

PTH NEWSLETTER

Issue 22 January – March 2012

Performance Through Health



ALL IN THE MIND?

Work and Health . A Review Of Sickness Absence Management Findings 2011

Stress is, for the first time, the most common cause of long-term sickness absence for both manual and non-manual employees, according to this year's Chartered Institute of Personnel and Development (CIPD)/Simply Health Absence Management survey (2011).

Overall employee absence levels have remained static at 7.7 days per employee per year. Public sector absence has decreased from 9.6 days per employee per year last year to 9.1 days this year and private sector absence has increased from 6.6 days in 2010 to 7.1 days in this year's survey. The trends in absence levels appear to reflect the relative fortunes of these sectors. Although overall absence levels show little change, the proportion of absence that is stress-related has increased.



Nearly four in ten (39%) employers report an increase in stress-related absence, compared to just 12% reporting a decrease. There is a particular increase in stress-related absence among public sector organisations, with work-related stress in the public sector this year (24%) compared with last year (10%) and is higher than in the private (14%) and non-profit sectors (14%). Unsurprisingly, given the significant budget cuts, more than two-fifths (43%) of public sector organisations report they will be making redundancies over the next six months (compared with 17% in the private sector and 24% of non-profits).

With many organisations looking for ways to save money, employee health and wellbeing shouldn't be over looked and should remain at the heart of the company. Benefits that engage employees do not have to be expensive. By introducing a recognition scheme or equipping leaders with the training, support and skills they need to care for the health and wellbeing of their teams, employers can make small, affordable changes that make a positive difference.

Other findings include:

- Absence levels are lowest among manufacturing and production organisations at 5.7 days per employee per year (6.9 days in 2010) while among non-profit organisations absence has increased to 8.8 days (8.3 days in 2010)
- Due to the threat of redundancies and employees concerns over job security, over a quarter (28%) of employers report an increase in the number of people coming to work ill in the last 12 months
- Over a quarter of organisations (29%) report they have increased their focus on employee health & wellbeing and health promotion as a result of the economic context. Over two-fifths of the public sector report an increase in focus compared with just over one-fifth of the private sector.

Recommendations:

Effective absence management involves finding a balance between providing support and help to employees with health problems and taking consistent action against employees who try to take advantage.

- Give managers on-going training and support
- Ensure an open, supportive culture
- Provide flexible/home working initiatives
- Investment in employee well-being and engagement

In February 2011 the Government commissioned an independent review into sickness absence by Dame Carol Black to look at innovative ways to change the current system , help more people stay in work and reduce costs, results are expected to be published early 2012.

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HEALTH AWARENESS DATES FOR THE DIARY

January		March	
22-28	Cervical Cancer Prevention Week http://www.jostrust.org.uk/	1-31	Great Daffodil Appeal http://www.mariecurie.org.uk/
23-29	Food Allergy Intolerance Week http://www.allergyuk.org/	1-31	Ovarian Cancer Awareness Month http://www.ovarian.org.uk/
23-29	Be Loud! Be Clear! http://www.beatingbowelcancer.org/	1-31	Prostate Cancer Awareness Month http://www.prostate-cancer.org.uk/
February		1-31	National Bed Month http://www.sleepcouncil.org.uk/
1-28	National Heart Month . Red for Heart http://www.bhf.org.uk/	5-11	Endometriosis Awareness Week http://www.endometriosis-uk.org/
1-28	Raynaud's Awareness Month http://www.raynauds.org.uk/	8	World Kidney Day http://www.worldkidneyday.org/
3	Feel Good Friday http://www.stressdownday.org/	11-17	World Glaucoma Week http://www.wgweek.net/
4	World Cancer Day http://www.worldcancercampaign.org/	14	No Smoking Day http://www.nosmokingday.org.uk/
6-12	Tinnitus Awareness Week http://www.tinnitus.org.uk/	24	World TB Day http://www.worldtbd.org/
20-26	Eating Disorders Awareness Week http://www.b-eat.co.uk/	26 March-1 April	National Salt Awareness Week http://www.actiononsalt.org.uk/
23-29	Cancertalk Week http://www.macmillan.org.uk/Home.aspx		
24	National Wear Red Day http://www.bhf.org.uk/get-involved/fundraising/red-for-heart.aspx		

PTH Baby News

We are delighted to announce that Stacy Barwood gave birth to a healthy and beautiful baby boy in October. Zach Matthew joins big sister Daisy (and Mom and Dad) in the Barwood household.



Dress up, dress down, bake, collect, run, paint

Why not challenge your organisation to wear **red** for the day during February and raise money for the British Heart Foundation.

For a free fundraising kit or to find out more, visit:
<http://www.bhf.org.uk/get-involved/events/>

Sickness absence a concern at your organisation? Do you need an independent review?

A review recently commissioned by the government is recommending that the task of assessing people who are long term sick (off for more than 4 weeks) should no longer be carried out by GPs but by an independent service.

*Around 300,000 people a year are absent from work due to long-term sickness. It is estimated the changes would send 20% of those off sick back to work.

PTH can provide an independent review at very competitive prices, please call us for further details on 01527 577242 or email:
sales@pthgroup.co.uk

Source: www.bbc.co.uk/news

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