

# Positive Attendance Steering Committee: Updates 2018-2019

May 28<sup>th</sup>, 2019

Millie Colbourne, Chair



# Positive Attendance Steering Committee

## Purpose

- Engage continuing care partners and collaboratively build a common agenda to address shared goals;
- It is anticipated that by taking a holistic approach to examine the root causes of employee attendance issues, the sectors will see a reduction in vacancies, sick/injury time and related costs, and increased levels of employee engagement.

## Responsibilities

- Champion the work and collective impact approach
- Refine common agenda and ensure ensuing work is aligned
- Define theme-based activities and found appropriate working groups
  - Ensure synergy/no duplication
  - Align with other provincial initiatives
- Identify quick-win opportunities
- Develop overall shared measures



# Positive Attendance Steering Committee

## Representation

- Representative of the long-term care, home care, and ARC/RRC sectors
- Representative of rural & urban areas, large & small facilities

## Members

- Joyce d'Entremont, Annapolis County Municipal Housing Corporation
- Eric Doucette, Seaside Manor
- Denise Halloran, Guysborough County Home Support Agency
- Janet Watt, VON Colchester East Hants
- Millie Colbourne, Breton Ability Centre
- Matthew Spicer, Department of Community Services
- Barb Baker, Nova Scotia Health Authority
- Jonathan Tyson, Workers' Compensation Board of Nova Scotia (Workplace Safety Action Plan)
- Vacant Position, Department of Health and Wellness (Awaiting replacement for MJ MacDonald)

## Backbone Organization

- Health Association Nova Scotia



# Scope and Activity Themes

## Meetings to Date

- The group is still in the preliminary stages of work, having met 3 times over the past several months
  - Significant amount of time has been spent on education, information sharing, and reviewing research, to aide in the development of the common agenda and key areas of focus (themes)

## Scope

- Focus is employee engagement, workplace culture, and workplace environment

## Themes

- Three themes chosen to fit within scope:
  1. Total Health & Wellness (Physical & Mental)
  2. Workplace Engagement
  3. Safety Culture



# Possible Focus of Theme-Based Activities

## Total Health and Wellness (Physical & Mental)

*Focus on activities related to inter-relationships between mental health, environment, and culture; this includes a provincial approach to supportive attendance*

- Facilitate the spread of training and resources
  - Education for managers
  - Research to develop strategies and tools on employee health and wellness
  - Today's workshop is aligned with this work, as well as the recent GoodLife Fitness Health and Wellness Leadership Summit, which was sponsored by HANS to enable members access to this quality conference on employee engagement and leadership at a reduced rate
- Develop consistent processes, practices, & principles regarding supporting attendance programs
- Examining Possible Pilot Project: Attendance Management
  - Ultimately, make the case for dedicated funding for absence management in the continuing care and residential care sectors.



# Possible Focus of Theme-Based Activities

## Workplace Engagement

*Focus on organizations becoming a workplace of choice and on retention as an outcome*

- Explore, research, and compile information and tools regarding employee engagement, organizational culture, and becoming a magnet organization

## Safety Culture

*Focus on injury prevention*

- Align with, and support advancement of, Workplace Safety Action Plan as appropriate



# What's Next?

## Short-Term Next Steps

- Finalize common agenda and priorities
- Develop shared measurements
- Focus the required research (i.e. reasons for employee absenteeism)
- Develop a communication strategy



Questions?  
Comments?



Thank You!