

Personnel Committee

Sickness Absence
Mental Health Data

By Hanna Prince & Kristian Ludlow

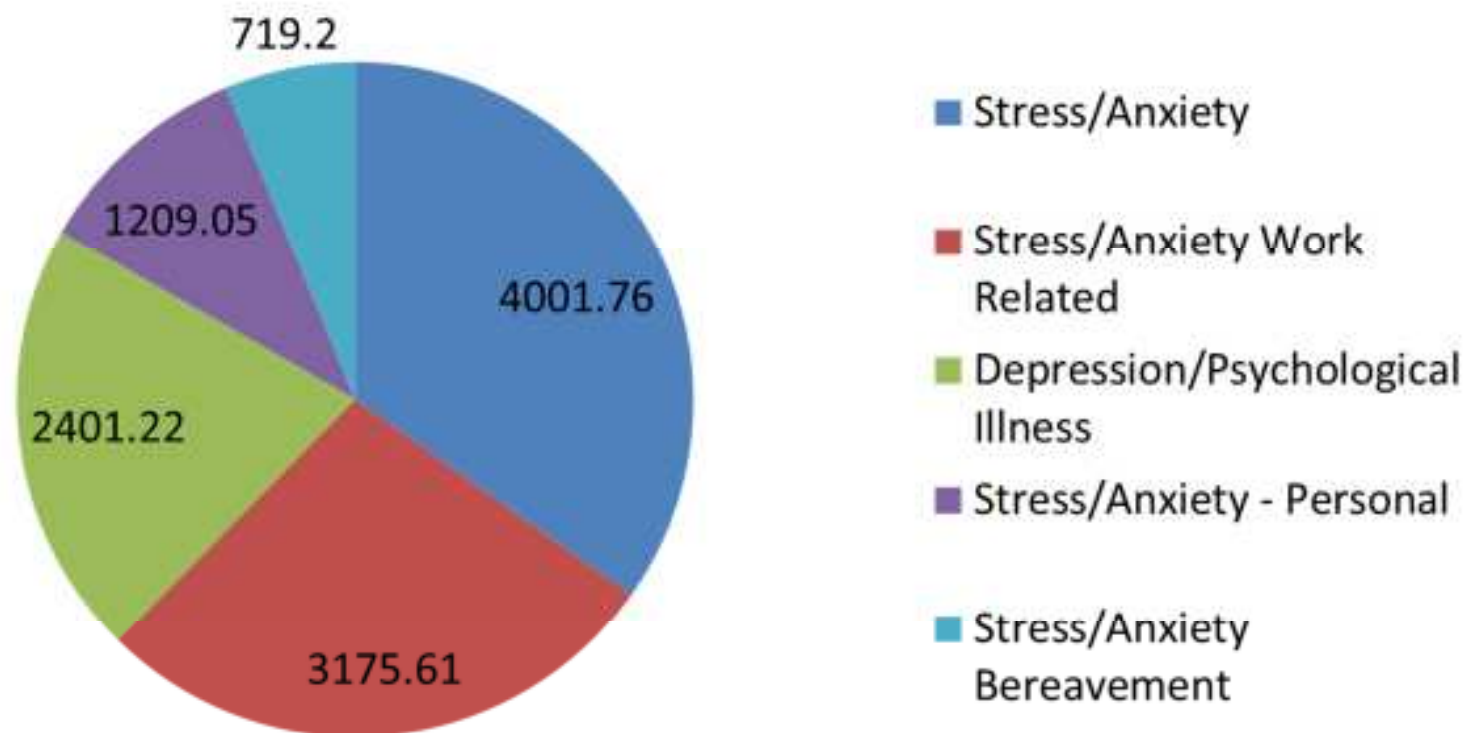
5 September 2019



Derby City Council

FTE days lost due to mental health absence (12 months)

Mental Health Absence FTE Days Lost



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Team stress risk assessments

- Team stress risk assessments are not stored centrally. H&S audits were the only accountability, if overall audit passed, may not be reviewed again for 2 years. Higher focus on Stress now
- H&W get feedback that some colleagues have never had team stress risk assessments, managers regularly coming to us for advice as they don't want to, don't know how to or didn't realise they needed to do a SRA. Lack of perceived value derived from previous experience
- Guidance is to be doing a TSRA at least once a year with a review, more often if circumstances demand
- As part of the upcoming wellbeing strategy SRA will be relaunched. Corporate Health and Safety will audit TSRA informed by data supplied by the H&W team
- The number of SRA questions in the audit has been expanded to 6 now – if answered insufficiently and without evidence, this will be reported to SD and HOS and monitored by CLT.

Stress management training



- Mandatory training around stress/mental health
- Stress Risk Assessment training
- Stress management training for managers
- 108 managers that attended SM training since November now no longer manage or have left the organisation
- 280/634 have been on stress management training
- 78/634 managers have attended stress risk assessment training in the last 5 years



RTW compliance



Differs when it comes to stress/mental health (69.6%) compared to non overall compliance (72.1%)

Stress/Anxiety = 65.3%

Stress/Anxiety – Work related = 65.8%

Stress/Anxiety – Personal = 72.3%

Depression/Psychological Illness = 84%

Average 66% in top ten areas

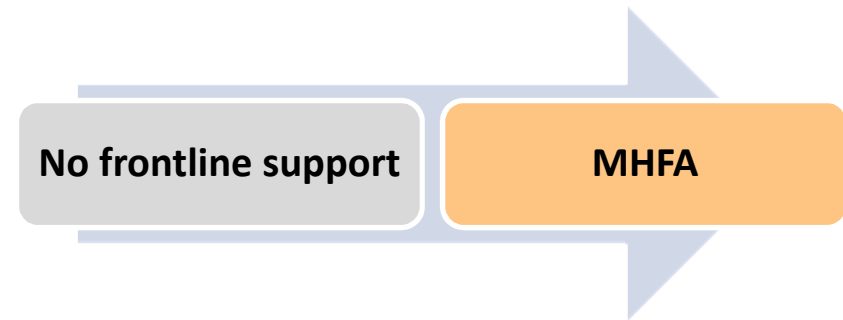


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Support service change

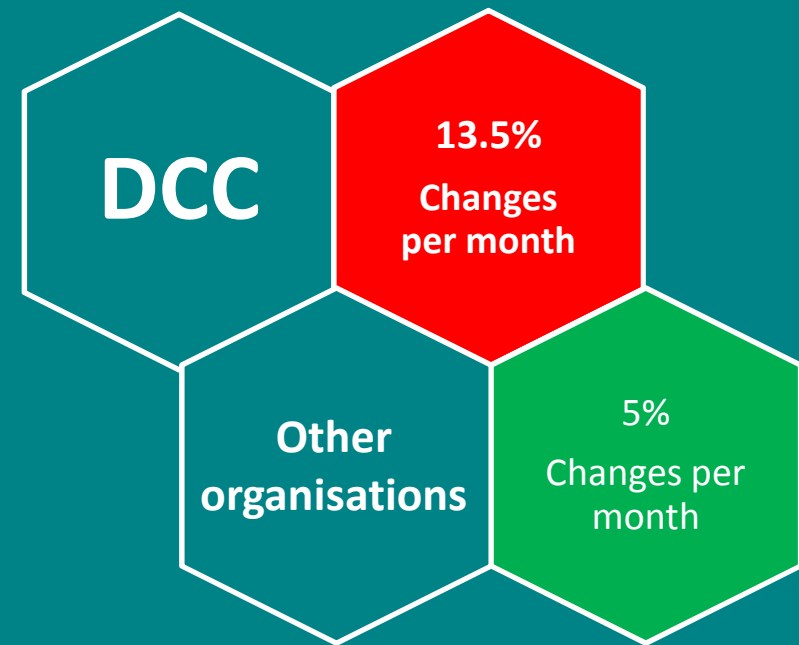


We have made significant changes to our stress and mental health support recently. Feedback from colleagues has been very positive.



Changes in the organisation

The changes to staff management and hierarchy structures at DCC are significantly higher than in other organisations that use FirstCare.



Communication



7 of the top 10 areas for sickness absence are difficult to communicate with and we are solely relying on managers to do this. H&W frequently have to physically go out to these colleagues and provide information and this then gets out of date as things progress.



Mental health first aid access figures



MHFA England

Accessed: **87 TIMES**

Work related reasons: **24 TIMES**

Kristian is contacted weekly by managers who need support to be able to support their staff with mental health/stress issues.

On average 3-4 issues a week



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