

ABMU – All Wales Context

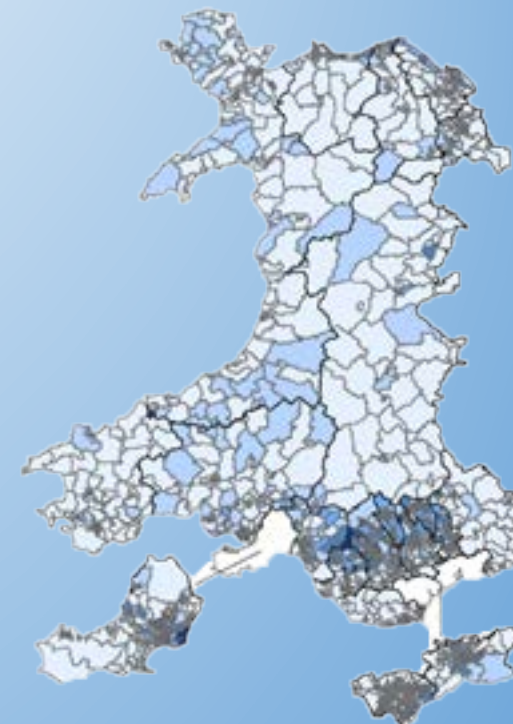
2017/18

All Wales Organisations - Sickness Actual	Total Sickness Actual (Dec-17 to Nov-18)
ABM UHB	5.91%
Aneurin Bevan UHB	5.19%
Betsi Cadwaladr UHB	4.93%
Cardiff & Vale UHB	5.18%
Cwm Taf UHB	5.61%
Hywel Dda UHB	4.97%
Powys Teaching LHB	4.68%
Public Health Wales Trust	4.11%
Velindre NHS Trust	0.00%
WAST	7.37%
All Wales	5.34%



2016/17

All Wales Organisations - Sickness Actual	Total Sickness Actual (Dec-16 to Nov-17)
ABM UHB	5.58%
Aneurin Bevan UHB	5.19%
Betsi Cadwaladr UHB	4.89%
Cardiff & Vale UHB	4.93%
Cwm Taf UHB	5.53%
Hywel Dda UHB	4.85%
Powys Teaching LHB	4.66%
Public Health Wales Trust	3.93%
Velindre NHS Trust	3.81%
WAST	6.80%
All Wales	5.13%



ABMU – Sickness Absence Nov18

In Month Absence

0.01%

6.20%



Short-term Absence

2.22%

↑ 0.42%

Nov18 Rolling 12month

0.02%

5.93%



Long-term Absence

3.97%

↓ 0.43%

Confirm & Challenge sessions - To understand in detail Long Term absence trends, best practice and agree supportive actions with each Delivery Unit.

Health & Wellbeing letter – Introducing a day 8 Health & Wellbeing letter signposting employees to all services ABMU offer.

Tailored / Adjusted RTW plans – Review progress of new MAAW policy application via delivery units.

Cultural Audit Tool based on kings Fund research of care culture it allows Wards/Departments to identify opportunities to improve and develop its High Quality Healthcare culture.

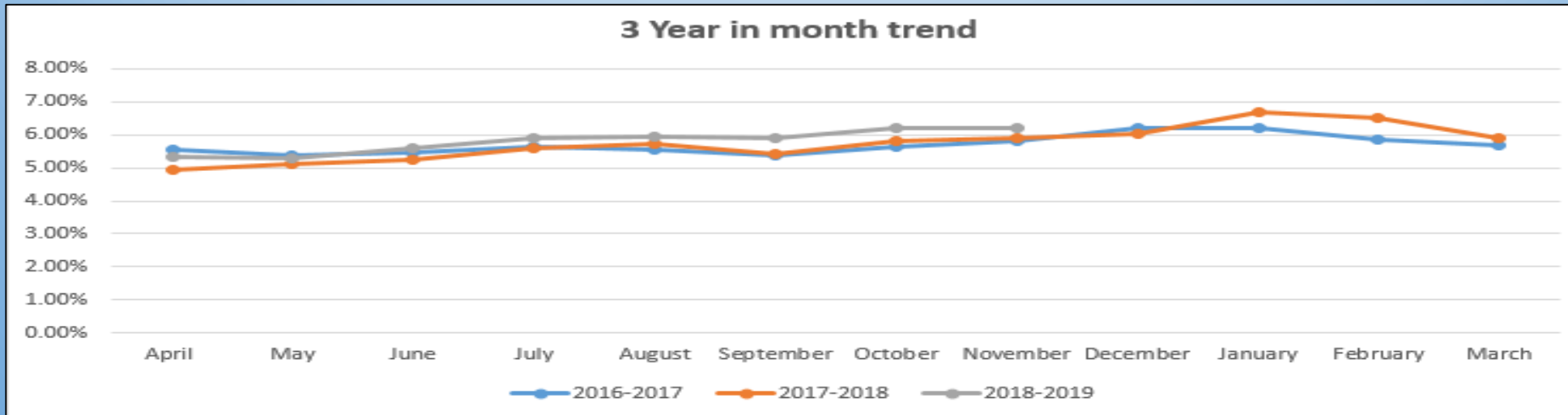
Early Intervention plan – Adopting techniques applied in PoW that assists in early return to work dates.

ABMU – Delivery Unit Performance Nov18

	In month	+/- on previous month	Cumulative	+/- on previous month
Mental Health and LD	6.35%	- 0.29%	6.11%	-0.02%
Morrison 	6.23%	- 0.01%	6.07%	+0.03%
Neath Port Talbot	6.06%	+0.20%	5.52%	+0.04%
PCC	5.73%	- 0.03%	5.62%	+0.07%
POW	5.41%	- 0.23%	5.36%	+0.05%
Singleton	6.48%	+ 0.11%	6.16%	- 0.02%

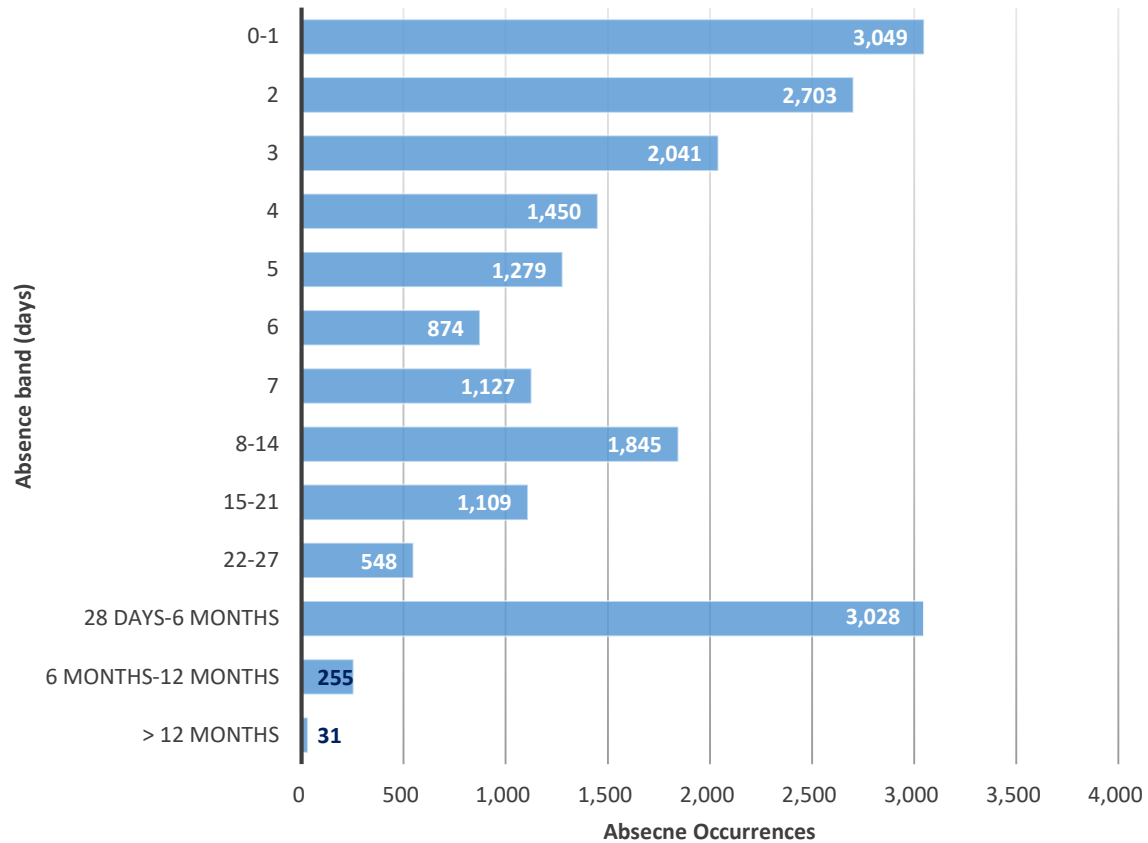


Review of Delivery Unit action plans to support attendance at work

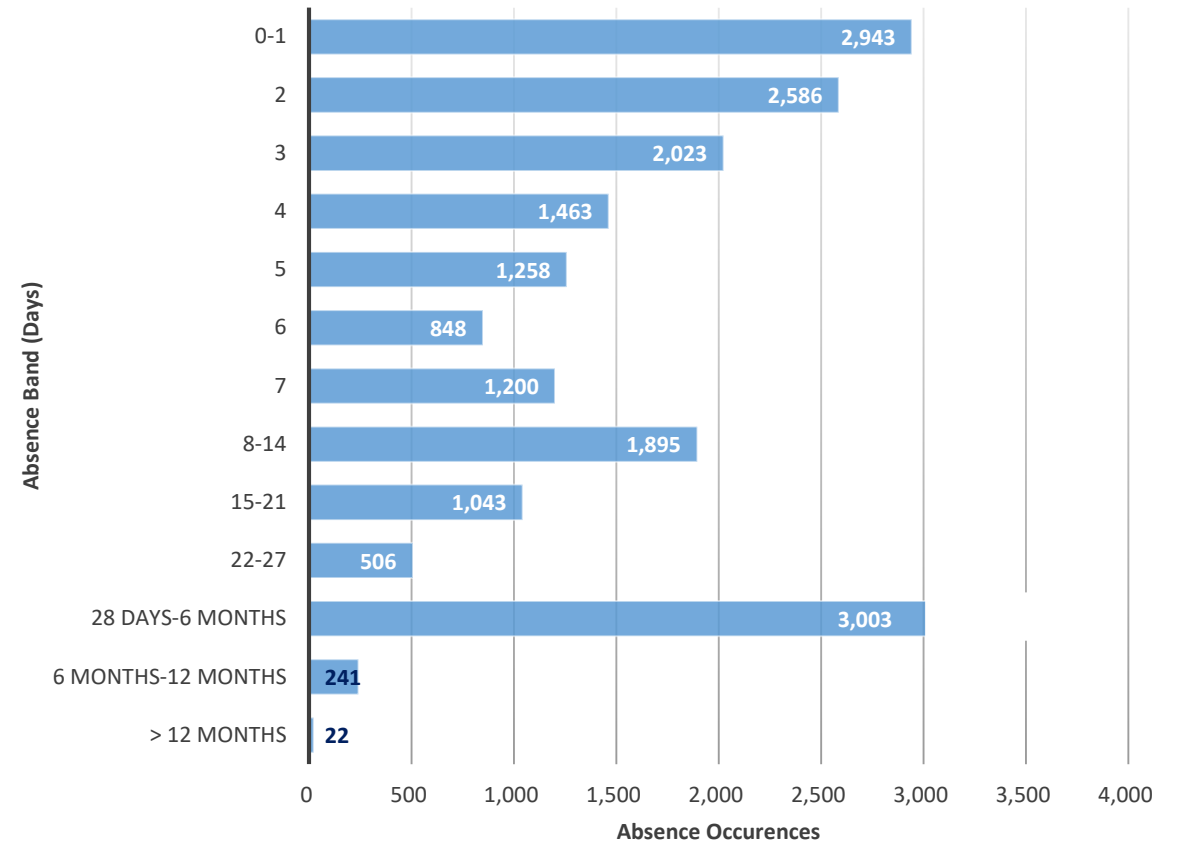


ABMU – Occurrences of absence

Absence Occurrences by length Dec16-Nov17

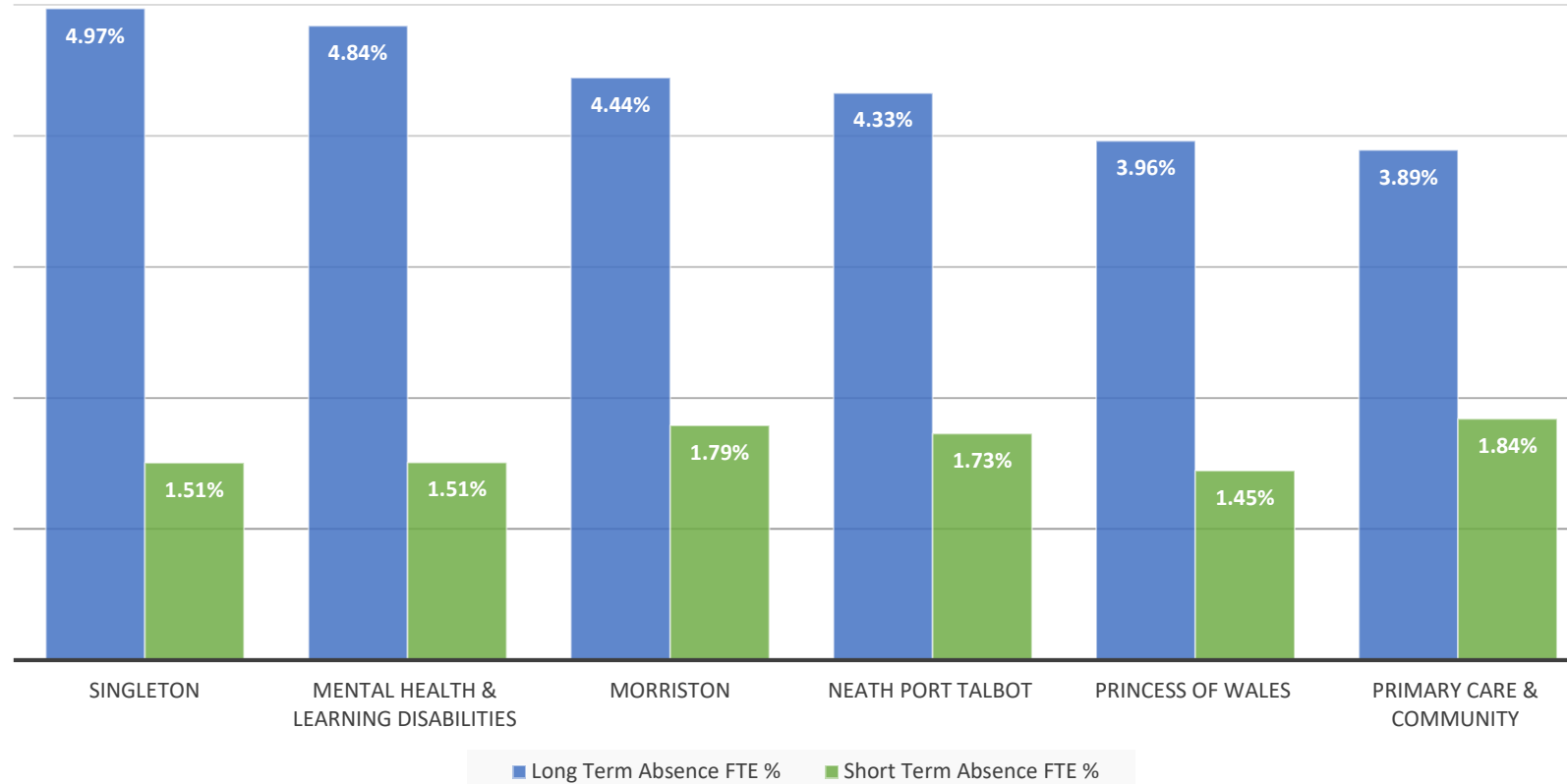


Absence Occurrences by length Dec17-Nov18



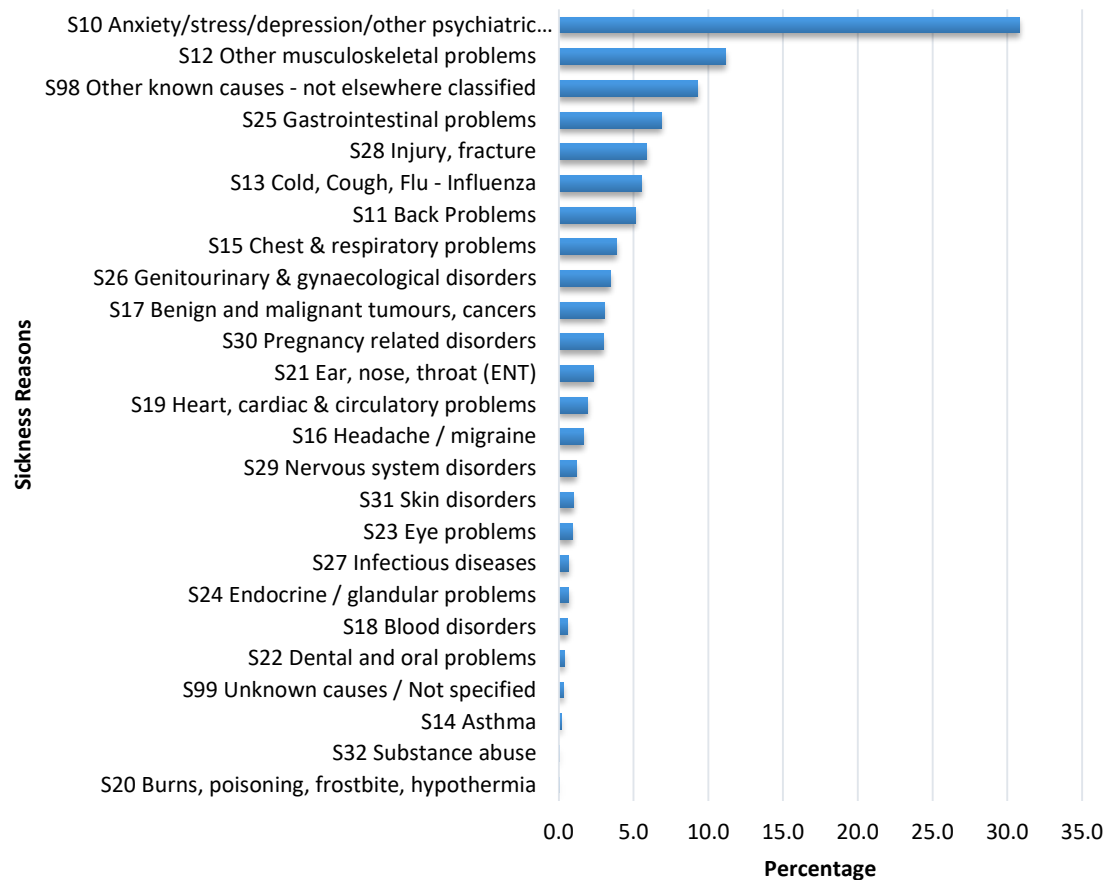
ABMU – LT & ST Absence by Delivery Unit

Long-term & short-term absence FTE % (Nov18)

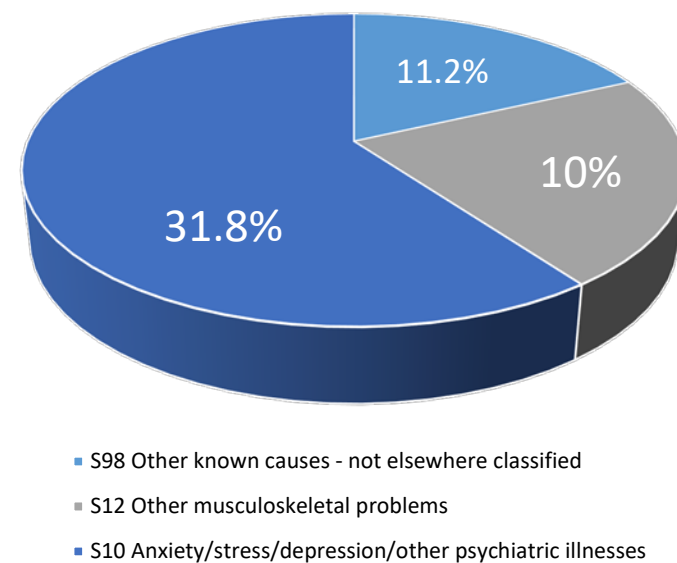


ABMU – Reasons of absence

Reasons for sickness Rolling Dec17-Nov18



Reasons for Sickness Dec17-Nov18



ABMU – Stress-related Sickness

In Month Absence

31.8%

0.16%



2016-17 Vs 2017-18

1.8%



CIPD Work Related Stress Risk Assessment tool for managers

Menopause workshops

CIPD Understanding Mental health for managers training

The NHS Wales health and wellbeing toolkits

CIPD Rapid Access and early referral for treatment for staff

Staff Wellbeing Advice and Support Service -commenced June 2018 and 633 staff referrals have been received since then.

CIPD Priority appointments for staff counselling (Since Oct 2018)

Reducing waiting times for Occupational Health

CIPD The Wellbeing Champion network

Wellbeing Week Promotion

CIPD Groups aimed at managing mental health/emotional wellbeing

Early Communication plan

ABMU – Musculoskeletal-related sickness Nov18

In Month Absence

10.5%



0.1%

2016-17 Vs 2017-18

1.3%



Staff wellbeing advice and support services

June 2018
633 staff referrals

MSK Staff Pathways

235 staff have gone through the expedited process.
(23% of MSK cases)

Walk in Physiotherapy and Podiatry access for staff

Providing rapid access to assessment of MSK conditions.

ABMU – Absence by Staff Group

Estates & Ancillary - Sickness Actual	Total Sickness Actual (Dec-17 to Sep-18)
ABM UHB	8.01%
Cwm Taf UHB	7.28%
Cardiff & Vale UHB	7.16%
Betsi Cadwaladr UHB	6.33%
Aneurin Bevan UHB	5.85%
Hywel Dda UHB	5.70%
Powys Teaching LHB	5.05%
WAST	3.87%
All Wales	6.73%

Pilot Singleton Delivery Unit

- Utilizing ESR System to provide real time data, driving supportive action in a timelier manner.
- Improving accuracy of Absence reporting by reducing data entry from 30days to 1.
- Repositioning Resources - Allow 1x Band 5 and 3x Band 3, ensure that live data entry is accurate and processes are being applied in a fair and consistent manner.
- providing feedback to Line Managers coaching them on application of the attendance policy.
- Further reaching benefits
 - Manage PADR'S Electronically
 - Employee Talent map available