

Staffing Committee

Supplementary Agenda

Date: Thursday 16th July 2015
Time: 2.00 pm
Venue: Committee Suite 1,2 & 3, Westfields, Middlewich Road,
Sandbach CW11 1HZ

7. **Attendance Management 2014/2015** (Pages 47 - 54)

Appendices 1, 2, 3 and 4 to the report attached.

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Appendix 1

Main reasons for absence in Cheshire East Council

The ten most common reasons are broadly similar to those reported for 2013/14 as shown below;

Table 2

Reason	% of absence attributed 14/15	13/14
Stress	16.7	14.3
Medical examination	9.6	9.5
Back pain	6.2	6.6
Depression	5.4	4.8
Anxiety/fatigue/exhaustion	5.0	4.6
Joint Problems	5.0	4.5
Chest/lung disorders/infections	3.8	4.3
Bereavement	3.5	2.3
Breast cancer	3.2	1.6
Broken bones	2.9	4.0

In the previous three years, absence attributed to stress was around 14%, so the 2014/2015 year has seen an increase.

Distribution of absence

The services with the highest absence rates were as follows, expressed as days lost per employee;

Table 3

Service	Days lost per employee 14/15	13/14
Adults	17.5	13.7
Legal	14.4	7.0
Children and Families	10.6	11.1

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ABSENCE MANAGEMENT

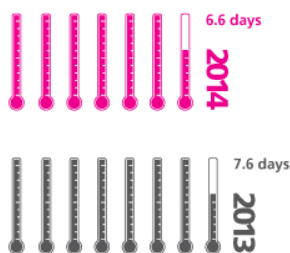


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Annual survey report summary

2014

EMPLOYEE ABSENCE



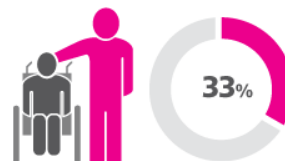
Average employee absence has fallen from 7.6 days per employee per year in 2013 to 6.6 days in 2014.

REPORTED MENTAL HEALTH PROBLEMS



42% (2/5) of employers have noticed an increase in reported mental health problems over the past 12 months. In 2009 this figure was 21%.

CARING RESPONSIBILITIES OF EMPLOYEES



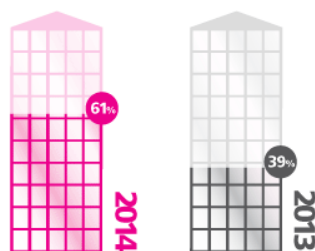
1/3 of organisations report absence has been affected by the caring responsibilities of employees. Only 1/6 of organisations have a specific policy or guidelines in place to support employees who are carers.

STRESS-RELATED ABSENCE



2/5 of employers say stress-related absence has increased over the past year. 1/3 of those who've observed an increase aren't taking steps to address it.

LINE MANAGER CAPABILITY



61% of organisations have developed line manager capability to manage absence, compared with just 39% in 2013.

ABSENCE LEVELS BY SECTOR



Private sector **5.5 days**



Manufacturing & production **6.2 days**

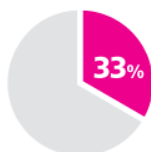


Non-profit **7.4 days**

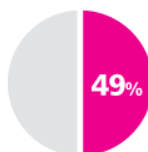


Public Sector **7.9 days**

INCREASE IN PRESENTEEISM



1/3 of employers have seen an increase in presenteeism (people coming to work ill) over the past year.



This figure rises to ½ in organisations who are anticipating making redundancies.

To read the full report visit
cipd.co.uk/absencemanagementsurvey



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Appendix 3

Wellbeing and Resilience Programme 15/16

<u>Month</u>	<u>National event and date</u>	<u>Workplace event</u>	<u>Comments</u>
April	6.4.15 World Health Day	Eight places reserved for CEC staff at a workshop on Resilience run by East Cheshire NHS Trust	Event run by Prof Derek Mowbray was well received with lots of useful material.
May	National Walking Month	Walking was promoted in Team Talk Pilot Resilience Workshop run on 28 May by Rene Barrett	Workshop was well received and further four planned
	Mental Health Awareness Week 11-17 th May	Three lunchtime sessions on Resilience run by The Hope Street Centre 5-18 May	Events in each of Sandbach, Crewe and Macclesfield were over-subscribed. Three teams commissioned their own event to meet demand. Sixty-five staff attended these. Three staff trained as Resilience Champions.
June	Male Cancer Awareness Month	Men's health promotion week. Adult Learners Week with focus on developing resilience, including places for staff in Health and Social care at Manchester conference	Three clinics run for male staff by health trainers from ESAR. Stress and Resilience Group to report on their work to CLB.
July	24.7.15 Samaritans Awareness Day	Promote the EAP.	Stress and Resilience Group to report on their work to Staffing Committee. Publish the Guidance written by the group.
August			
September	10.9.15 World Suicide Prevention Day	Workplace wellbeing sessions Top tips on resilience from a CLB member	

October	10.10.15 World Mental Health Day Breast Cancer Awareness Month	Workplace wellbeing sessions.	
November	4.11.15 National Stress Awareness Day	Workplace wellbeing session. Promote the EAP.	
December	Drink awareness		
January 2016	Dry January	Top tips on beating the January blues	
February	Heart Month	Healthy heart promotion	
March	No Smoking Day	No Smoking promotion	

Appendix 4

The Employee Assistance Programme (EAP)

The EAP was introduced in February 2014. Their work is strictly confidential but they provide quarterly reports and the key points in their first annual report on include;

Around 7% of staff have accessed the service, which is available on a 24/7/ basis.

Presenting problems showing issue and number of cases

Depression	77
Work related	64
Anxiety	48
Life event	22
Family	20
Psychological	18

Of the staff who were off sick when they accessed the service, 45 planned to return to work, at the point they made contact. By the end of the session(s) with the service, 57 planned to return.

The predominant presenting employment issues were;

Issue	Number of cases
Work stress	82
Work demands	18
Change in work	9
Line manager	9
Bullying	8

Anecdotal reports have been very positive and the main feedback is that it is helpful that the service is available immediately. However there is some evidence that not all staff are aware that the service is available so it will be promoted again over the current year.

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