

Sickness Absence - PCT Supporting Information

Reducing rates of sickness and absence reduces costs and has a positive impact on the efficiency of an organisation and patient care. In a report published in November 2009 an Independent review team, led by Dr Steven Boorman found that by improving the sickness absence by a third the NHS could save £155million pounds to re-invest in patient care.

Sickness absence costs can be substantial and are easily identifiable. Between January and March 2010 the average sickness absence rate for the NHS in England was 4.48%

Evidence shows that poor health can be caused by a number of work-related factors, including lack of management support, heavy workload, job insecurity, lack of organisational justice or control and work-home conflict. Health and wellbeing can be enhanced by providing a healthy work-life balance and family-friendly practices, such as flexible working and childcare assistance. Job enrichment and enlargement can help reduce stress and job dissatisfaction.

Key steps to :

- Measure sickness absence and report rates to the Board regularly, including trends and benchmarking against similar organisations.
- Introduce line management training to improve management support. If staff are dissatisfied at work they may suffer from burn-out, reduced self-esteem and depression and anxiety.
- Manage long term sickness more effectively - including putting occupational health support in place at an early stage; encouraging the long term sick to return to work, such as offering alternative jobs; and introducing return to work interviews.
- Introduce return to work interviews and alternative jobs where long term sick absence is used as an alternative to managing poor performance.
- Improve the work life balance for staff - such as introducing flexible working. When staff do not have sufficient flexibility in their working hours or are put on a shift rota which is difficult to manage, it may lead to poor morale and increased short term sick leave.
- Promote staff health and well being - for example, initiatives to encourage staff to lead more healthy lifestyles.
- Introduce financial incentives to encourage attendance and reduce sick pay.
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Further Information

Useful Links

NHS health and well-being review November 2009

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_108799

Implementing Boorman

<http://www.nhsemployers.org/HealthyWorkplaces/ImplementingBoorman/Pages/ImplimentingBoorman.aspx>

NHS Employers

<http://www.nhsemployers.org/HealthyWorkplaces/StaffHealthAndWell-Being/Pages/StaffHealthAndWell-Being.aspx>

The Chartered Institute of Personnel and Development:

www.cipd.co.uk

Information Shown

This indicator shows the number of full-time equivalent staff days lost to sickness absence. It is expressed as a percentage of all full-time equivalent days for staff in post for the time period. Low values in general indicate good performance.

Rank	Information Shown	Productivity Opportunity	
1	Bristol, North Somerset, Somerset and South Gloucestershire Area Team	1.19	0.00
2	Kent and Medway Area Team	1.43	0.00
3	Derbyshire and Nottinghamshire Area Team	1.62	0.00
4	Nhs england london	1.99	0.00
4	London Area Team	1.99	0.00
5	Lancashire Area Team	2.00	0.00
6	Merseyside Area Team	2.07	0.00
7	Essex Area Team	2.13	0.00
8	Thames Valley Area Team	2.22	0.00
9	East Anglia Area Team	2.30	0.00
10	Bath, Gloucestershire, Swindon and Wiltshire Area Team	2.36	0.00
11	Wessex Area Team	2.44	0.00

11	Nhs england south (wessex)	2.44	0.00
12	Arden, Herefordshire and Worcestershire Area Team	2.59	0.00
13	Durham, Darlington and Tees Area Team	2.68	0.00
14	Birmingham and The Black Country Area Team	2.74	0.00
15	Surrey and Sussex Area Team	2.89	0.00
16	Leicestershire and Lincolnshire Area Team	2.89	0.00
17	Devon, Cornwall and Isles Of Scilly Area Team	2.93	0.00
18	Cheshire, Warrington and Wirral Area Team	3.07	0.00
19	South Yorkshire and Bassetlaw Area Team	3.13	0.00
20	Hertfordshire and The South Midlands Area Team	3.22	0.00
21	West Yorkshire Area Team	3.35	0.00
22	Shropshire and Staffordshire Area Team	3.51	0.00
23	Greater Manchester Area Team	3.56	0.00
24	North Yorkshire and Humber Area Team	3.80	0.00