

CSHAH 5.9 Working days lost due to sickness absence – av/all employees

In response to Member's questions, what systems are in place to support our staff to return to work when off sick, what we do to keep staff healthy?

The HR Team has implemented revised sickness monitoring. HR policies are currently being updated in order of priority and managing sickness absence is one of the priorities - this work is part of an ongoing programme of updating TDC HR policies. The new absence policy is in development including a managers toolkit to support managers in monitoring absence and carrying out effective return to work interviews. The HR Team are proactively managing sickness cases, with a particular focus on resolving long term sickness absence cases - this piece of work is ongoing and there is a dedicated HRBP who is supporting managers in Waste and Recycling and Leisure services. We have had some excellent feedback from employees who have been supported by HR and we will continue to support managers in addressing sickness absence via the policy and training.

As part of Health at the Heart we are promoting more effective working in respect of the Waste and Recycling part of the council with an emphasis on mental health. If an employee identifies themselves as having negative thoughts we triage as much as possible and go through a protocol with the employee over the phone to ensure that they have the correct support network moving forward. We keep in contact with the individual either via ourselves or via their line manager.

Once an employee is fit to return to work, if they have been off on long term sickness we use a phased return to facilitate this in order to provide the best possible chance a successful return.

Another tool we are beginning to use is called "MECC" Making Every Contact Count – our HR Business Partner has recently trained to be a MECC Trainer which is about having healthy conversations within the organisation. We can provide more information on the MECC programme. MECC run their own [website](#) for sign posting employees.

We make regular referrals to Occupational Health where an employee is having time off sick so we can support them with any changes or adaptations that may be needed.

We had a van outside at both Forde House and Forde Road who gave smoking cessation advice and assistance.

We also provided a flu vaccinations, which are available to all employees.