

# CO-OPERATIVE SCRUTINY BOARD

HROD question and response from 17 December 2014



The following question was raised by members at the above meeting:

*(m) information would be provided on the number of sick days being taken by staff due to stress related illnesses;*

## **I Sickness Absence**

### **1.1 Total**

Overall Council figures for the 12 months were presented at the meeting on 17 December 2015. See attached copy of the reports provided. These figures gave the following overall number of sickness absence for the council:

Average number of days sick per FTE per year = 7.37 days

### **1.2 Stress Related**

12.92% of sickness absence in the same period was attributed to stress.

Average number of days sick due to stress per FTE per year = 0.95 days

## **2 General**

- 2.1 Support is in place to both identify and prevent stress and to support colleagues affected. This is through line management, HR and HSW support, occupational health referrals and the free, confidential employee assistance programme.
- 2.2 The HSW has thoroughly reviewed the application of the council's health and safety performance standard for stress and resilience and is reporting progress through Employment Liaison Committee (ELC) and JCC's.
- 2.3 The commitment by PCC to the Workplace Wellbeing Charter will help promote mental health.
- 2.4 HROD will include stress related absence in future corporate monitoring reports.