

There have been many highlights and positive improvements over the last 12 months, however there is still more that can be done to ensure we continuously improve the health, safety and wellbeing of our employees.

2018 – 19 AT A GLANCE...



8.81 working days lost per FTE.

Stomach related illness was the most reported reason for absence at 21%.



Overall cost of sickness absence is **£1.9million**

The cost of absence related to **mental ill health** was over **£500k** and over **£400K** for **Musculoskeletal** disorders.



Total number of days lost due to **sickness absence** was **16,249**.

55% of the workforce achieved 100% attendance



How we



Continue to support the departments in managing employee's absences and reducing the days lost per FTE and cost impact to BWD.

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improve...

Seek Executive Board sign off for all managers to receive mandatory training in mental health awareness. Early intervention can minimise the effects of stress and poor mental health.



Develop awareness and understanding of subject areas that employees are struggling with. Provide advice and guidance for both managers and employees. Starting with Menopause & gambling and related harms.



Continue to promote, recruit, support and develop Health and Wellbeing & Mental Health champions to encourage and continue the



Communicate to communicate health and wellbeing resources to aid employees in making healthier lifestyle choices.



Seek Executive Board sign off to develop of induction programme is important for all new, promoted or redeployed employees, as starting a new role can be a stressful and unsettling experience.



Departmental sickness challenges to be introduced, which is a broader approach to wellbeing, behavioural, cultural issues in sickness absence and developing a joint culture and approach will reduce sickness