PVFM Update

- Employee Attendance
- Workforce COVID Response
- Fit for Oldham Programme

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Oldham Council

PVFM – Employee Attendance

2019/20 Financial Year Sickness Absence Performance

- Total days lost to sickness absence for the year 2019/20 was **11.33** working days per FTE
- The highest reasons for sickness absence in 2019/20 were **Mental Health** (41.5 % of all absence), **Musculoskeletal** (35.23% of all absence) and **Stomach, Liver and Digestion** related (9.46% of all absence)
- Adults Social Care, Economy and Education, Early Years and Skills had the highest rates of absence across Council Divisions
- Long Term absence (longer than 20 working days in duration) accounted from **73.8%** of all absence

Current financial year (April – August 2020) Sickness Absence Performance

- Sickness absence at the end of August 2020 stood at **3.2** working days per FTE and if current absence trends continue the year end outturn will be **7.8 days per FTE** (the lowest on record)
- **Mental Health** (34.6 % of all absence), **Musculoskeletal** (26.2% of all absence) and **Stomach, Liver and Digestion related** (7.8% of all absence) continue to be the main reasons for absence.
- **COVID-19** (diagnosed or Self Diagnosed) was accountable for **5.3%** of sickness absence.

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2019/20 Financial Year Turnover

- The turnover rate for 2019/20 was **12.7%**
- The divisions with the highest turnover were **Communications, Strategy and Performance** (26.2%), **Education**, **Early Years and Skills** (22.3%) and Economy (15.9%)
- The top 3 reasons for leaving were Resignation (158), End of Contract (48) and Retirement (35)
- The average age of leavers was 46 with an average of 11 years service with the Council

Current Financial year (April – August 2020) Turnover

- In year turnover to the end of August stands at **12.2%**
- The divisions with the highest turnover are **Education, Early Years and Skills** (23.8%), **HR, OD and Transformation** (20.3%) and **Youth, Leisure and Communities** (16.4%)

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Responding to COVID-19

Workforce Welfare

Developed in response to COVID-19 in recognition of the increasing pressures on both mental and physical health:

- To improve support in the workplace (such as EAP, OH, Able Futures and Mental Health First Aiders) and wider support available in the community of Oldham and across GM
- Promote new initiatives emerging as part of the national and local Covid response (such as additional support for frontline workers, and virtual self guided initiatives)
- Provide resources which promote self-care and peer support. Welfare package had very positive feedback with no gaps identified so far

Working arrangements

- COVID-19 absence recorded separately from non-COVID absence for purposes of sick pay entitlement and monitoring;
- Introduction of paid self-isolation leave;
- Introduction of paid time off if main Carer for someone with COVID-19

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Responding to COVID-19

Risk assessments

- Managers required to closely consider the risk of infection spread through risk assessments for accommodation, job roles and individuals where they are considered at high risk;
- Home risk assessments;
- Operating on the principle of ‘safety first;’
- Focus on the potential risk to wellbeing through social isolation
- Manager’s Handbook in place to help provide support and ‘good practice’ guidance

Future plans

- Carefully considered use of buildings to balance safety with need for social interaction;
- Embracing new ways of working to encourage greater flexibility balancing remote/ home and office based working

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#TeamOldham Workforce Strategy 2020-2023 Objectives

- Ambition for a One Team workforce: engaged, motivated and properly skilled
- Sets out the framework for the workforce delivery plan
- Themes: supporting our staff, leadership and culture, planning for the future
- Supporting our staff – Wellbeing and Engagement
- Promoting wellness, rather than reducing sickness
- Employee Attendance Improvement Programme

PVFM – Employee Attendance

Employee Attendance Management Programme Objectives

- Reduce sickness absence rate, including long term instances and average duration;
- Achieve cultural change, a modern approach to absence management;
- Improve policy compliance;
- Support and compliment the Fit for Oldham programme

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Employee Attendance Programme: Initial Findings

External findings:

- No perceptible correlation between trigger points used and level of sickness absence;
- Good practice of proactively planning workplace adjustments;
- Physiotherapy used successfully to mitigate absence

Internal findings:

- Low manager compliance with policy;
- Poor take up of Employee Assistance Programme provision;
- Low referral rates for physiotherapy
- Pockets of excellent practice

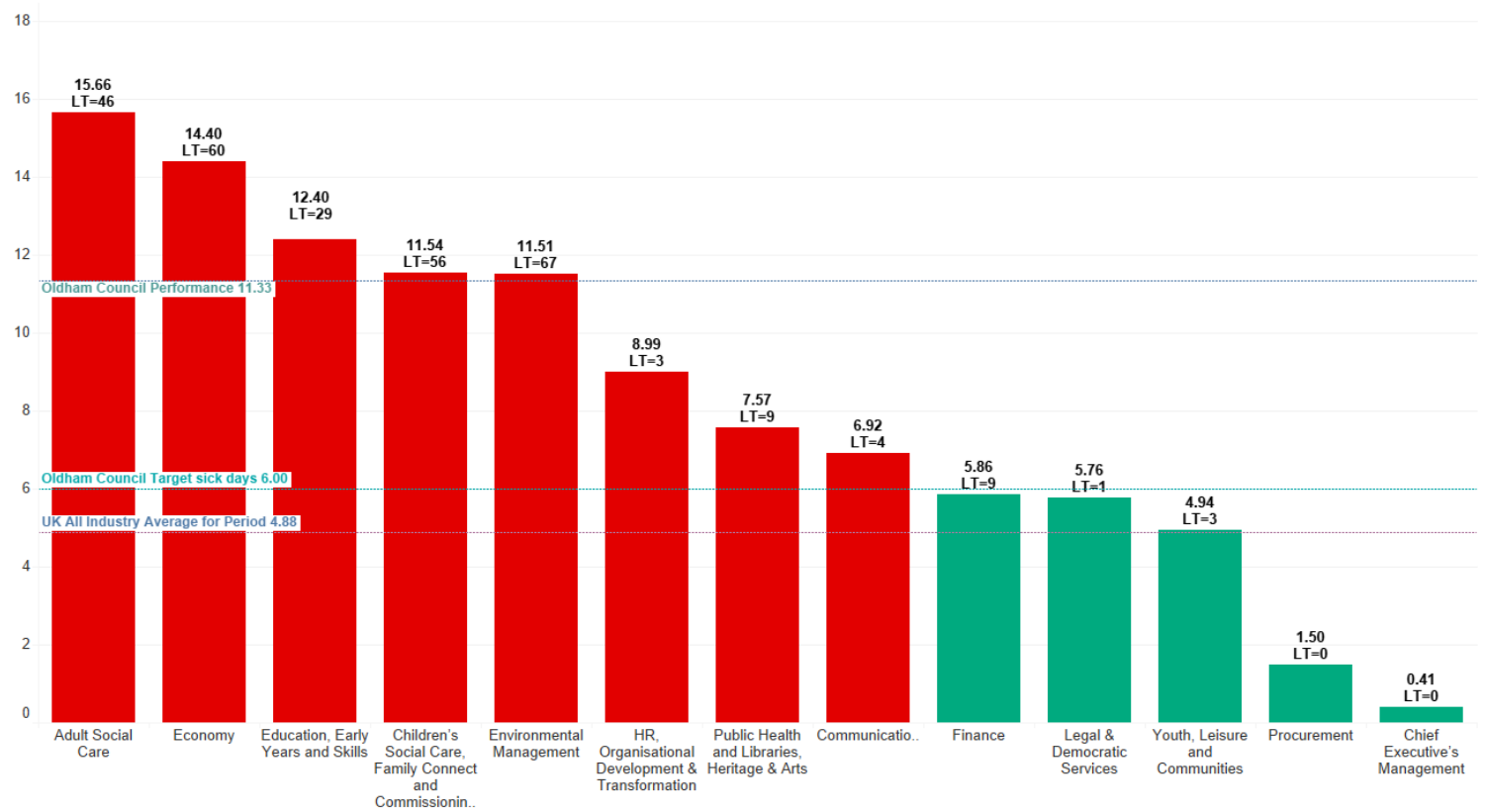
PVFM – Employee Attendance

Growing the Fit for Oldham Offer

- Extending to all of #TeamOldham
- Improving Accessibility – a more flexible offer in terms of location and times to fit around different working schedules
- Inclusivity – removing barriers to engagement in the offer, promoting wellness for all regardless of race, gender or disability
- Type of activities to reflect the diverse needs and interests of the workforce
- Having a more targeted approach to engage those who need it most

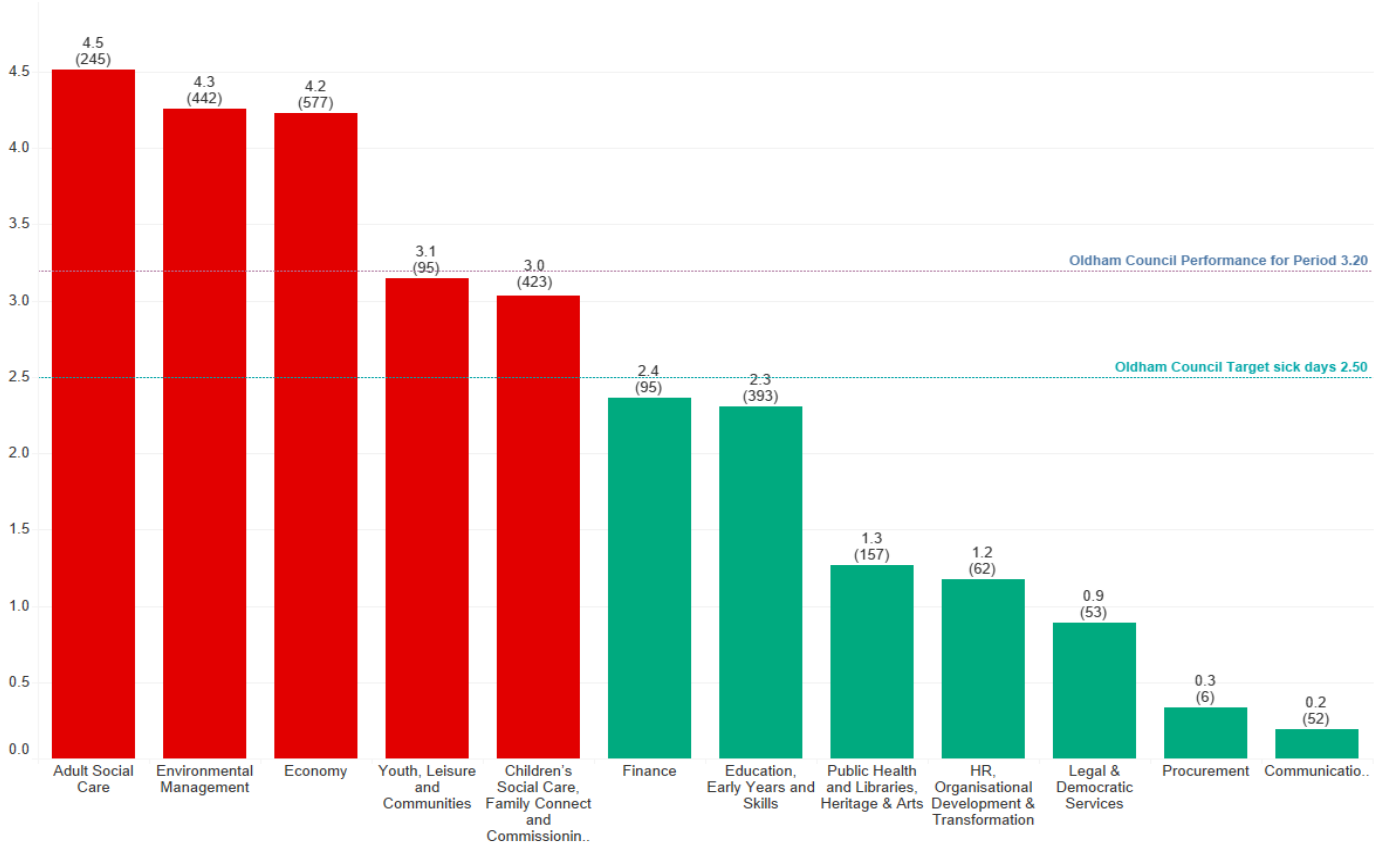
APPENDICES

Appendix 1.1 2019/20 Sickness days lost per FTE



APPENDICES

Appendix 1.2 2020/21 (April – August) Sickness days lost per FTE



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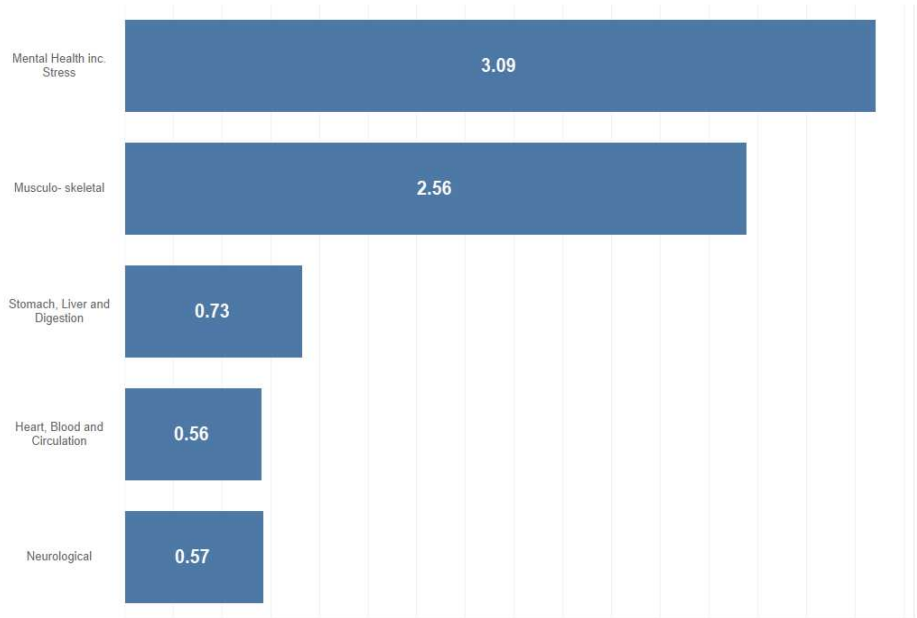
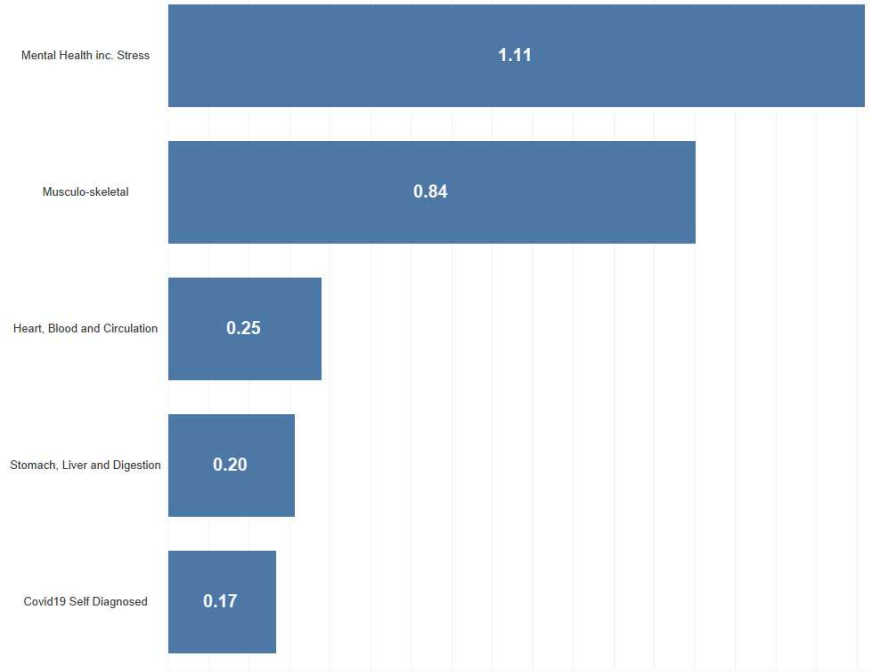
Appendix 1.3 2019/20
Top 5 reasons for absence: Days Lost per FTE



Appendix 1.4 2020/21 (April – August)
Top 5 reasons for absence: Days Lost per FTE



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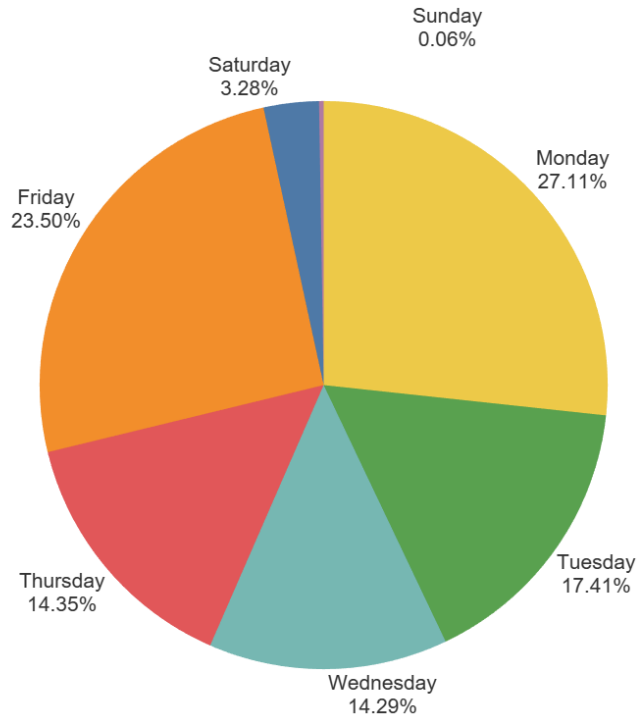
Appendix 1.5 2019/20 Single Day Absences



Appendix 1.6 2020/21 (April- August) Single Day Absences