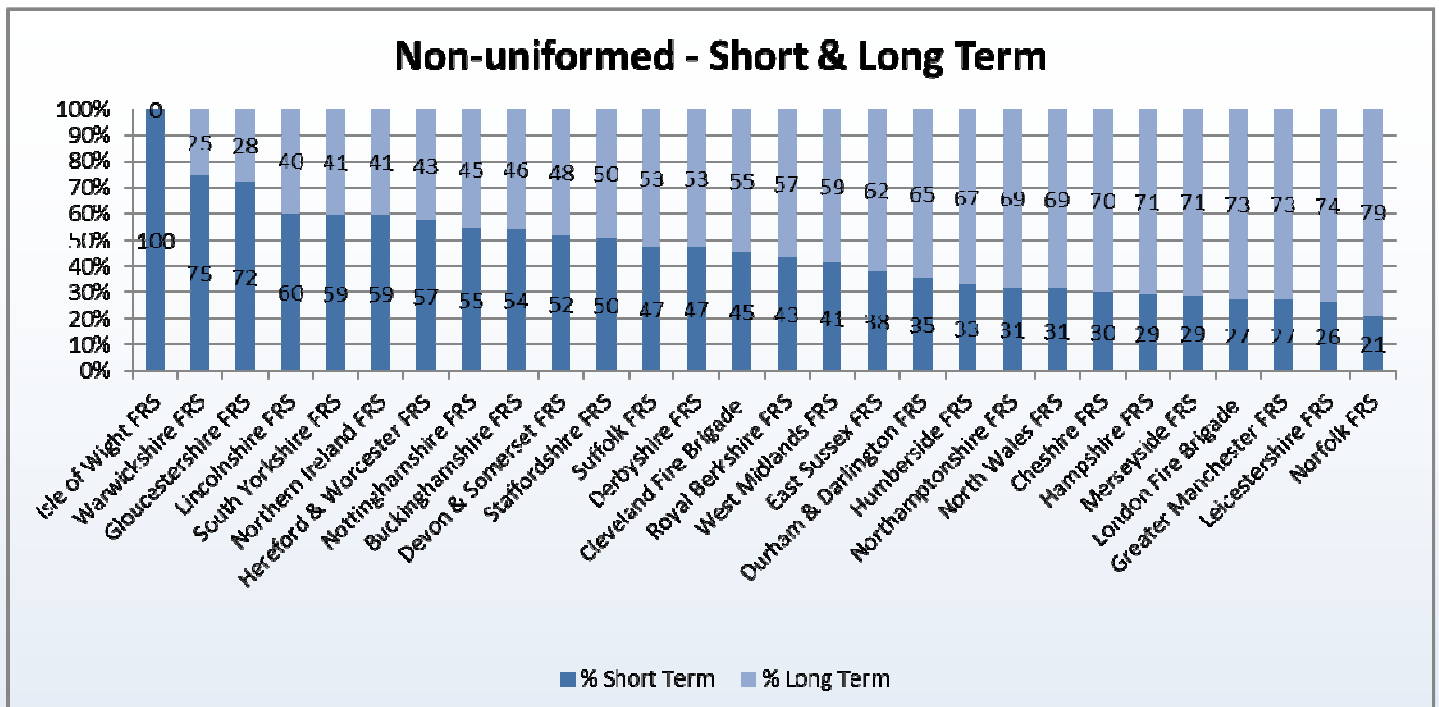
Non-uniformed staff



- Hereford & Worcester FRS have the highest percentage of sickness due to an Accident at Work for Non Uniformed Staff.



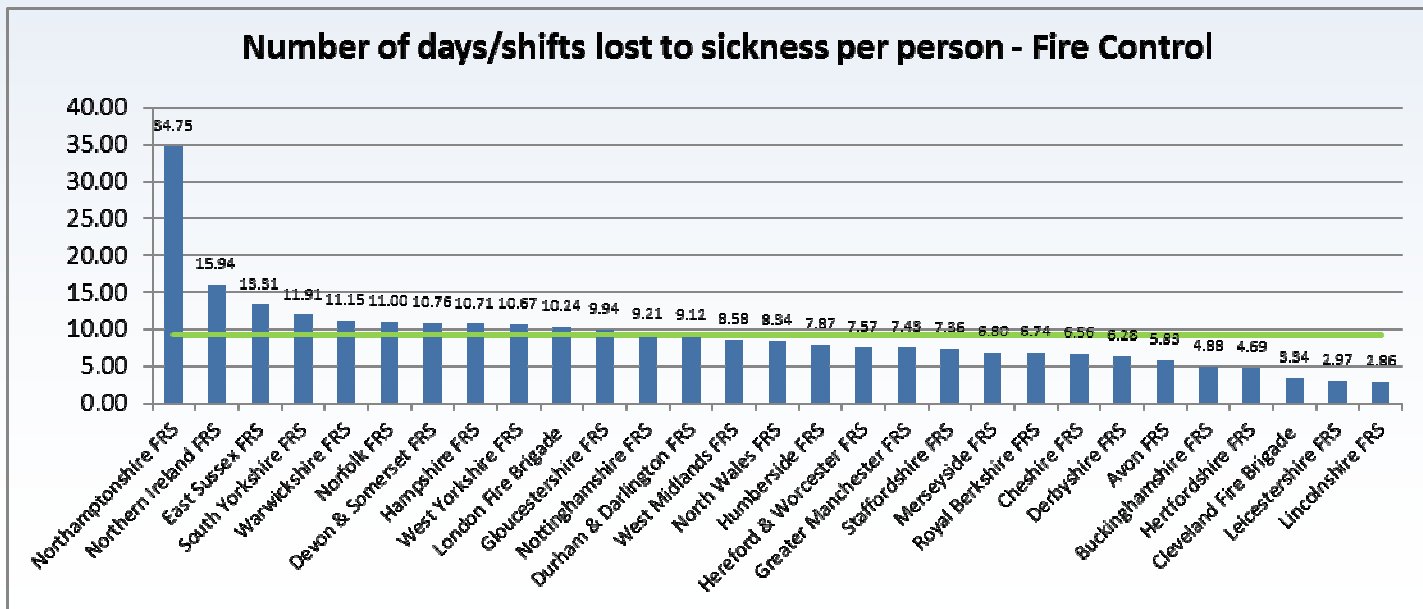
The graph below shows the split between short and long term sickness. 28 Fire Services provided their split between Short and Long Term sickness which accounted for 50,051 days/shifts lost in total.



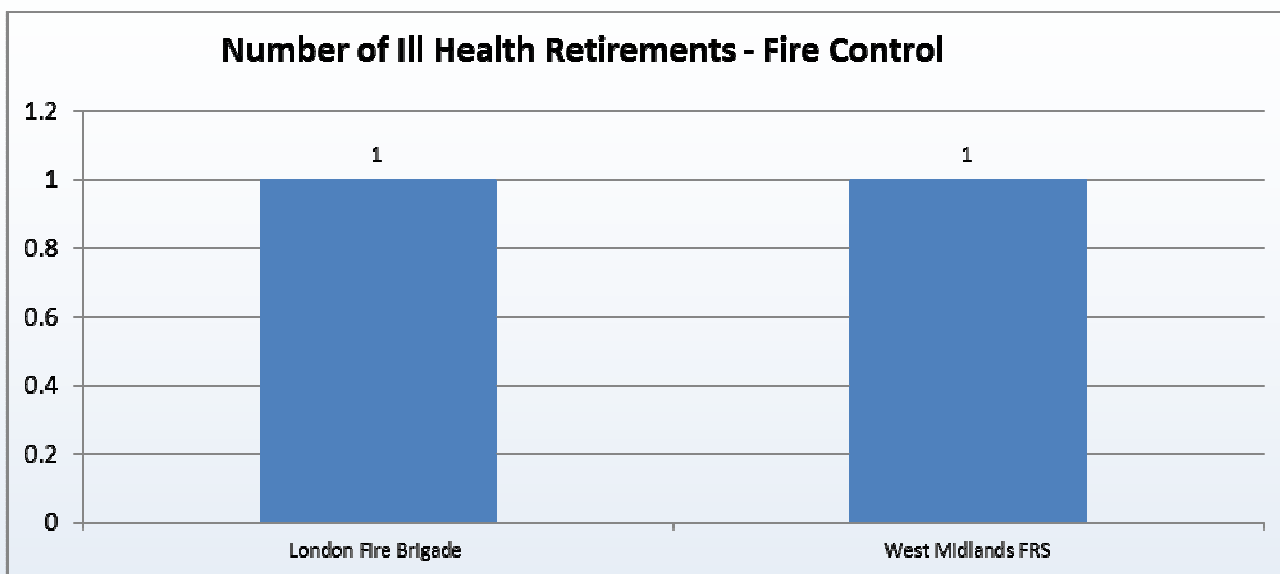


For the period April 2013—March 2014 there was a total of 12,133 days/shifts lost to sickness.

- Northamptonshire FRS have the **Highest** days/shifts lost to sickness per fire control operator.

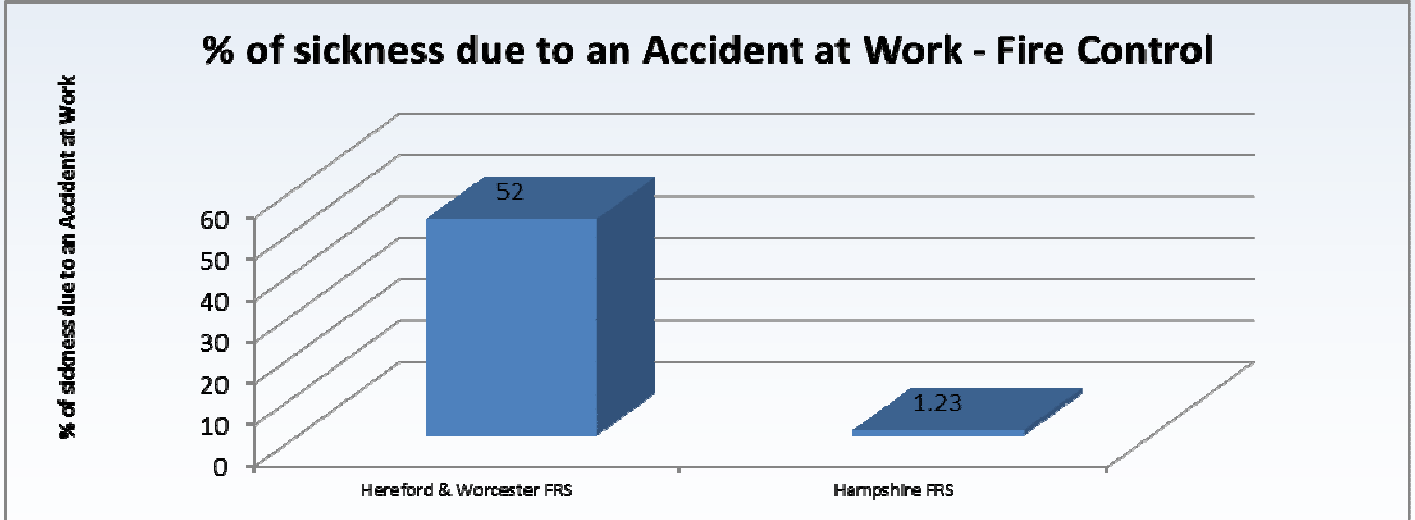


- There were 2 Ill Health retirement in the period April 2013—March 2014.

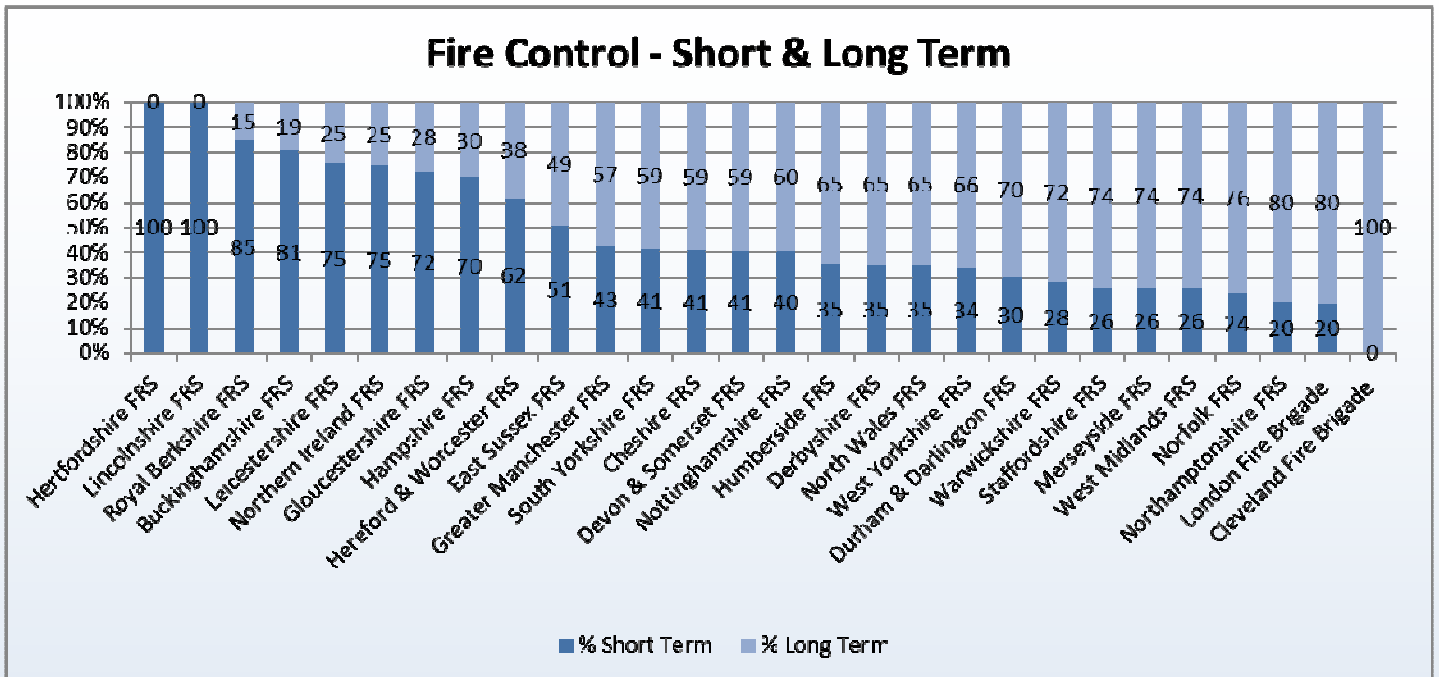




- Hereford & Worcester FRS have the highest percentage of sickness due to an Accident at work for Fire Control staff.



The graph below shows the split between short and long term sickness. 28 Fire Services provided their split between Short and Long Term sickness which accounted for 9,771 days/shifts lost in total.



Modified Duties



The table below provides details of Wholetime Firefighters on modified duties. Only 10 services were able to provide data for the period April 2013 —March 2014.

	Modified Duties	
	No of WT on modified duties	Total no. of modified duty days/shifts
Gloucestershire FRS	8	500
Norfolk FRS	16	518
North Wales FRS	36	667
Humberside FRS	17	697
Warwickshire FRS	45	861
Staffordshire FRS	45	944
Cleveland Fire Brigade	38	1276
Royal Berkshire FRS	50	3069
West Midlands FRS	228	4044
London Fire Brigade	112	21454
TOTAL	595	34030

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