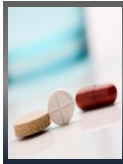




**Personal experience**

- 1 Why are staff absent from work?
- 2 Line management in a University
- 3 Management Referral – why do it?
- 4 Employee view
- 5 Simple steps to improve the process
- 6 Questions



**1 Why are staff absent from work?**

- Mental health conditions = number 1 reason
- Fit Note: unhelpfully vague or specific on cause(s) of anxiety
- Usually multifactor

**2 Line Management in a University**

- Academic staff with line management responsibility on short-term basis
- Confusion about work/home 'continuum'
- Inconsistency of absence management
- Presenteeism / undiagnosed conditions

**3 Management Referral – why do it?**

- Duty of care: employee feels supported
- Professional advice to aid decision-making
- Life-line to employee who needs work as 'anchor'

**4 Employee view**

- Supportive
- 'Big Brother'
- Credibility of OHU staff/service

### 5 Simple steps to improve the process



- OHU is not a primary care provider but some non-nationals confused
- Visibility of the Service
  - Website more visible
  - Staff induction programme/packs
- Include School Administrator in all communications about their School staff
- Ensure that manager is consulted on adjustments BEFORE being agreed

# THANK YOU!

(Any questions?)