



Why we're seeing an ever increasing need to support long term sickness

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Presented by...



MEET THE PRESENTERS



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USING GOTO WEBINAR



Questions





HOW TO ASK QUESTIONS

USING GOTO WEBINAR

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HAVE YOUR SAY...

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OUR AGENDA

- Sickness absence levels
- How to reduce sickness absence in your business
- Q&A
- Our Virtual Employment Law Seminar



SICKNESS ABSENCE LEVELS

1. There will always be sickness absence in the workplace
2. It is not about doubting the genuineness, but about keeping it to a level that is not detrimental to the business
3. Although there maybe situations where there is reasonable thought that a situation isn't genuine.



SICKNESS ABSENCE LEVELS

1. The Office for National Statistics

- [Rising ill health and economic inactivity because of long term sickness UK 2019 to 2023](#)

2. The Chartered Institute of Personnel & Development

- [Health and Wellbeing at Work Report 2023](#)

3. The Health & Safety Executive

- [Health and Safety at Work – Summary statistics for Great Britain 2023](#)



Office for National Statistics

2.58m

Number of people who were economically inactive in 2023

76%

2023 figures are an increase on 2019

1.35m

Main reason in Q1 2023 was due to depression or anxiety

53%

Of cases in 2023 due to depression or anxiety

38%

Reported having five or more health conditions in 2023

70%

An increase on 2019 figure of people having 5+ health conditions

The Chartered Institute of Personnel & Development

7.8

Average number of sickness days per employee

Mental health & Musculoskeletal

Top 2 reasons for STS and LTS

76%

Stress related absence

Heavy workloads & Management style

Of cases in 2023 due to depression or anxiety

Long COVID

The cause of 50% of sickness absences

50%

Long COVID

Health & Safety Executive

1.8m

Workers reported ill health 2022/23

875,000

Number of cases due to work related stress, depression or anxiety

35.2m

Working days lost due to self reported work related ill health or injury

£20.7b

Annual cost of workplace injury and new cases of work related ill health

135

Workers killed in work related incidents

561,000

Workers sustained a self reported non fatal injury in the workplace



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Supporting long term sickness

Supporting long term sickness...& reduce absence

Health &
wellbeing
culture

Absence policy
and procedures

Wellbeing
strategies

Line
management
training

Employee
communication
forums

Stress risk
assessments

Employee
assistance
programme

Mental health
first aider

Wellbeing
champions

Access to
counselling

Reasonable
adjustments

Promote
flexible
working

HEALTH AND WELLBEING CULTURE

- Leadership buy-in
- Lead by example
- Prioritise open communication and support
- Invest in people's health and wellbeing
- Promote mental health awareness
- Actively address concerns
- Implement flexible working arrangements
- Encourage physical activity and health choices
- Foster a supportive and positive work environment



WELLBEING STRATEGIES

- Promote and support employee's physical, mental and social wellbeing
- Encouraging work life balance
- Empower employees
- Holistic programme



ABSENCE POLICY AND PROCEDURE

- Crucial tool for reducing sickness absence
- Clear expectations
- Ensures consistent and fair treatment of employees
- Reduces the risk of tribunal claims
- Reduce the likelihood of future absences
- Facilitate smoother return to work



LINE MANAGEMENT TRAINING

- Line management training fundamental
- Line manager role is crucial in preventing sickness and facilitating return to work
- Managing absence underpinned by several pieces of employment law
- Training can help to avoid risk from tribunal claims
- Ensures consistent treatment of employees
- Management style is a top cause of work-related stress
- We are seeing an increase in line management training especially in managing stress.





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EMPLOYEE COMMUNICATION FORUM

- The use of staff surveys or focus groups are popular tools for helping to identify issues that contribute to sickness absence
- CIPD report 66% of employers are using surveys and focus groups to identify causes
- CIPD [Health and Wellbeing at Work Report – September 2023](#)



STRESS RISK ASSESSMENT

- Key tool for reducing sickness absence
- Help employers to identify potential stressors within the workplace
- Enables the business to address issues before they escalate
- Stress factors:
 - Workload
 - Worklife balance
 - Communication issues
 - Lack of control
- Identify measures which could be:
 - Flexible working arrangements
 - Improving communication channels
 - Providing additional support



EMPLOYEE ASSISTANCE PROGRAMME

- External service assisting in the resolution of employee concerns that could affect their work performance and/or attendance
- Free confidential short term counselling service, advice and information
- Health, relationships, family, financial, legal, anxiety etc.
- Usually aimed at providing short term counselling and not to be seen as a long term counselling route



ACCESS TO COUNSELLING

- Providing access to longer term counselling can help to reduce sickness absence
- Can help support a return to work
- EAP (short term) vs Counselling (long term/ongoing)
- Offer reasonable time out of the workplace to attend counselling appointments (could be reasonable adjustment too)



MENTAL HEALTH FIRST AIDERS

- Mental Health First Aider plays a significant role in reducing sickness absence
- Will have sufficient training to provide initial support and to recognise when to call for more professional help
- Trained to provide early intervention
- Signpost employees to external support
- Fosters a more supportive and caring working environment
- Help the business to look for and identify potential risks that may contribute to mental ill health.



WELLBEING CHAMPIONS

- Someone who is seen as an advocate and promoter of employee wellbeing in the workplace
- Play a proactive role in reducing sickness absence
- Raises awareness and promote healthy behaviours, work practices and policies
- Monitor and collect feedback



REASONABLE ADJUSTMENTS

- Consider if the health matter could be a disability for the purpose of the Equality Act 2010
- If so, you will be legally obliged to implement reasonable adjustments
- What is reasonable to one employer may not be reasonable to another
- Reasonable adjustments must alleviate/remove any disadvantage suffered in the course of their work because of their disability
- Aim is to put in place measures that ensures the employee can participate fully and effectively in working life on an equal basis to other workers.



REASONABLE ADJUSTMENTS

ENVIRONMENT

- Re-locate the desk (perhaps away from a window)
- Ramp, lifts, accessible doorways
- Lighting

JOB ROLE

- A change to the working hours, days worked
- Additional breaks
- Change to start/end times
- Adjusted duties

EQUIPMENT

- Modification of workstations
- Adjustable furniture
- Ergonomic mouse, keyboard
- Monitor overlays
- Voice activated software

REASONABLE ADJUSTMENTS

- Access to Work
 - Businesses can receive financial support in the purchase of equipment that supports the disability
 - Discuss this scheme as part of your sickness absence and welfare discussions
 - Employee must start the process



PROMOTE FLEXIBLE WORKING

- The GP may recommend it as part of a return, or you may wish to offer regardless to ensure a return is maintained
- Flexible working can support a return to work
- Help to maintain being back at work
- Having an employee return on reduced hours or adjusted duties is ultimately better than continued absence
- The longer someone remains off work, the harder it can be to return





HAVE YOUR SAY...

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Questions



VIRTUAL EMPLOYMENT LAW SEMINAR

Thursday 28 March

10am – 12 noon

Join HR Solutions virtually, for our annual employment law seminar.

Attending our seminar will help you to understand how you will need to protect your business with the forthcoming employment law developments.



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VIRTUAL EMPLOYMENT LAW SEMINAR

- Holiday pay and entitlement reforms
- The Paternity Leave (Amendment) Regulations 2024
- Carer's Leave Act 2023
- The Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024
- The Flexible Working (Amendment) Regulations 2023
- Changes to TUPE consultation rules
- Employment (Allocation of Tips) Act 2023
- Workers Predictable Terms & Conditions
- Statutory rate changes
- And more.....



OUR HR KNOWLEDGE BASE

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- Template HR documents and policies
- HR articles and guides to keep you fully informed
- HR guidance on a wide range of topics



[HR Knowledgebase - HR Solutions \(hrsolutions-uk.com\)](https://hrsolutions-uk.com)

TRAINING COURSES

- Effective Communication Skills
- Leading the Team
- Managing Conflict at Work
- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



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UPCOMING WEBINARS

HR Solutions Virtual Employment Law Seminar
28 March @ 10am

New schedule:

- HR trends and best practice
- Family leave entitlements
- Pay and Reward
- TUPE consultation obligations
- Terms and Conditions
- Flexible working and the right to ask for predictable terms



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Thank you

Any question? Please get in touch:

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