

Management of Long Term Sickness Absence

Presentation by the Sickness
Taskforce
June 2016

Outline of presentation

- ▶ Background to new methodology
 - ▶ Activity data and findings in pilot sites
 - ▶ Cost Benefit analysis
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The Sickness Taskforce – Background

Aim:

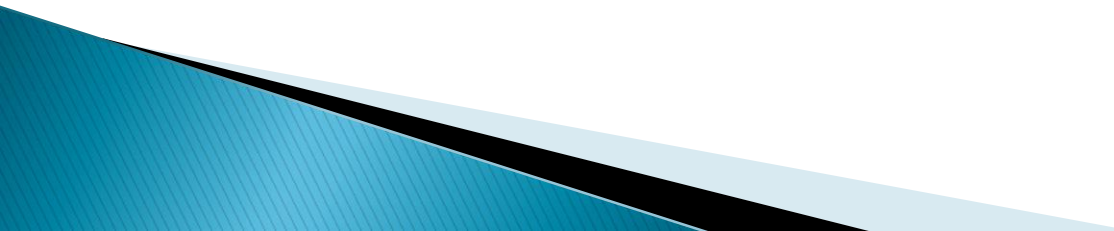
To understand what actions would be needed to reduce the incidences and / or length of long term absence with the aim of reducing the costs of absence.

New Methodology (1)

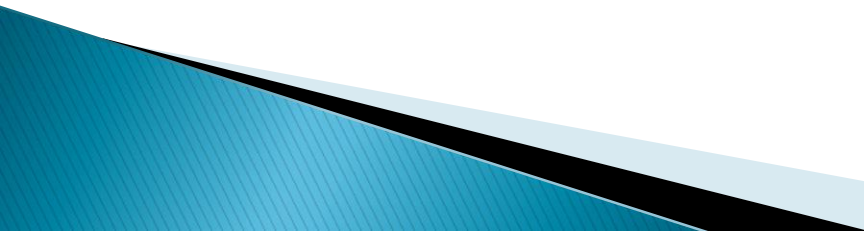
- ▶ Based on clear principles: **Early Intervention and Effective Communication**
- ▶ Introduced **Informal Return to Work Plan Meeting**
- ▶ HR Officers **case manage** and **prompt** managers at each key stage
- ▶ Formal Stages 1 and 2 still apply but now **rigorously case managed**

NB: Managers are still responsible and accountable for managing absence

New Methodology (2)

- Where work related stress identified – stress risk assessments undertaken
 - Where personal stress identified – support offered
 - All stress cases still managed under the new methodology and successful return to work supported
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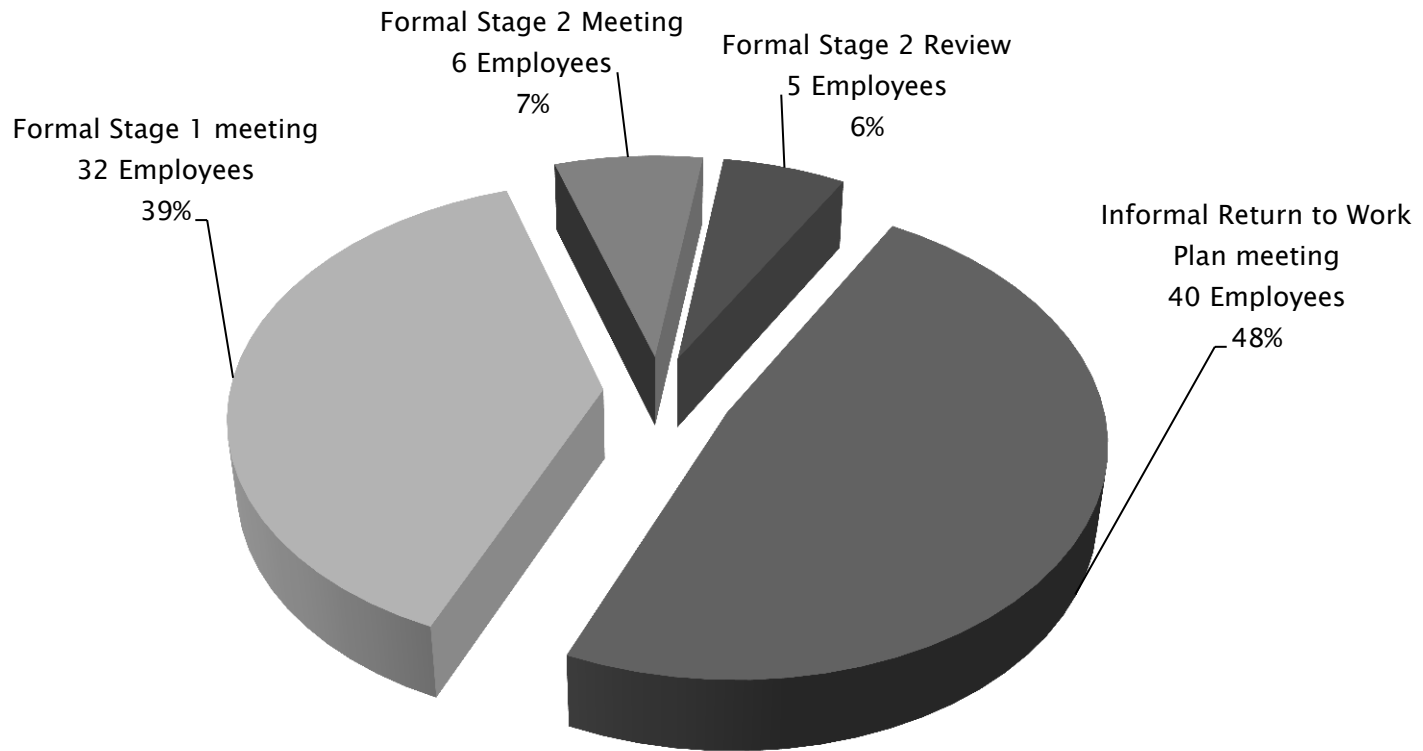
Activity of the taskforce in Education excluding schools (1)

- ▶ **1st April 2015 – 31st March 2016**
 - ▶ 124 cases
 - ▶ 95 informal return to work plan carried out
 - ▶ 57 Formal Stage 1 Meetings carried out
 - ▶ 19 Formal Stage 2 Meetings carried out
 - ▶ 5 Formal Stage 2 Review Meetings carried out
 - ▶ 3 Formal Stage 3 Meetings carried out
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Activity in Education return to work stages (2)

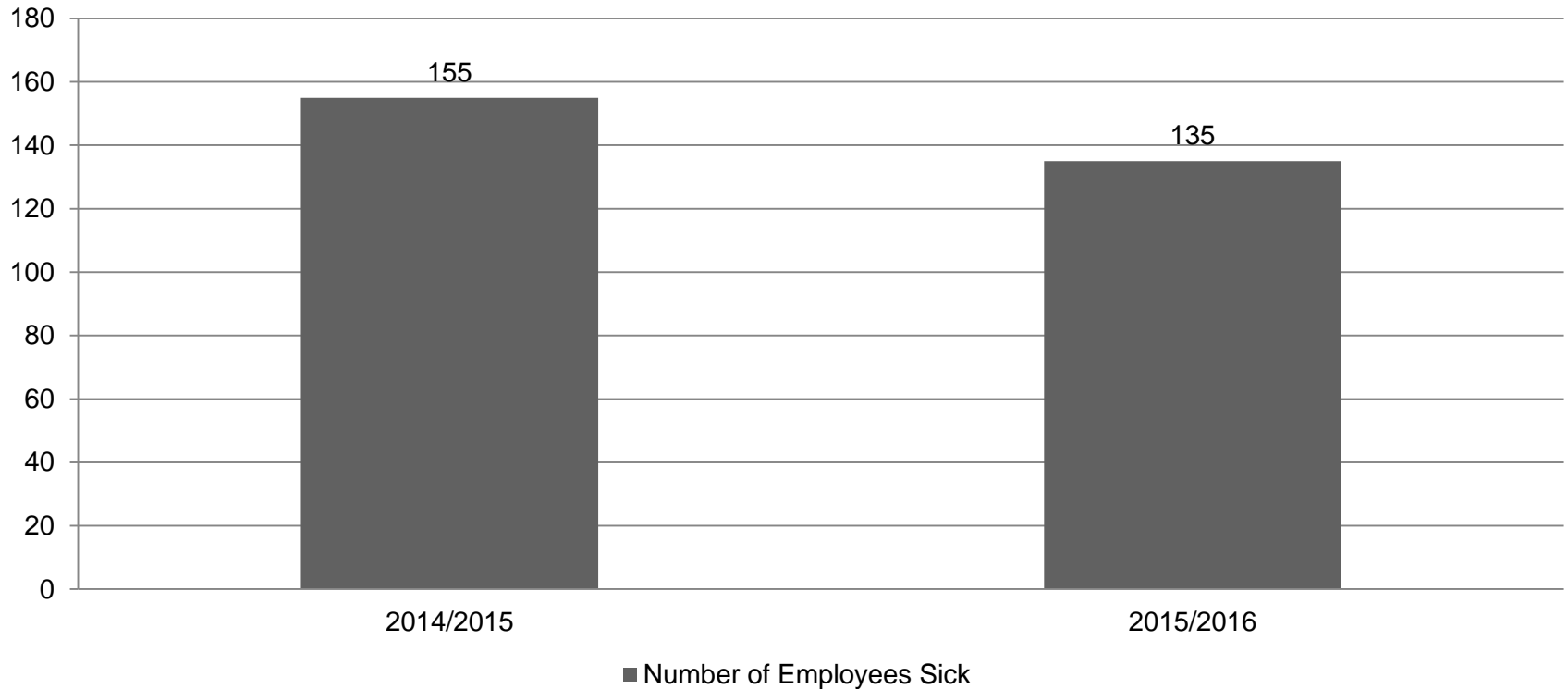
Education Return to work stages

1st April 2015 to 31st March 2016



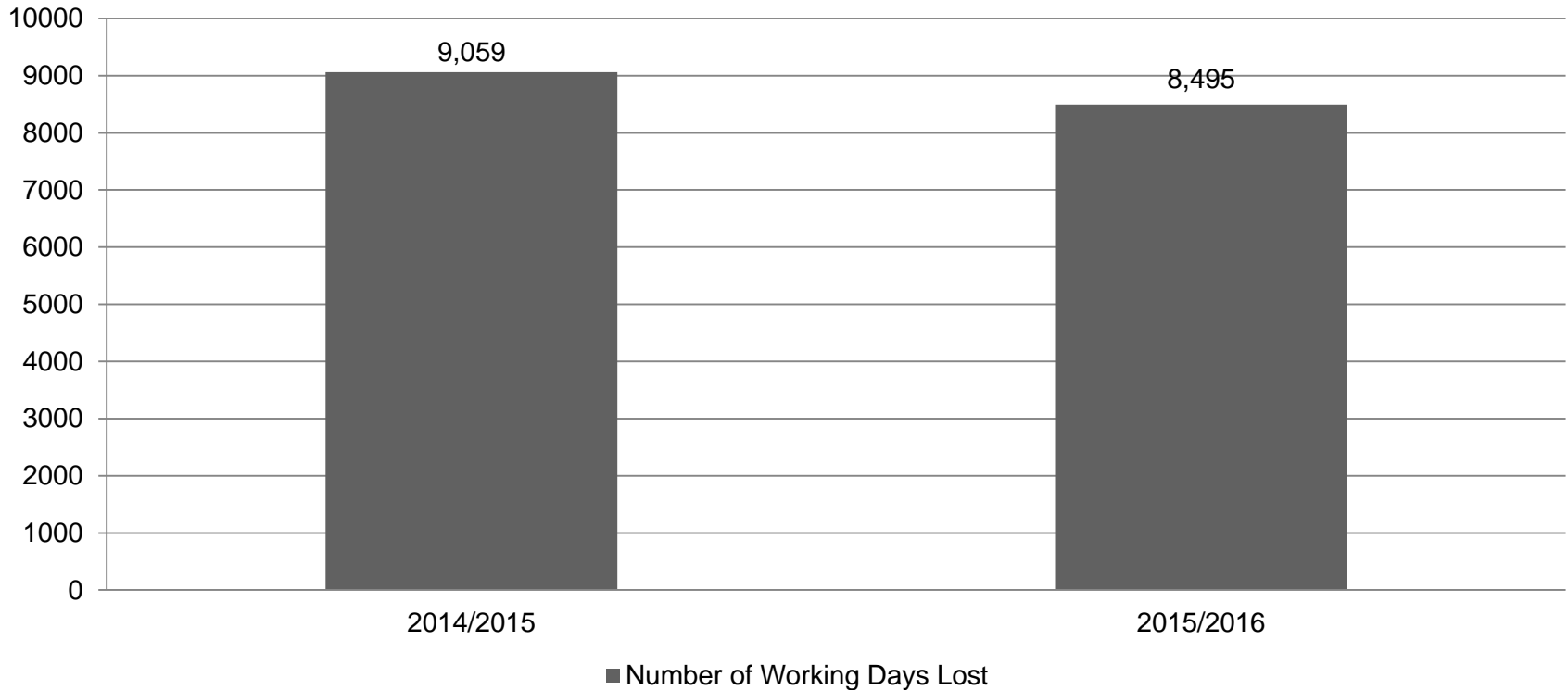
Findings in Education excluding schools (1)

Education (Excluding Schools) - Number of Employees Consecutively Sick for 28 Calendar Days or More
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)



Findings in Education excluding schools (2)

Education (Excluding Schools) - Number of Working Days Lost by Employees Consecutively Sick for 28 Calendar Days or More
(1st April 2014 to 31st March and 1st April 2015 to 31st March 2016)

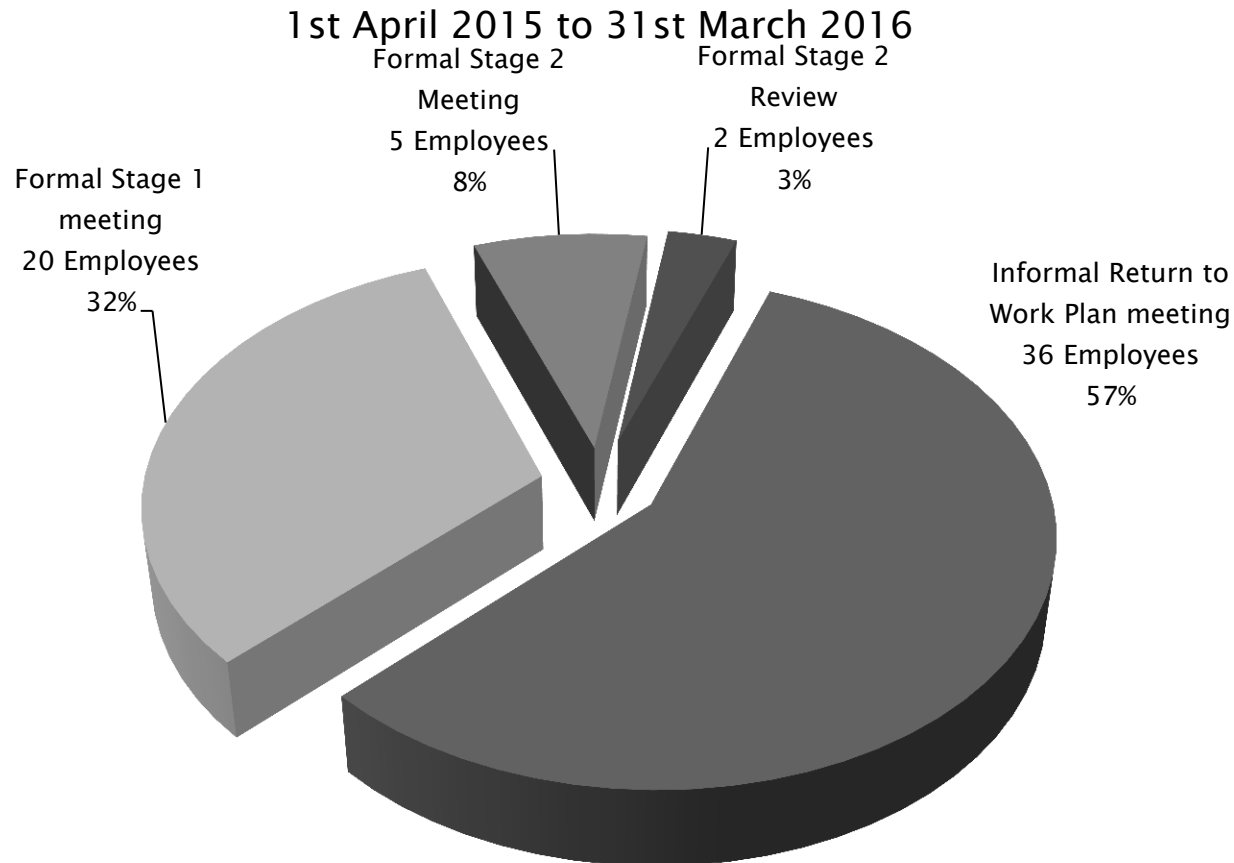


Activity of the taskforce in Environment (1)

- ▶ **1st April 2015 – 31st March 2016**
- ▶ 79 cases
- ▶ 59 Informal return to work plans carried out
- ▶ 39 Formal Stage 1 Meetings carried out
- ▶ 12 Formal Stage 2 Meetings carried out
- ▶ 1 Formal Stage 2 Review Meeting Carried Out

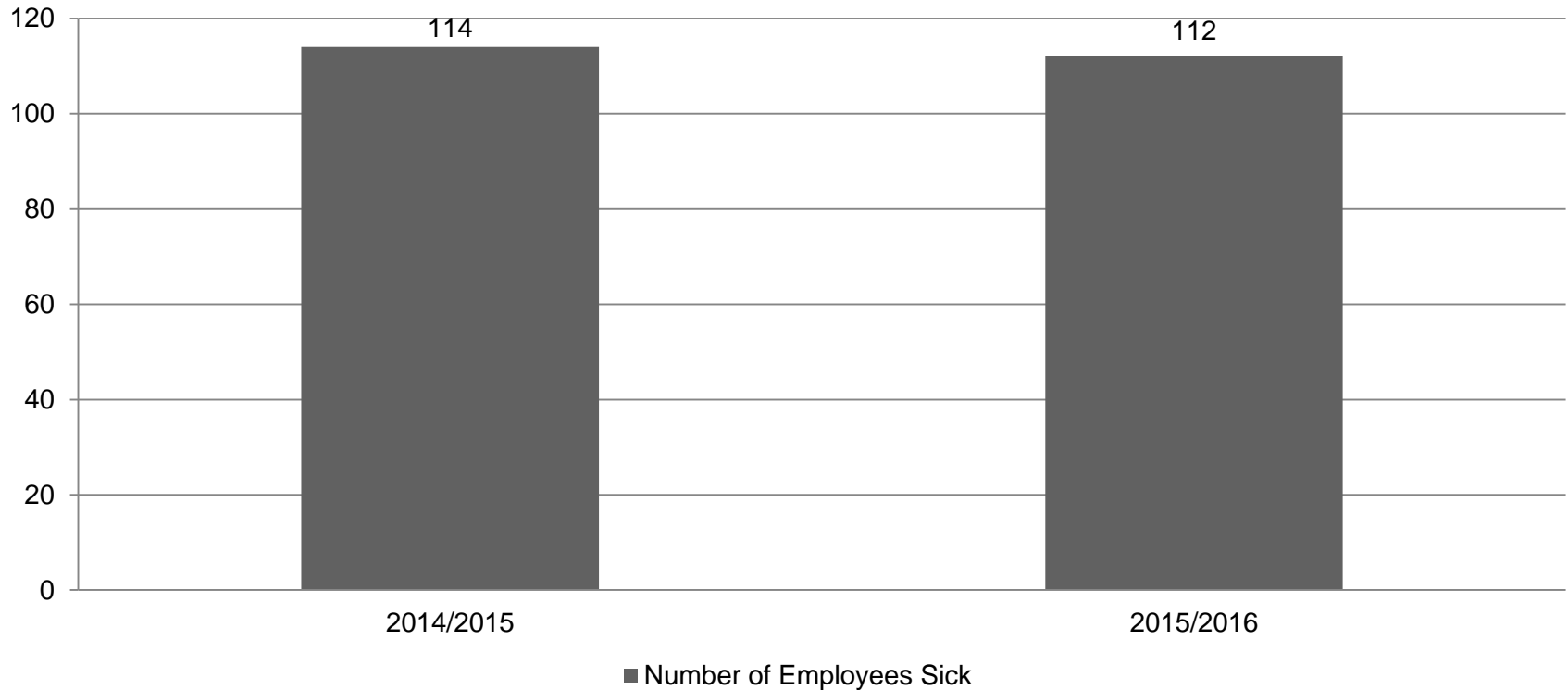
Activity in Environment cont'd return to work stages (2)

Environment Return to work stages



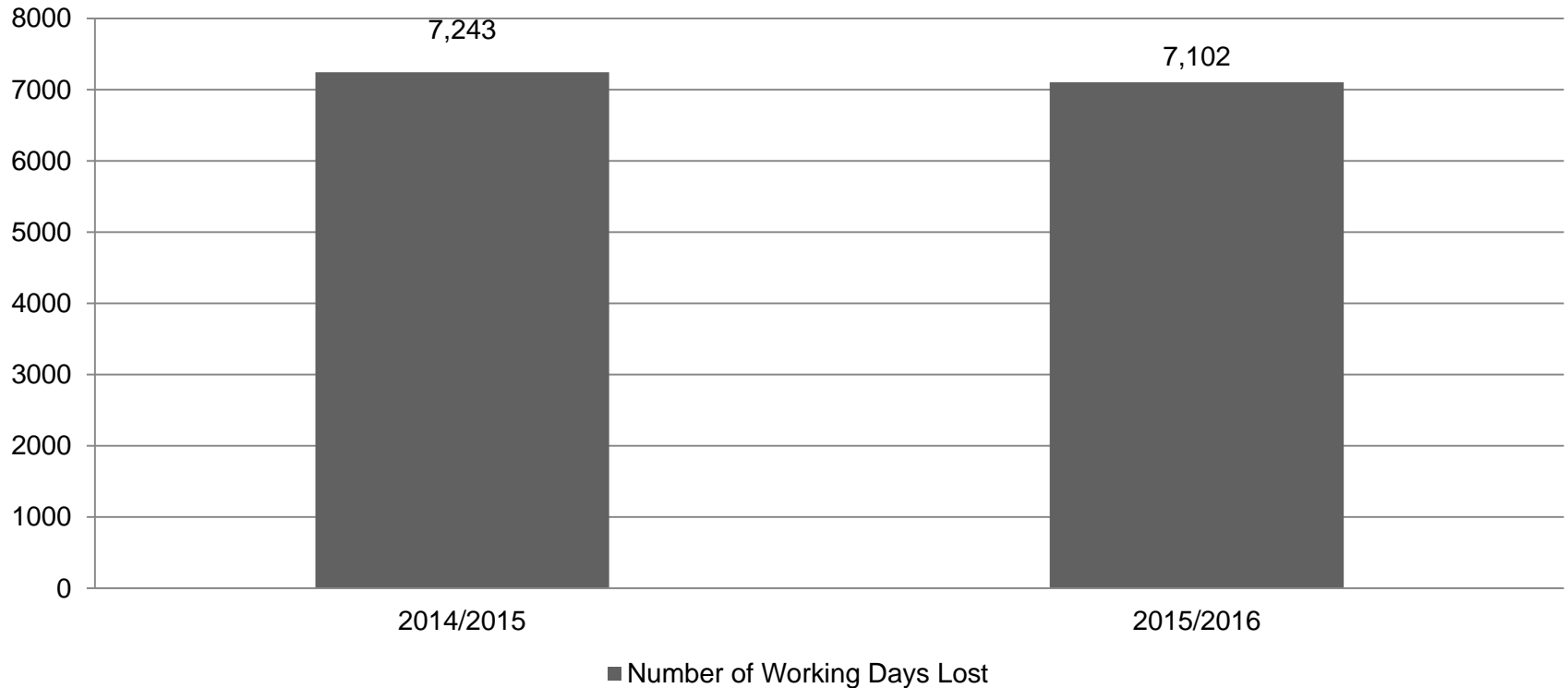
Findings in Environment (1)

**Environment - Number of Employees Consecutively Sick
for 28 Calendar Days or more**
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)

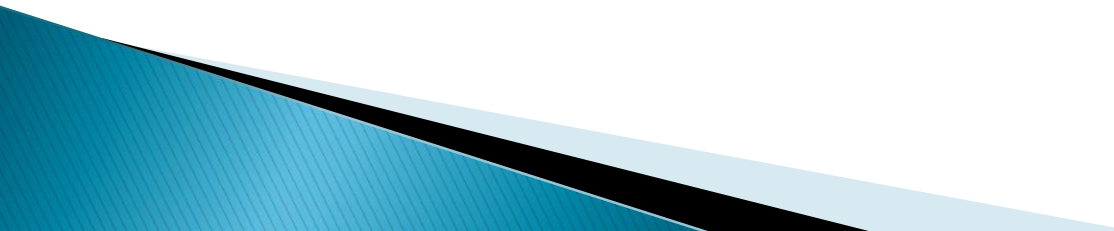


Findings in Environment cont'd (2)

**Environment - Number of Working Days Lost by employees
consecutively sick for 28 calendar days or more
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)**



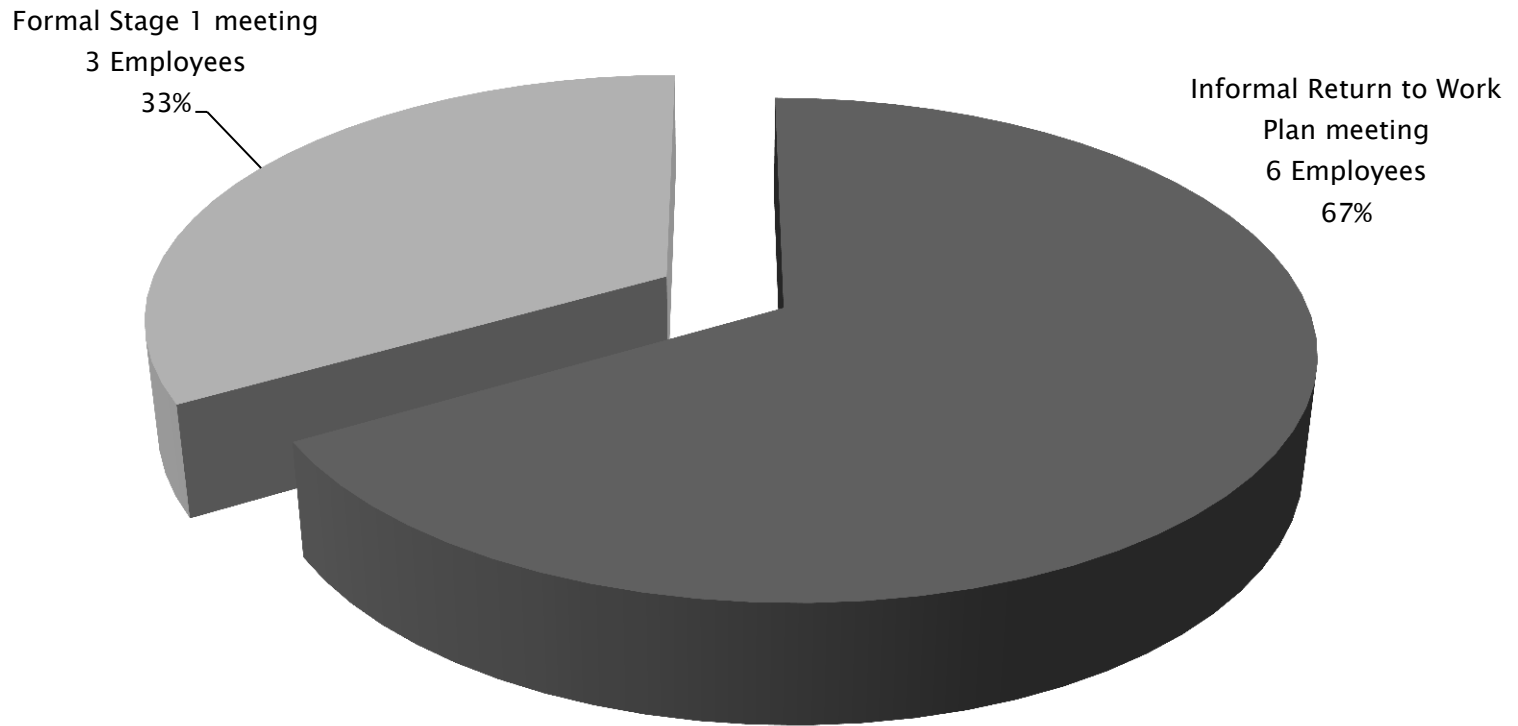
Activity of the taskforce in Chief Executive's & Finance & Corporate Services (1)

- ▶ **1st April 2015 – 31st March 2016**
 - ▶ 22 cases
 - ▶ 16 Informal return to work plans carried out
 - ▶ 4 Formal Stage 1 meetings carried out
 - ▶ 1 Formal Stage 2 meetings carried out
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Activity of the taskforce in Chief Executive's (2)

Chief Executives Return to work stages

1st April 2015 to 31st March 2016

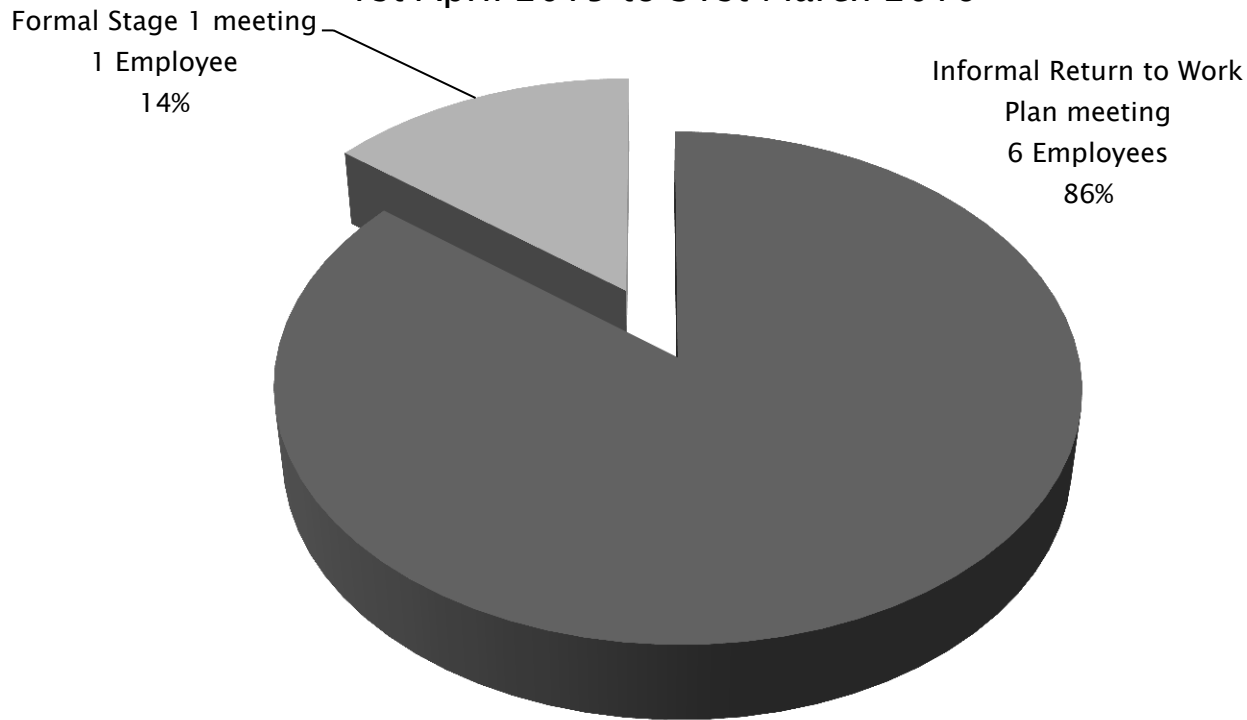


Activity of the taskforce in Finance & Corporate Services (3)

Finance & Corporate Services

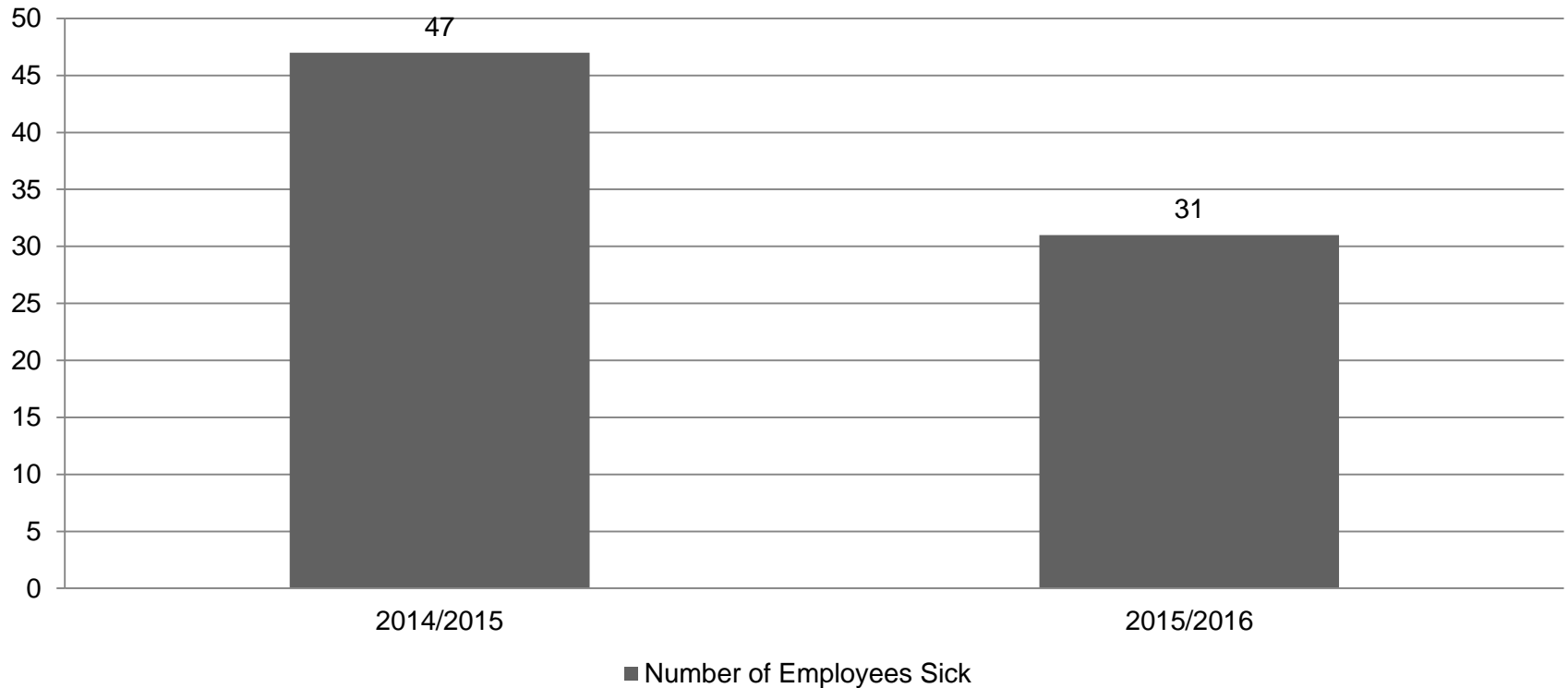
Return to work stages

1st April 2015 to 31st March 2016



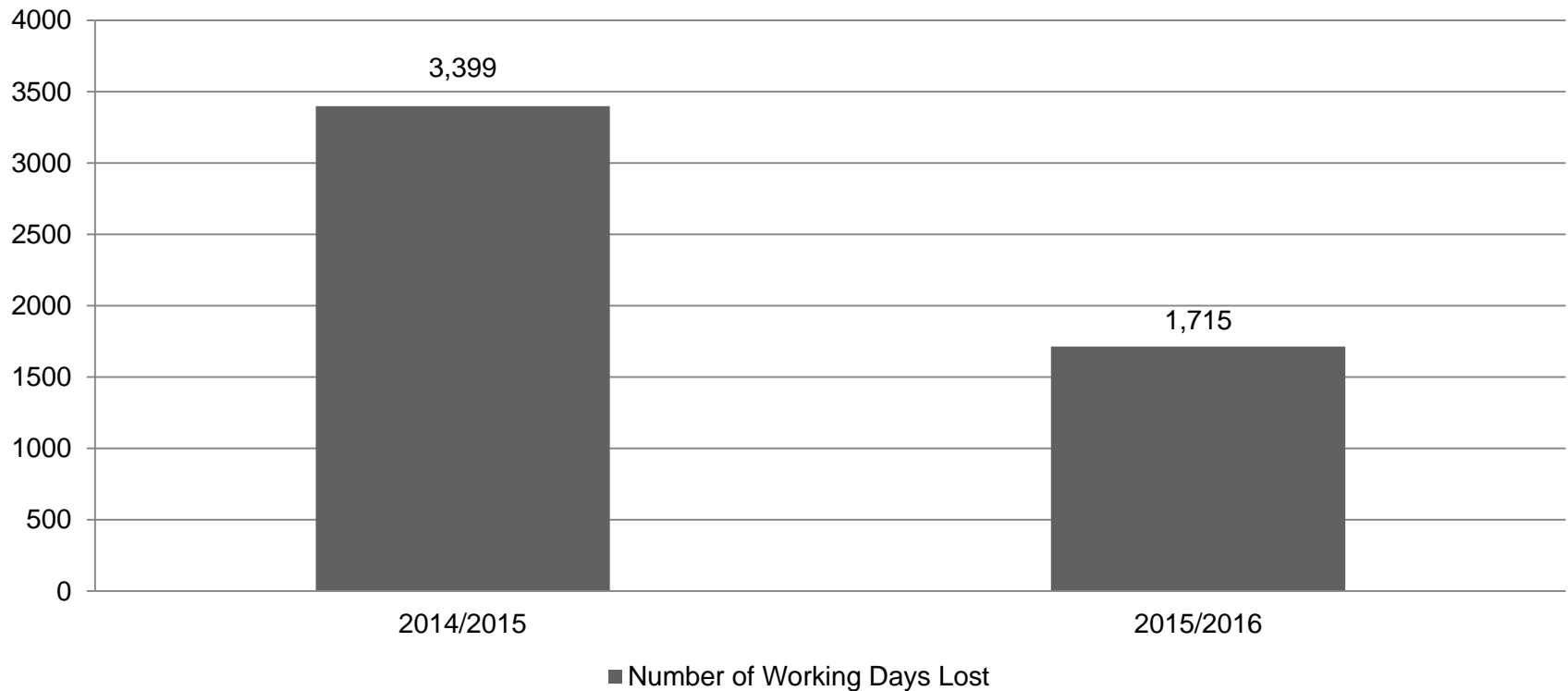
Findings in Chief Executives, Finance & Corporate Services (1)

Corporate Services - Number of Employees Consecutively Sick for 28 Calendar Days or More
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)

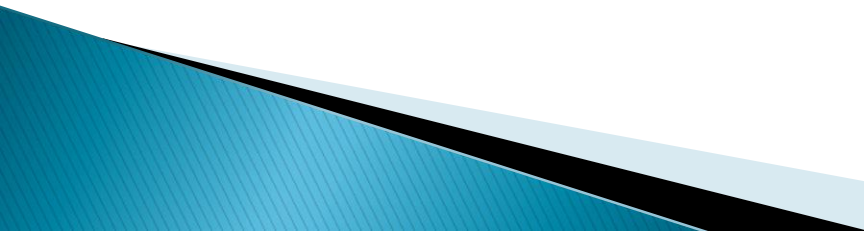


Findings in Chief Executives, Finance & Corporate Services (2)

Corporate Services - Number of Working Days Lost by Employees Consecutively Sick for 28 Calendar Days or More
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)

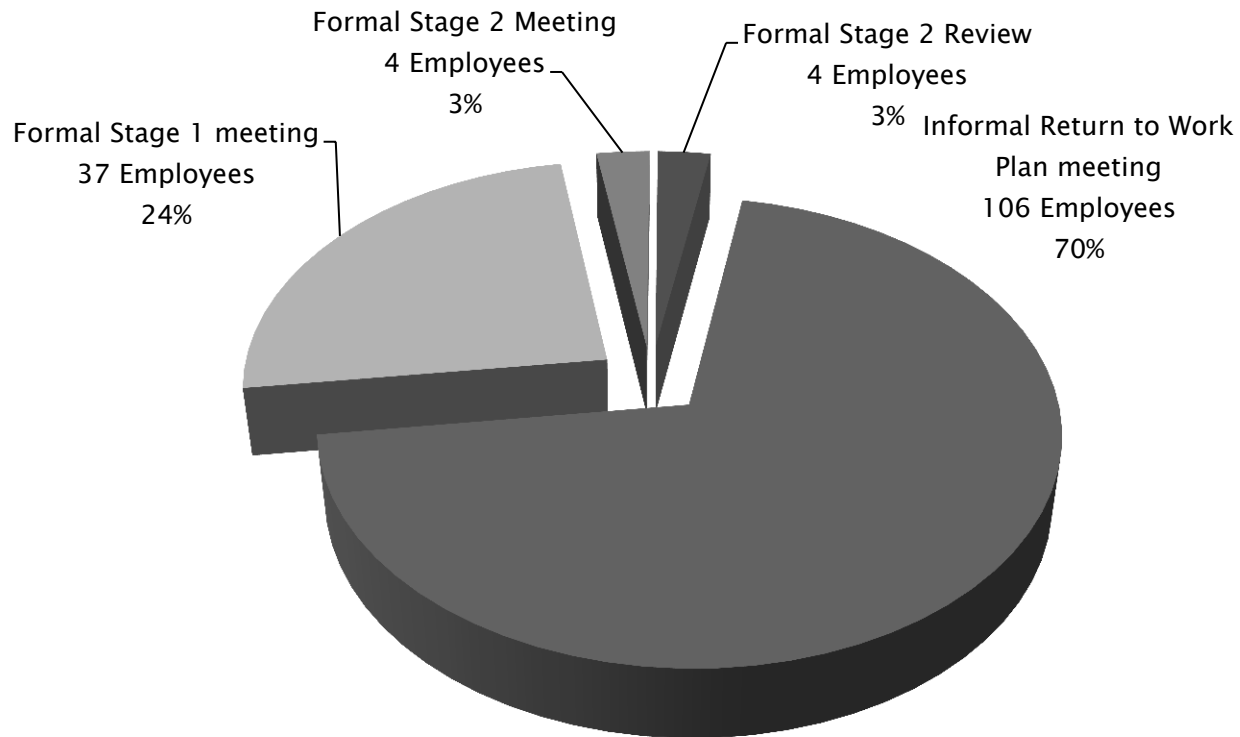


Activity of the taskforce in Social Services (1)

- ▶ **1st April 2015 – 31st March 2016**
 - ▶ 207 cases
 - ▶ 176 Informal return to work plans carried out
 - ▶ 83 Formal Stage 1 Meetings carried out
 - ▶ 39 Formal Stage 2 Meetings carried out
 - ▶ 2 Formal Stage 2 Review Meetings carried out
 - ▶ 3 Formal Stage 3 Meetings carried out
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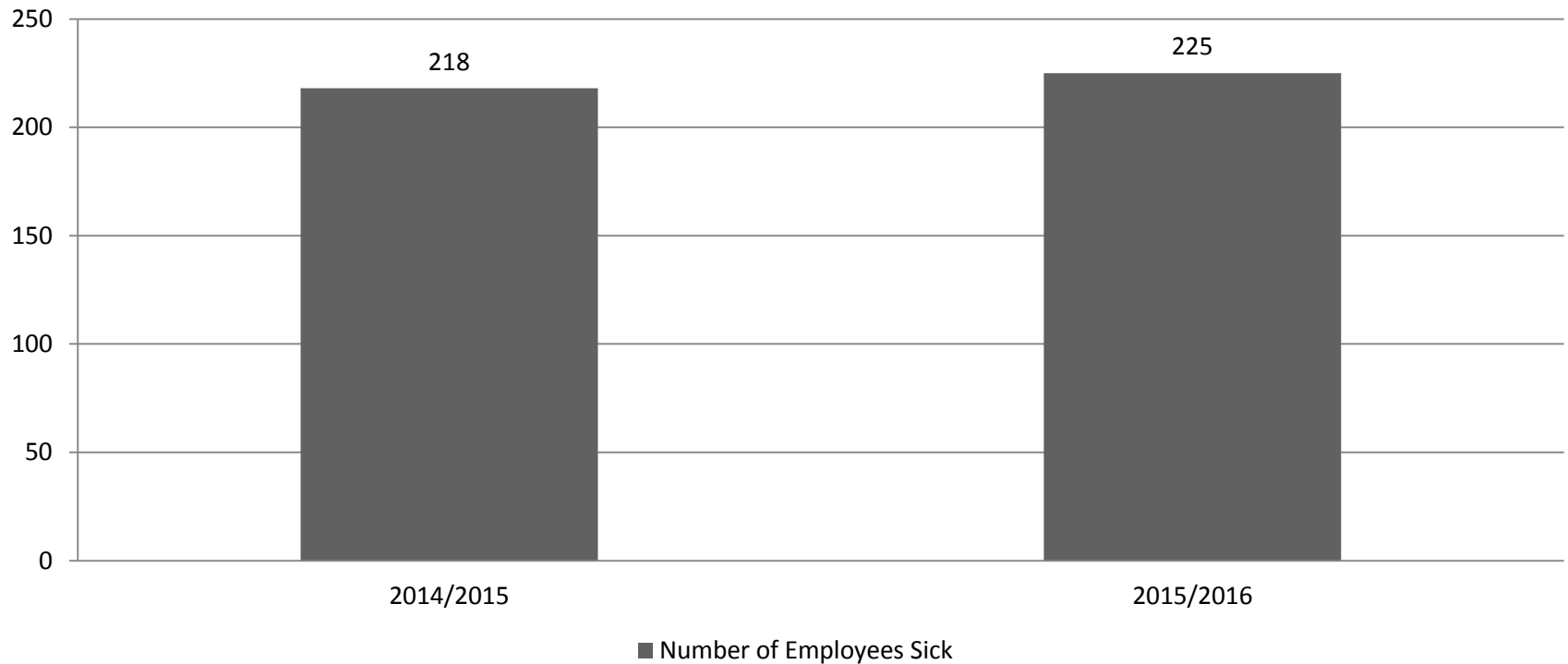
Activity in Social Services return to work stages (2)

Social Services Return to work stages 1st April 2015 to 31st March 2016



Findings in Social Services (1)

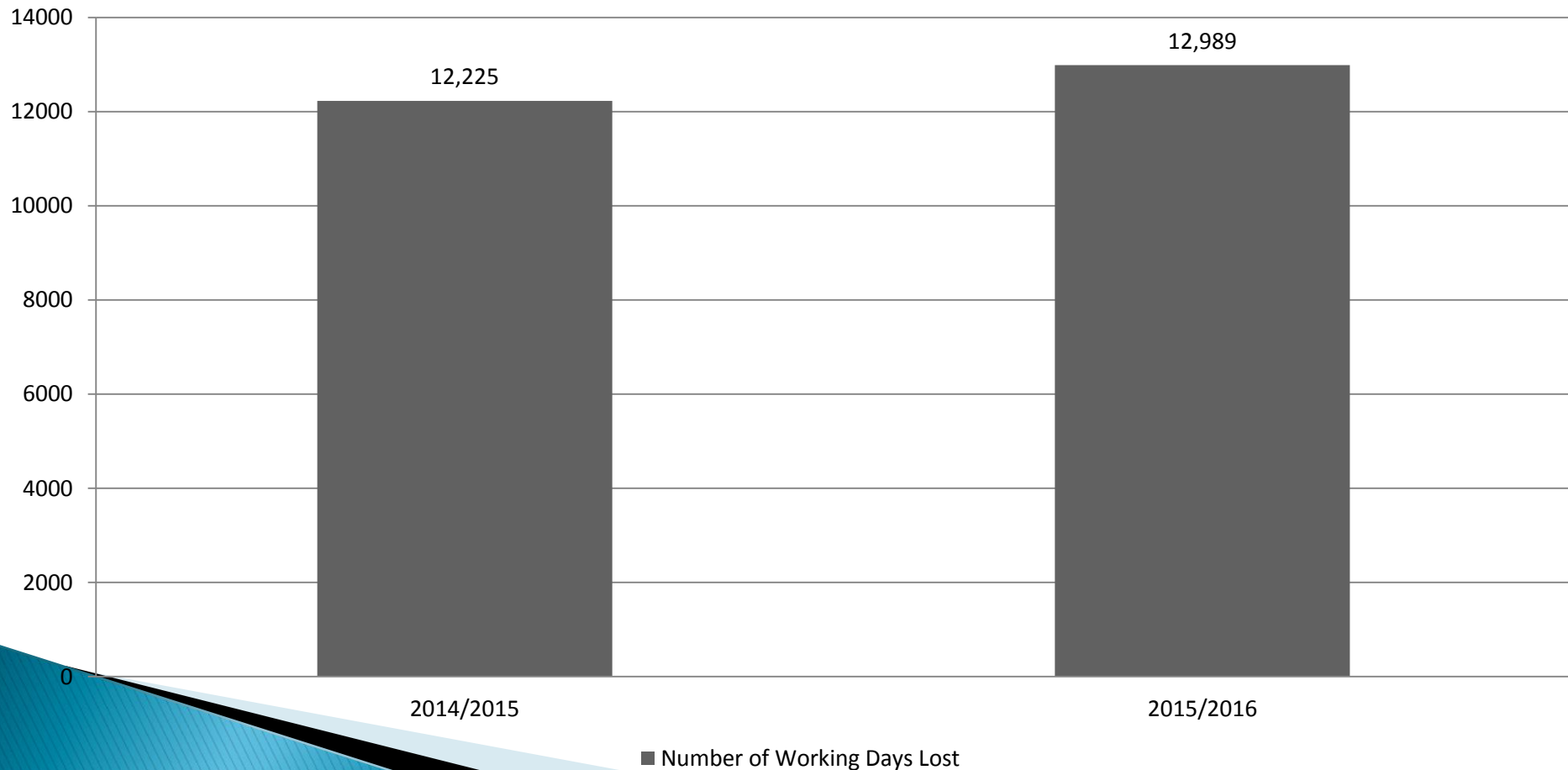
**Social Services, Health and Housing - Number of Employees
Consecutively Sick for 28 Calendar Days or More**
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)



Findings in Social Services cont'd (2)

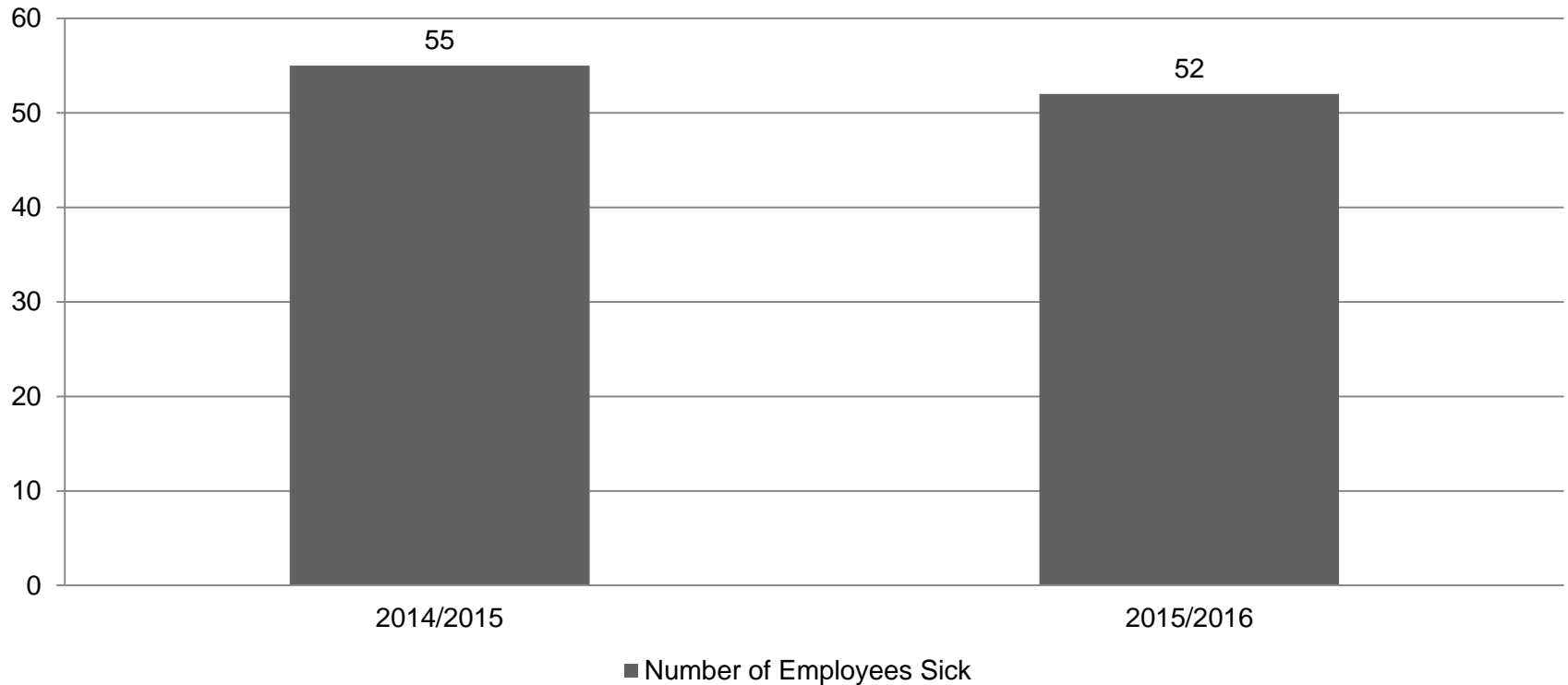
Social Services, Health and Housing - Number of Working Days Lost by Employees Consecutively Sick for 28 Calendar Days or More

(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)



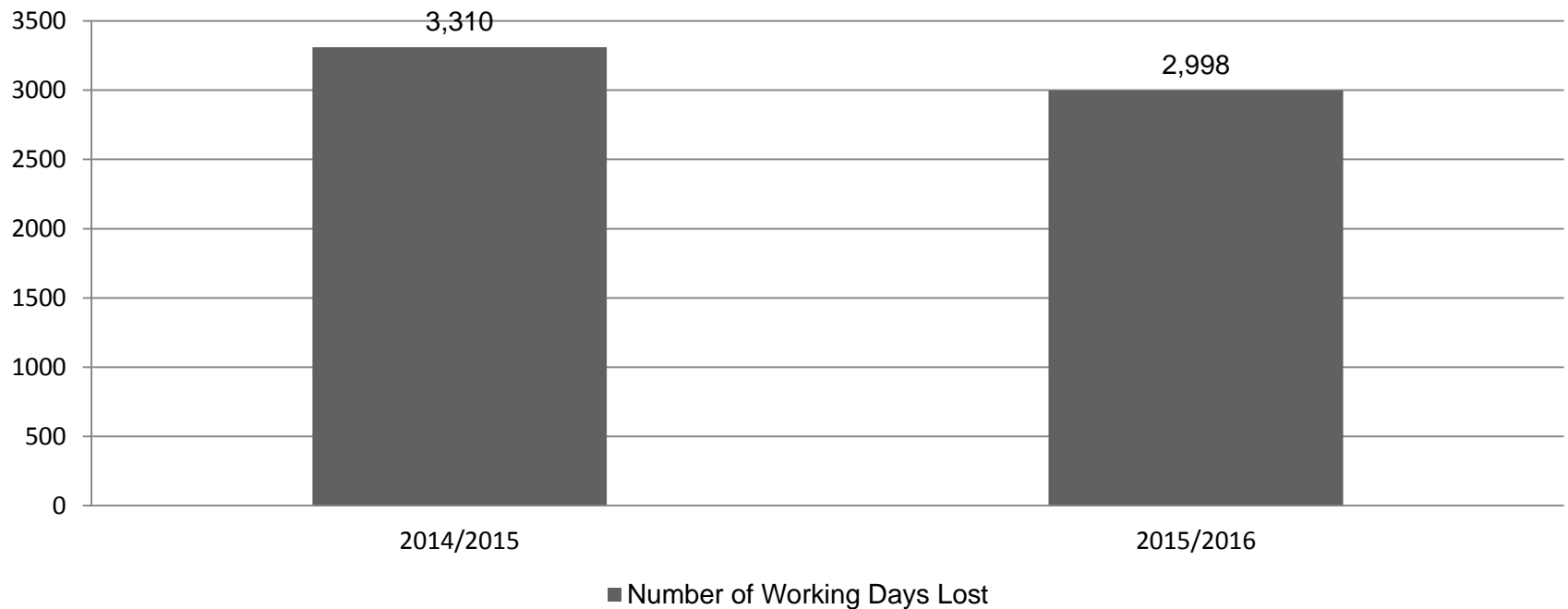
Findings in Social Services cont'd (3)

**Children and Young People Services - Number of Employees
Consecutively Sick for 28 Calendar Days or More**
(1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)



Findings in Social Services cont'd (4)

Children and Young People Services - Number of Working Days Lost by Employees Consecutively Sick for 28 Calendar Days or More (1st April 2014 to 31st March 2015 and 1st April 2015 to 31st March 2016)



Cost Benefit Analysis for the Sickness Taskforce (1)

Costs of additional resources:

- ▶ 1 x HR Officer = £37,000
- ▶ 1x Assistant HR Officer = £31,000

- ▶ Total Cost = £68,000 per annum

Cost Benefit Analysis for Sickness Taskforce (2)

Benefits

- ▶ **Reduction in Sick Pay Costs: 1st April 2015–31st March 2016 in all directorates**
 - Total Saving of **£114,742**

Cost Benefit Analysis (3)

▶ Annual reduction	£114,742
▶ – Staffing cost	£68,000
▶ Tangible Benefit	£46,742

Any Questions?

