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Our ref: 1664869

3rd March 2021

Dear ###

We write further to your request which was received on 8 February 2021 and which states:

"Further to the above request:

The IOMPO clearly has a very high absence level amongst its staff. This must be concerning for all staff members.

1. What is the financial cost of absence to the IOMPO in each of the last 5 years?
 - a. Split by total absences, short term absences and long-term absences
2. What efforts have the heavy loss making IOMPO undertaken to reduce this significant cost?
3. Can the IOMPO split absence by long & short term for 2018, 2019 & 2020 and provide these figures?
4. What are the main reasons for long-term and short-term absences?
5. What interventions have the IOMPO introduced to reduce these absences?
 - a. And can the IOMPO report any demonstrable successes?
6. How many staff (by numbers or percentage of staff) have reported to management they are suffering from a mental health issue in 2018, 2019 and 2020?
7. When was the last time the IOMPO reviewed its Absence Management policy?
 - a. And by who?"

Our response to your request is as follows: I have detailed below the information that is being released to you.

The IOMPO clearly has a very high absence level amongst its staff. This must be concerning for all staff members.

1. What is the financial cost of absence to the IOMPO in each of the last 5 years?
 - a. Split by total absences, short term absences and long-term absences
IOMPO does not define short and long term absences within its policy. Total cost of absences for the last 5 years (not including cover costs)
2015/16 - £383,705.64
2016/17 - £226,964.23
2017/18 - £413,571.47
2018/19 - £383,580.12
2019/20 - £462,377.83

2. What efforts have the heavy loss making IOMPO undertaken to reduce this significant cost?
Annual Wellbeing Campaign including; providing voluntary annual flu vaccinations since 2017; providing voluntary appointments with a pharmacist for a basic health check; cycle to work scheme; line manager workshops for managing absences; frequent wellbeing updates in the weekly staff news bulletin; free access to staff welfare services; provision of targeted welfare packs for identified issues, where appropriate; provision of mental health directory of free and confidential resources/services.
3. Can the IOMPO split absence by long & short term for 2018, 2019 & 2020 and provide these figures?
IOMPO does not define short and long term absences within its policy
Y/E March 2018 - Total days absence 4503
Y/E March 2019 - Total days absence 4235
Y/E March 2020 - Total days absence 4990
4. What are the main reasons for long-term and short-term absences?
IOMPO does not define short and long term absences within its policy. The main reason for absences recorded in 2019/20 fell into the category of sprains/strains
5. What interventions have the IOMPO introduced to reduce these absences?
See Q2 above. H&S committee; computer based health & safety training including Manual Handling, Slips, Trips & Falls; duties are planned in collaboration with unions
a. And can the IOMPO report any demonstrable successes?
IOMPO considers itself to have a low number of accidents at work including RIDDORS, which average 6 per year; regular risk assessments are undertaken and measures put in place as deemed appropriate. Cases of reported flu symptoms has seen a decrease but it is difficult to determine whether this can be attributed to the administration of the flu jabs or particularly this year it being due to less off island travel.
6. How many staff (by numbers or percentage of staff) have reported to management they are suffering from a mental health issue in 2018, 2019 and 2020?
IOMPO does not record staff numbers of those who indicate to management they are or may be suffering from a mental health issue. IOMPO does record mental health issues under the category stress/debilitation/depression for those employees who are absent, and indicate this as the reason, for their absence.
In Y/E March 2018 - 5 employees
In Y/E March 2019 - 9 employees
In Y/E March 2020 - 18 employees
7. When was the last time the IOMPO reviewed its Absence Management policy? **January 2021**
a. And by who?" **IOMPO Board**

Please quote the reference number I664869 in any future communications.

Your right to request a review

If you are unhappy with this response to your freedom of information request, you may ask us to carry out an internal review of the response, by completing a complaint form and submitting it electronically or by delivery/post.

An electronic version of our complaint form can be found by going to our website at <https://services.gov.im/freedom-of-information/Review> . If you would like a paper version of our complaint form to be sent to you by post, please contact me and I will be happy to arrange for this. Your review request should explain why you are dissatisfied with this response, and should be made as soon as practicable. We will respond as soon as the review has been concluded.

If you are not satisfied with the result of the review, you then have the right to appeal to the Information Commissioner for a decision on;

1. Whether we have responded to your request for information in accordance with Part 2 of the Freedom of Information Act 2015; or
2. Whether we are justified in refusing to give you the information requested.

In response to an application for review, the Information Commissioner may, at any time, attempt to resolve a matter by negotiation, conciliation, mediation or another form of alternative dispute resolution and will have regard to any outcome of this in making any subsequent decision.

More detailed information on your right to a review can be found on the Information Commissioner's website at www.inforights.im.

Should you have any queries concerning this letter, please do not hesitate to contact me.

Further information about freedom of information requests can be found at www.gov.im/foi.

I will now close your request as of this date.

Yours sincerely

FOI Co-ordinator