

Attendance Management Strategy

Background

Derby City Council have an absence culture which means employees are more likely to opt out of work rather than opt in and fail to understand the implications of sickness absence and the associated costs to the organisation. Employees generally feel disengaged with management and the corporate centre. This was reflected in the results of the Employee Survey and Peer Review Challenge. A focus on a positive culture and health and wellbeing are at the core of how it is possible to create an organisation which is motivated, productive and able to adapt to change. This improves resilience and performance.

Vision

To create a culture where employees feel they are valued and supported with good work-life balance and a workforce who are more likely to attend work, engage and are able to adapt to change and deliver a 'can do' approach to their work.

Aims

- Increase attendance
- Improve performance
- Improve engagement

Objectives

1. Do things differently – a simple approach, focusing on 'how' we do things rather than the process or the 'what'
2. Engender and support behavioural change to improve wellbeing and improve attendance, performance and productivity
3. Create a climate of positive physical and psychological wellbeing
4. Support the development of an open and honest culture
5. Display good leadership to improve and develop employee engagement and health and wellbeing
6. Be consistent in how we communicate with our staff
7. Ensure managers are accountable for attendance management and reduce reliance on support services.
8. Ensure all employees are accountable for their decisions and actions
9. Hold supportive and considerate adult to adult conversations, being clear on outcomes, developing the employees' capability and confidence to change.