



OVERVIEW AND SCRUTINY BOARD

Subject Heading:

Health and safety training & sickness absence

ELT Lead:

Neil Stubbings – Strategic Director of Place

Report Author and contact details:

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Policy context:

The prevention of work related ill health in line with the Corporate Health & Safety policy.

SUMMARY

In response to a question from the committee, the Corporate Health & Safety service has reviewed sickness absence data against the provision of health and safety training relating to musculoskeletal disorders and stress.

RECOMMENDATIONS

The Overview and Scrutiny Board notes that the data will continue to be reviewed and any areas of concern where further training needs are identified will be addressed. The Overview and Scrutiny Board takes any other action it considers appropriate.

REPORT DETAIL

Sickness absence data relating to musculoskeletal injury and stress has been reviewed to determine whether there is a correlation between this and the provision of health and safety training in these topics.

Manual training is provided as a mandatory e-learning course to PC users and as a classroom course for non-PC users. Stress related course are only provided via e-learning. Completion of both these e-learning courses is approximately 70% (February 2026).

Overview & Scrutiny Board, 17 March 2026

Sickness absences relating to musculoskeletal injuries for the years 2023, 2024 and 2025 are generally in the range of 10 -15 new absences per month. Although this number is low, analysis of this by Service area has revealed an area of concern with the catering team accounting for approximately 24% of all cases. This will be followed up with a review of risk assessments in place and addressing any additional training needs requirements. It should be noted that musculoskeletal absences may not be due to work related issues and could be due to existing health conditions or to activities outside work. The data also only considers the first day of a new absence and so, in effect, it may reflect a smaller number of staff having multiple periods of absence.

Stress related absences in 2025 have been in range of 3 new absences per month. This data was broken down into Services areas (19) and, when considered against a staff population in excess of 2700, it was not possible to identify any trends of concern. It should also be noted that the stress related absences may also not be work related and could relate to external factors such as financial concerns, relationship / family issues and ill health.

IMPLICATIONS AND RISKS

Financial implications and risks: None of this summary report.

Legal implications and risks: None of this summary report.

Human Resources implications and risks: None of this summary report.

Equalities implications and risks: None of this summary report.

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

None of this summary report.

BACKGROUND PAPERS

None.