

APPENDIX 2

Work Programme to support the reduction of sickness absence and well being.

Research shows that in order to reduce sickness absence we need to concentrate on both the reactive (high sickness levels) and the proactive (supporting well being).

Detailed below at (1) are the actions that are currently built into the Human Resources and Communications Service Plan. Those items detailed at (2) are how we are linking with our partners in order to deliver the service plan.

(1)

Planned position at 30 th Jun 2009	<ul style="list-style-type: none">• Review and update Sickness Absence Policy.• Sickness statistics circulated at six weekly intervals.• Manager toolkits established, together with learning and development programme.
Planned position at 30 th Sep 2009	<ul style="list-style-type: none">• Regular health talks established.• Regular manager meetings established with HR officers to support with sickness absence issues.
Planned position at 31 st Dec 2009	<ul style="list-style-type: none">• Review Employee Assistance Programmes.
Planned position at 31 st Mar 2010	<ul style="list-style-type: none">• Terminally ill policy introduced.• Stress policy introduced and stress risk assessments established.

(2)

PCT

In order to support some of the above we are working with the Worcestershire PCT, Health Improvement Co-ordinator to support the reduction of sickness absence through health promotion and well being of employees. In addition we are

working with the PCT on Heart Smart Business Award, this focuses on supporting staff fitness, supporting smokers to quit etc

Wellness Works

We have signed upto programme which is funded by big lottery funding as part of the Regional Living Well Programme. This shows a commitment to the health and well being of our staff.

As part of this funding we will have access to a number of services, all free of charge. These are listed below:

- Health and wellbeing workshops for managers and employees
- Information, resources and materials to support and promote health and wellbeing in the organization
- Policy development

Health Events Calendar

We are arranging local events to link with national events on Health promotion with our current occupational health provider (WCC) throughout the year.