



# Health and Well-Being in the Workplace: Combating Sickness Absenteeism

A Public Policy Exchange Symposium

**Wednesday 15th September 2010**

The City Inn Westminster  
London

Public Policy Exchange, in association with the Centre for Parliamentary Studies, holds regular interactive seminars which provide an invaluable interface for policy discussion, debate and networking. These special events offer local practitioners, civil servants and other stakeholders not only an insight into current policy thinking, but also the opportunity to feed into future development across all areas of public policy.

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# Health and Well-Being in the Workplace: Combating Sickness Absenteeism

## Overview

In the UK sickness absenteeism results in 172 million lost working days every year and costs businesses around £13bn annually. Whilst economically damaging, sickness absence can also have a negative social effect encouraging more people into social exclusion and poverty.

Seeking to create healthier workforces and workplaces and increase opportunities for employment, the previous Government sought to overcome the restrictive nature of the 'sick-note' and the culture surrounding it. In April 2010 the 'sick-note' was replaced with a 'fit-note', actively shifting the focus from what an employee cannot do to what they can do.

Flexible working can further contribute towards creating a healthy workforce and workplace, reducing absenteeism rates whilst improving employee productivity and promoting a better work-life balance. Acknowledging both the social and business benefits derived from flexible working, the coalition Government has committed to extending the right to request flexible working to all employees and consulting with business on how best to do so.

This symposium offers a timely opportunity for employers, HR/occupational health professionals and other stakeholders to examine how to shape a healthier workforce and more efficient workplace through tackling sickness absenteeism and integrating flexible working into the workplace.



***Our aspiration is for the UK to become the leading economy for 21st century flexible working practices, supporting sustainable economic growth through improved work-home balance. We strongly believe that as well as a powerful social case there are clear business benefits for flexible working across different sectors, job levels and size of organisation. There is a wealth of evidence to support this, and the recession has created a climate where there is an even stronger appetite for flexible working. Businesses will benefit from a wider talent pool and better practices which have been found to increase productivity. When employers are recruiting or re-organising their businesses they can look for people with the right skills and aptitude without being limited by historic work patterns. But we need to ensure that more employers see the business benefits, and importantly are supported to make flexible working a part of their business..."***

- 'Flexible Working: working for families, working for business - A report by the Family Friendly Working Hours Taskforce', March 2010

## Venue & Accommodation

**The City Inn Westminster**  
**30 John Islip Street**  
**London, SW1P 4DD**

Through our partnership with HotelMap, we are able to offer our delegates heavily discounted hotel rates at a wide range of London hotels. To view hotel availability and rates and to book online, visit [www.HotelMap.com/parlicentre](http://www.HotelMap.com/parlicentre)

Alternatively, if you would like to book your accommodation by phone, you can call **Daniel Spinner at HotelMap**, on **020 7292 2335** quoting **Special Reference Code M3958**.

## Why Attend?

- ✓ **Explore innovative solutions in tackling sickness absenteeism in the workplace**
- ✓ **Assess the impact of the electronic 'fit-note' and how best to work with GP's**
- ✓ **Consider the business and social case for flexible working**
- ✓ **Examine how to integrate flexible working and promote a better work-life balance in the workplace**

## Who Should Attend?

- HR Professionals
- Occupational Health Professionals
- Organisational Development Professionals
- DWP, Department for Education, JobcentrePlus & other Central Government Departments/Agencies
- Health & Safety Managers
- Training Managers
- Recruitment Professionals
- Employment Training/Skills Organisations
- Equal Opportunities Officers
- Equality, Diversity & Human Rights Practitioners
- Disability Practitioners
- Employee Relations Advisers
- Legal Advisers
- Campaigning Organisations
- NHS Employers
- Local Authority Officers & Councillors
- Private Sectors Employers
- Public Sector Employers,
- Small Business Owners
- Regulatory Bodies
- Citizen's Advice
- Third Sector Practitioners
- Trade Union Representatives
- Mental Health Practitioners
- Social Workers & Social Services Officers
- Welfare Rights Organisations
- Academics & Researchers

# Health and Well-Being in the Workplace: Combating Sickness Absenteeism

## Programme

- 09:30** Registration and Morning Refreshments
- 10:15** Chair's Welcome and Introduction
- 10:30** **Panel Session One:**  
**From 'Sick-Note to Fit-Note': Tackling Sickness Absenteeism in the Workplace**
- Changing Public Perceptions and Challenging Attitudes Towards Work and Health: Promoting the Positive Links between Health, Work and Well-Being
  - The Electronic 'Fit Note': Progress Made, Challenges to Face
  - 'Fit for Work' - Supporting Professionals to Provide the Best Advice on Health and Work
  - Improving the Flow of Information between Employers, Individuals and GPs
  - Sharing Innovative Solutions to Reducing Absenteeism
- 11:15** Morning Refreshments
- 11:30** **Open Floor Discussion and Debate with Panel One**
- 12:30** Networking Lunch
- 13:30** **Panel Session Two:**  
**Promoting Better Work-Life Balance: Supporting Flexible Hours and Home-Working**
- Understanding the Business and Social Case for Flexible Working
  - Integrating, Managing and Supporting Part-Time Flexible Working in Your Workplace
  - Ensuring Your Organisational Structure Facilitates Home-Working
  - Job Design and Recruitment: Assessing Whether New or Existing Roles Can be Worked Flexibly to Attract a Wider Pool of Talent
- 14:15** Afternoon Refreshments
- 14:30** **Open Floor Discussion and Debate with Panel Two**
- 15:30** Chair's Summary and Closing Comments
- 15:40** Networking Reception
- 16:30** Close

\*\*Please note that the programme is subject to change without notice\*\*



If you would like us to send you a certificate of attendance for CPD points please email your name and details of the event to [info@publicpolicyexchange.co.uk](mailto:info@publicpolicyexchange.co.uk)

## Event Details

- Date:** Wednesday 15th  
September 2010
- Time:** 10:15am – 4:30pm
- Venue:** The City Inn Westminster  
London

## Forthcoming Events

Working in Partnership to Tackle Hate Crime  
in Every Local Community  
**16th September 2010**

Employing Non-UK Nationals Workshop:  
Practical Guidance on Working with the  
Points Based Immigration System  
**21st September 2010**

Shaping the Future of Schools: Raising  
Standards in Every Classroom  
**22nd September 2010**



Broken Britain? Reducing Youth Offending  
through Community Intervention  
**23rd September 2010**

Employing Non-UK Nationals Workshop:  
Practical Guidance on Working with the  
Points Based Immigration System  
**7th October 2010**

Child and Adolescent Health and Well-being:  
Improving Outcomes for Looked After  
Children  
**13th October 2010**

Road Safety in the 21st Century:  
Striking the Balance between Education and  
Enforcement  
**14th October 2010**

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For further information please contact **Parvin Madahar** on **020 7840 6081** or email [parvin.madahar@publicpolicyexchange.co.uk](mailto:parvin.madahar@publicpolicyexchange.co.uk)



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**Delegate Fees**

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<b>Central Government/Business Sector</b>	£395 per delegate (1 Place)	£345 per delegate (2+ Places)

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Cancellations are to be submitted in writing no later than 30 days prior to the event. All cancellations carry an administration charge of £100 + vat. Cancellations received within 30 days of the event will be subject to the full delegate fee; however a delegate substitute may be made if requested in writing. There will be no refunds for non-attendance. Payment is due upon receipt of invoice.

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