

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

Report Heading: Additional absence information

1. Background

- 1.1 At the last JNC on 14 November 2017, information relating to teacher's sickness absence, Psychological (work related) was requested by the Trade Unions.

2. Recommendation

- 2.1 It is recommended that the content of the report is noted.

3.0 Psychological (work related) information

The following table identifies the time period, the number of working days lost by the teachers through Psychological (work related) and expressed as a percentage, the working days lost though when compared to the overall teacher's working days lost sickness absence categories.

Quarter ended	Days lost	% of overall absence	Quarter ended	Days lost	% of overall absence
June 2016	141	1.8%	June 2017	194	7%
September 2016	0	0%	September 2017	15	1.1%
December 2016	70	2.3%	December 2017	120	3.2%

In relation to the current cases, highlighted by the working days lost during the quarter ending December 2017, HR are fully aware of the circumstances and the teachers are being supported.

Support mechanisms to remove or reduce Psychological (work related) issues include:

- Referral to the Occupational Health Service;
- Stress risk assessments processes;
- Employee Counselling; and
- Cognitive Behavioural Therapy.