

A healthier County Council workforce with lower levels of sickness absence									
2007/08 outturn	PI ref	PI description	Q1	Q2	Q3	compared to target	2008/09 year-end target	predicted performance to target	Progress to date
	BV 12	Number of days lost to sickness absence	9.16	8.56	8.50		9.00		

Task ref	Task description	Q1	Q2	Q3	Progress to date
CP HC 7.1	During 2008/09 we plan to develop a programme that offers employees the opportunity to have a individual voluntary health check with a view to reducing the risk of coronary heart disease and strokes. Factors such as smoking, diet, blood pressure etc will be considered and personal lifestyle advice will be provided				The OHS has now completed the recruitment process and the Health and Wellbeing Nurse is now in Post. Discussions are currently ongoing with the relevant stakeholders and the Health at Work Group in relation to commencing the programme of voluntary health screening during 2009.
CP HC 7.2	We will continue to provide a comprehensive occupational immunisation programme for employees. This major project risk assesses all jobs in relation to biological hazards and runs appropriate immunisation programmes for affected employees				The occupational immunisation programme is now well established and to date in excess of 2000 employees have been offered immunisation via the Occupational Health Service (OHS). The OHS continues to receive biological risk assessments, identifying the requirement to offer immunisation therefore this programme is on going.
CP HC 7.3	The transition period as we move from the county council and seven district councils to a new unitary authority is a key focus of employee support. We will review our existing services to ensure that suitable support is in place for staff throughout the transition period				As part of the employee support programme both the County and the District Councils recognised the need to address the levels of stress and confidence from staff members facing a selection interview. External consultants, SOLACE, are running a series of workshops and coaching sessions aimed at encouraging managers to reflect on the individual implications of the forthcoming changes and to provide a knowledge and understanding of how best to approach interview and selection challenges. To date approximately 80 Managers have participated on the programme with further workshops planned for the period up to April 2009. Evaluation feedback has been extremely positive. Additional workshops are planned to assist Managers when handling change at both a strategic and operational level. The content is aimed at managers managing the change process both in themselves and when managing others. Once again feedback has been very positive. Again, with the purpose of providing support to employees concerned about LGR implications, arrangements were made with contractor First Assist, late in 2008, to extend the telephone counselling arrangements to most of the District Council staff, at no extra cost. The exception is Chester-le-Street which has had its own contract with the same company for some time. A new publicity leaflet/card has been designed and distributed across the County Council and has also been distributed to the Districts, together with other related publicity. With the current contract drawing to a conclusion, arrangements are being explored to allow for a temporary extension to allow for seamless provision of this important service beyond Vesting day and into the latter half of 2009.
CP HC 7.4	We will develop and implement a 5 year action plan for the Occupational Health Service. The service is fully engaged with this outcome to have a healthier workforce with lower levels of sickness absence				The OHS is continuing to develop the service provided to Durham County Council as detailed in the OHS 5 year Strategic Plan. Such developments have included, a comprehensive occupational immunisation programme, installation of an Automated External Defibrillator (AED) in County Hall, development of the OHS Intranet and Extranet website, and annual reporting of OHS audit data