



# Sickness absence update

Tuesday 8 October 2019

Executive Scrutiny



Derby City Council

# Our journey so far

2017/18

- Implementation of FirstCare (June 2017)
- Project Group established with targeted action plan developed (October 2017)
- Sickness absence and health and wellbeing considered by Executive Scrutiny (October 2017 and November 2017 )

2018/19

- Executive Scrutiny led Performance Surgery on sickness absence, health and wellbeing (April 2018)
- Mandatory health and wellbeing sessions for all managers (February to August 2018)
- Target amended by Cabinet (Quarter 2 review) to 11.5 days per FTE

2019/20

- Sickness absence, health and well being update to Executive Scrutiny February 2019
- Regular reporting to CLT Performance Board and Personnel Committee
- More focussed project group and updated action plan in place In July
- Wellbeing Plan to be presented to CLT in October
- More training and support for managers and staff to improve sickness absence and return to work rates.



# Performance update

We are getting better at completing our return to work interviews in target timescales



Our sickness levels are improving...



80% of employees have had less than 10 days absence in 12 months and **40% of these have had zero absence, that's 1626 employees.**



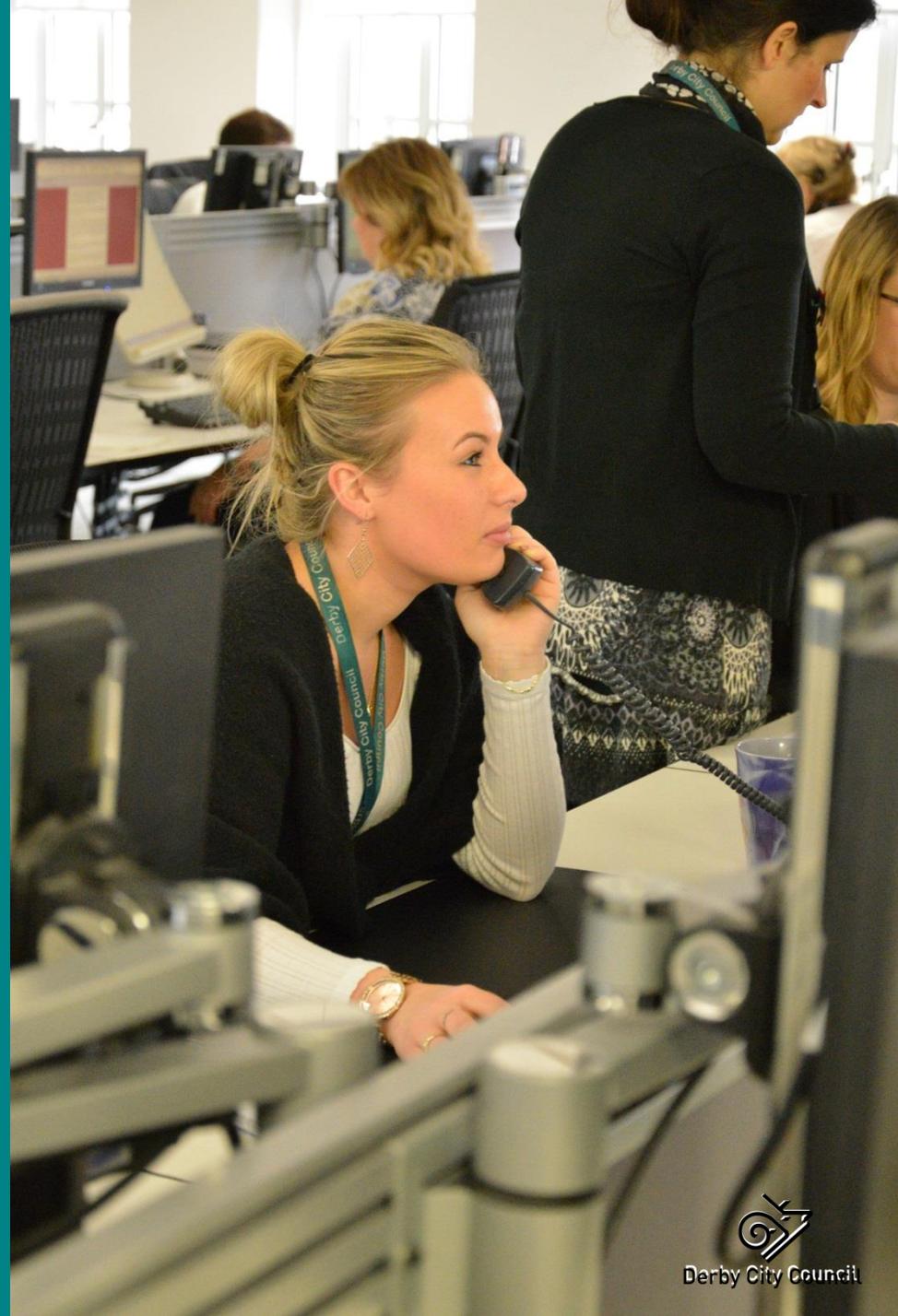
Average days lost (August) -

- People services - 5.51 days
- Communities and Place - 4.62 days
- Corporate Resources - 4.37 days
- Corporate Core - 0.54 days



**Mental health issues** continue to account for a higher than average percentage of days lost

*Are we  
making a  
difference?*



## Actions taken?

- **First Care**
- **Directorate targets and deep dive reviews**
- **A focus on emotional health and wellbeing**
- **Training and support**

## So what?

- Improved use of First Care, with real-time monitoring & earlier contact with colleagues off sick
- We are holding ourselves to account, with two targeted reviews to date (Adult Social Care & Early Help & Children's Social Care)
  - More long-term cases are returning to work, with a focus on the top absentees
- 125 MHFA trainers accredited, with 16 added between April & June 2019
  - 375 managers attended Managing Health, Wellbeing & Attendance training & 281 attended Stress Management for Managers
- Weekly clinics, which include a HR Advisor (78 managers have attended since Jan 2019)
  - Employee Assistance (EAP) with well-being support & counselling is in place 24 hours a day
  - Targeted coaching / support



# Challenges



**Cultural change** is underway and needs further embedding



**Ageing Workforce** – 49.6% of absence from over 50's, which accounts for 43.1% of our workforce



**Mental health** demands



More effective **use of tools** (i.e. SRAs)

# Further priorities

- **Attendance Management Group** refreshed and more focused
- Update **workforce profile**
- Development of a communications plan to **raise the profile of support available**
- **Targeted recruitment of MHFA** in vulnerable areas
- Development of **'Thriving at Work'** standards and a wellbeing plan
- Focus on launching and embedding the **Wellbeing Strategy**

