

WELLBEING DASHBOARD**Purpose**

1. To update the Forestry Commission Executive Board on progress in the area of staff wellbeing and to accompany the slides, which will be presented at the meeting.

Background

2. The wellbeing dashboard provides an overview of recent activities and highlights, along with key insights into the usage of the Occupational Health Service and the Employee Assistance Programme (EAP). Additionally, it includes trends related to sickness absence from January 2024 to December 2024 (12-month period).

Diversity and wellbeing highlights (Slides 2-3)

3. Some of the achievements in the areas of diversity and wellbeing over the past 8 months have been highlighted.

Occupational Health data (February 2024 - January 2025) (Slides 4-8)

4. Slide 4 shows the cases received by type in the current year and previous year. Pre-placement cases have decreased, possibly due to recruitment freezes. Management referrals, neurodiversity cases, workstation and workplace assessments have all increased. Health surveillance escalation cases have increased this year due to the restart of the health surveillance program after its pause last year. However, regular health surveillance appointments have decreased, as staff are now seen through the broader programme. Physiotherapy cases remain unchanged.
5. Slide 5 presents management referrals to Occupational Health are shown by division for each month.
6. Slide 6 shows the extent to which cases are deemed to be work related. 56.82% of cases are 'not work related'. 27.27% are 'work aggravated', 12.12% are 'work attributed', 2.27% are a work accident and 1.52% are 'primarily work related'. Please see page 3 for the relevant definitions.
7. Slide 7 shows the primary diagnosis group for management referral cases. 46% of these fall under 'other' (e.g. dental, cancer and diabetes), 35% are as a result of 'mental health' (e.g. stress, anxiety and depression, and 19% are 'musculoskeletal' (e.g. back pain, fracture and arthritis).
8. Slide 8 highlights the top 10 disease outcomes for management referrals, with stress, anxiety, neurodiversity, depression, and back pain occupying the top five positions

Employee Assistance Programme (EAP) data (Slide 9)

9. Anxiety is the most common theme for counselling calls across Forest Services/Commissioners' Office, Forestry England, and Forest Research.
10. Advice call themes are more varied across the divisions but wills and probate, property, employment and are among the most common.

Sickness absence data (Slides 10-17)

11. Slide 10 looks at the total working days lost across the organisation by absence duration, i.e. long term or short term. Short term is defined by absences of less than 28 calendar days. Long term is

defined as absences of 28 calendar days or more in a single absence period. Long term absences were highest in January while short term absences were highest in February. In 2023, this was in October and October/November respectively.

12. Slide 11 shows the total payroll cost for the whole organisation by absence type (short term and long term). The total cost to the business for sickness-related payroll costs is £1,548,130.00. In 2024, short-term absences made up 55.6% of the total, while long-term absences accounted for 44.3%.
13. Slide 12 presents the total number of working days lost, broken down by absence type (mental health and other). In 2024, mental health-related sickness absence was highest in February, January, July, and August respectively. In comparison, 2023 saw the highest mental health-related sickness between April and August, with a peak in June. In 2023, mental health-related absences accounted for 2,440 working days, representing 21% of total sickness absence. In 2024, this number increased to 3,312 working days, making up 27% of all sickness absence.
14. Slide 13 shows the payroll cost of lost working days per full-time equivalent position by division. The data indicates that sickness-related payroll costs are highest during the winter months.
15. Slide 14 shows working days lost by grade in Forestry England. Pay Bands 6a (non-op) and 6b make up the majority of working days lost followed by Pay Band 4.
16. Slide 15 shows payroll cost by grade in Forestry England. Again, Pay Bands 6a (non-op) and 6b rank highest with Pay Band 4 following.
17. Slide 16 shows working days lost by position type (fixed term or permanent) in Forestry England with less than 8% of working days lost being from fixed term positions.
18. Slide 17 shows payroll cost to business by position type. Less than 7% of costs are accounted for by fixed term positions.

Conclusion

19. The Executive Board are invited to ask any questions related to the presentation, the accompanying paper or anything in the diversity and wellbeing work areas.

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Definitions	
Not work related	Work has not affected or significantly make the health condition worse
Primarily work related	The presence of a recognised medical condition where work has been shown to be a principal causative factor
RIDDOR	Criteria for reporting an injury, disease or dangerous occurrence are likely to have satisfied the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013
Work aggravated	The presence of a recognised medical condition caused by non-work related factors but where the condition has been aggravated by work
Work attributed	Individual attributes their symptoms to work related factors however there is no formal diagnosis of a recognised medical condition (e.g. stress)
Works accident	Evidence of accident report from employer accepting the event, definitive medical evidence of injury (pain is not an injury)