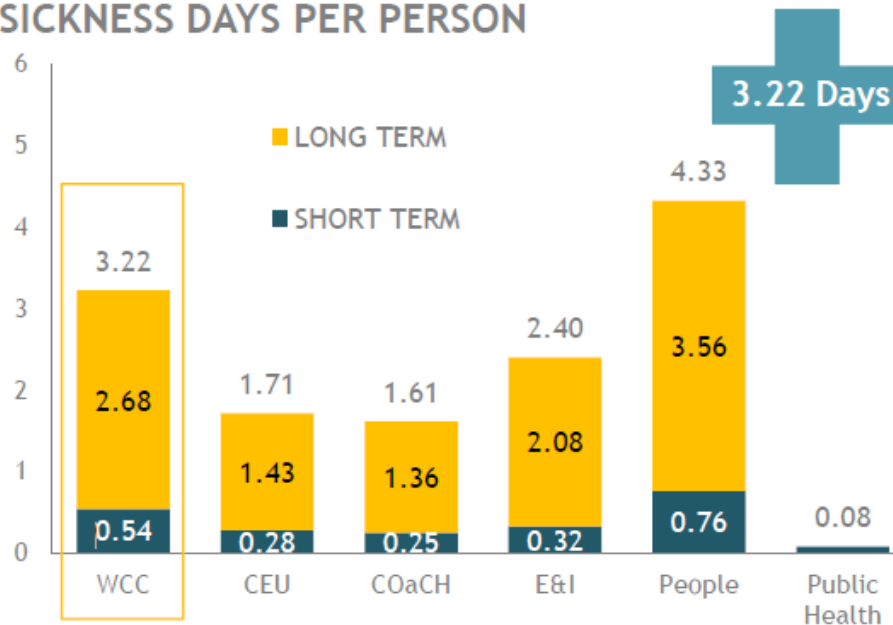


# Corporate and Communities Overview and Scrutiny Panel

**HR, OD and Engagement  
18 November 2020**

# Sickness Absence – Q2 2020/2021 summary

SICKNESS DAYS PER PERSON



Predicted long term sickness at year end based on Q2: **5.36 days** average per employee

Predicted short term sickness at year end based on Q2: **1.08 days** average per employee

Total predicted sickness at year end based on Q2: **6.44 days average per employee**

Q4 2019/20 was 8.10 days average per employee. If we continue as is this would be a year end **improvement of 1.66 days average per employee**. Average local authority (regional) sickness is between 8.5-9.5 days average per employee.

# Sickness Absence – Covid Impact

- Decision taken at onset of Covid pandemic to treat Covid cases as ‘authorised absence’
- Initially advised by PHE impact on workforce (reasonable worse case scenario) could be up to 21% off at anyone time due to Covid (including looking after dependents/self isolation etc.)
- We have not see that impact mainly due to:
  - Being able to support most working from home
  - Maintaining covid secure buildings meaning staff who have to be in can work safely – very minimal workplace transmission
  - Demand has been met throughout Covid pandemic due to these measures
- Sickness absence policy ‘sanctions’ suspended during pandemic – due to be re-introduced in January 2021
- Top 3 reasons for long term sickness absence continues to be musculoskeletal, stress and psychological
- HR Case & Change focussed on preventative approach and policy application – demonstrated huge improvements in last 18 months

## COVID Workforce Response - Summary

- Relentless (high volume) communication and engagement with workforce, residents and partners
- HR Advice and Guidance at the forefront of all workforce comms – stability for managers and employees in a constantly evolving environment
- Employee relations – regular weekly updates with all recognised Trade Unions
- Supporting our workforce – Clinically vulnerable and Clinically Extremely Vulnerable employees
- Established Employee COVID 19 Testing
- Rapid creation and delivery of bespoke training and specialist PPE training
- Development and implementation of principles to ensure the workforce is safe and well
- Wellbeing of the workforce at the forefront of what we do – dedicated area on 'OurSpace'
- Supporting schools to open and the children of Worcestershire to be safe
- Annual staff survey focused on Covid and its impacts – introduced many quick wins

## COVID Response – Some headlines

- Over 1000 key worker letters issued to enable movement during initial lockdown
- Over 460 Individual risk assessments reviewed for people previously identified as part of the clinically vulnerable and extremely clinically vulnerable groups who are unable to work from home, enabling a return to duties
- 1572 self assessment forms completed
- 626 people have requested and received equipment, which equates to 990 items of equipment have been collected, posted or delivered to staff members
- 74 people have undergone or are undergoing a DSE assessment with the Health and Safety team for more specific concerns they have raised
- Over 1500 COVID 19 Tests arranged via the Employee Referral Route
- 126 school risk assessments reviewed for June opening and the same number (risk assessment addendums) for wider opening in September
- 37 corporate buildings risk assessed and opened to date
- Total Reach with all social media posts on all channels since March – 13.3million impressions
- 266 press releases sent out to the local, regional and trade media since March