

SICKNESS ABSENCE 1 JULY 2020 TO 30 SEPTEMBER 2020

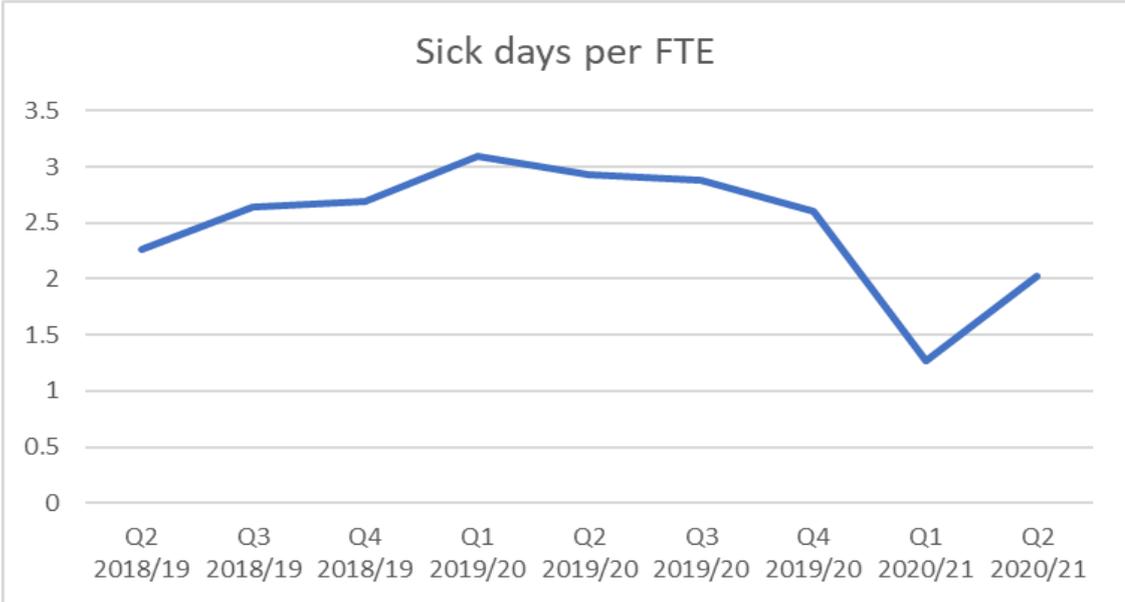
Purpose

- 1. The purpose of this report is to provide high-level information on sickness absence for the period 1st July 2020 to 30st September 2020 and is a quarterly performance monitoring report.

This is not a key decision because it is for information only.

- 2. **Summary**

Our BVPI figure is 2.02 days per FTE (based on 571.82 FTE), which is a 45.05% decrease compared to last year’s Q2 figure (2.93 days based on 539.35 FTE). This quarter’s performance has shown a 63.37% increase on the previous quarter’s figure (Q1 2020-21) in the number of sick days.

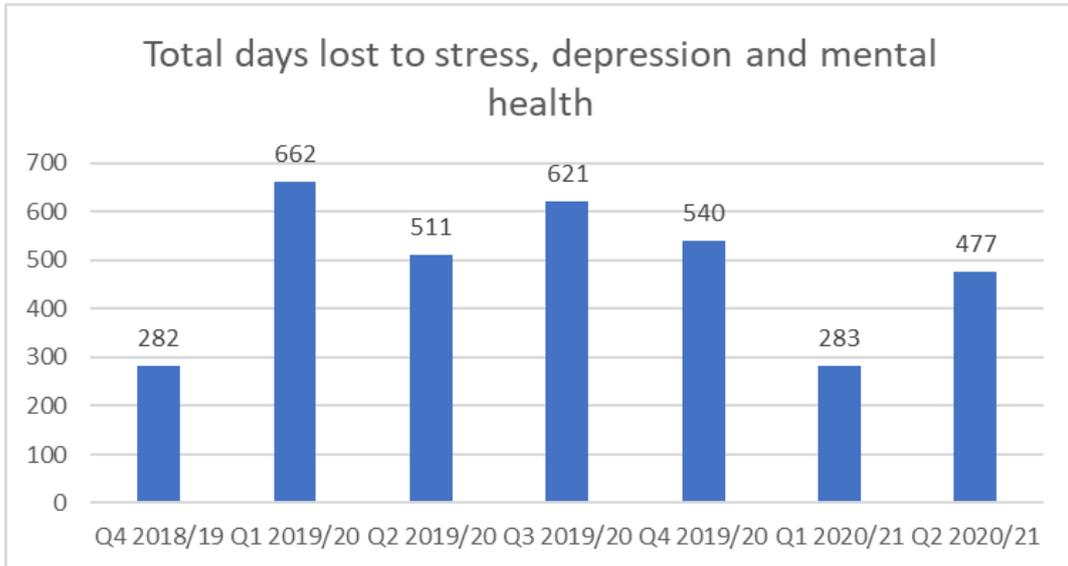


Within this quarter 110 employees have had absences due to sickness, meaning 482 employees have not had any absences within this period.

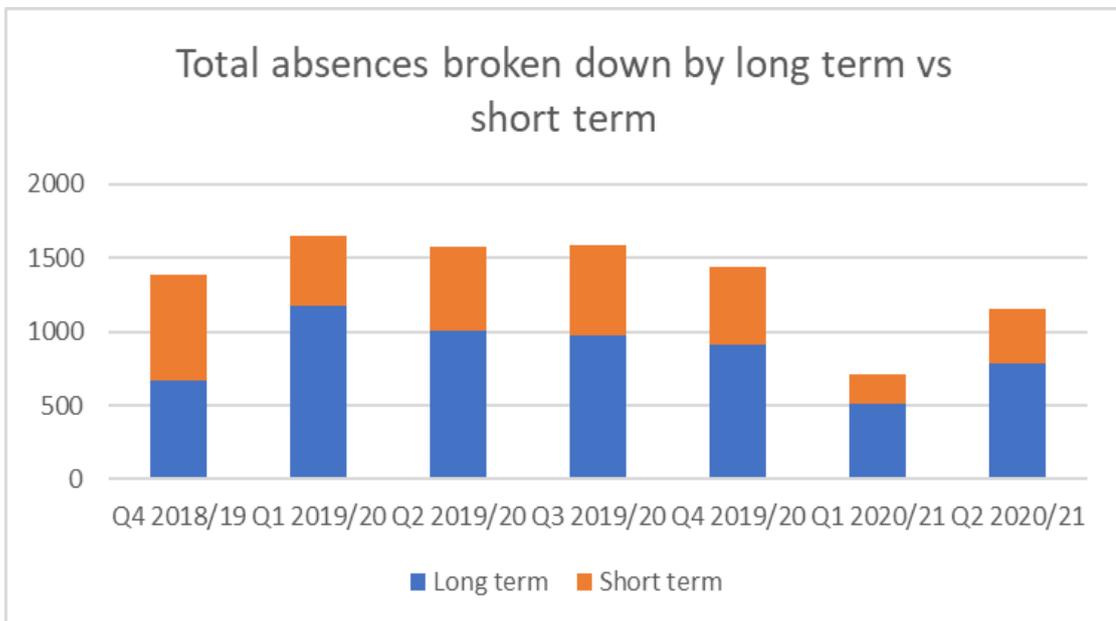
The total days lost in Q2 for SSWS account for 55.8% of total days’ absences (645 days), an increase from 377 days in Q1.

In terms of the reasons behind absences, the three highest categories for absence are stress, depression & mental health (477), Other muscular-skeletal (261), and Other (141) which accounted for 76.1% of total absence for this quarter.

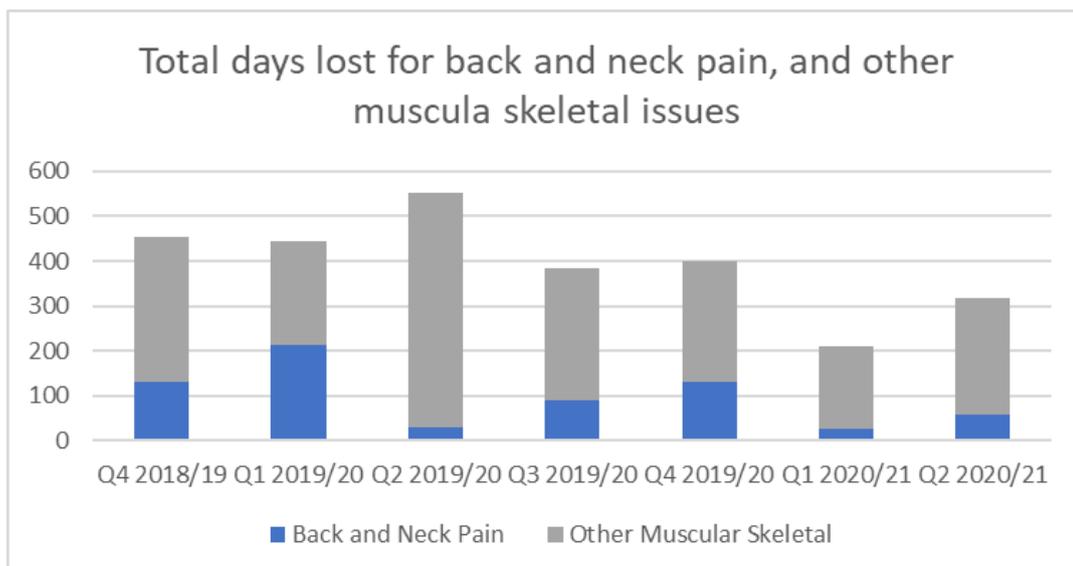
The chart below shows the number of days absence attributed to stress/depression & mental health.



Looking at the breakdown in terms of long-term absences, there were 23 employees with long term absences within the quarter, and they accounted for 784 days.



The chart below shows the number of day's absence attributed to Back and Neck Pain, and Other Muscular-Skeletal over that last year.



During Q2, the HR team have been working alongside managers, introducing a new way of working/new tools to try to assist managers in proactively managing long term absence.

We have also been supporting employees during the change to working practices following the Covid-19 outbreak, and have been especially focussing on supporting our employees mental health through offering weekly wellbeing sessions, circulating useful information, and promoting access to support services such as counselling or the Mental Health First Aid team.

Our absence figures have increased slightly since last quarter but are still lower than pre-covid. This can partially be explained by a relaxing of restrictions during Q2, and also by the increase in stress related absences. While our stress and mental health related absence figures are again still lower than they were pre-covid, they have increased by a factor of 1.6 compared to the previous quarter.

The HR team have run several mental health related courses over Q2, and several courses aimed at managers with tools to help them support their teams. We have also been promoting our new Employee Assistance Programme (Vivup) which includes free confidential counselling for all staff, as well as access to additional resources such as CBT guides. During Q2 15 employees access the CBT resources, 6 employees had telephone assessments, and 18 telephone counselling sessions took place. 9 further employees have also been referred to counselling through our other counselling service, and have received a total of 60 counselling sessions.

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