

## Attachment 1

### Summary of Recommendations of the Service Delivery Project – Report of the Attendance Support, Wellness and Occupational Safety Working Group

#### Background:

The Attendance Support, Wellness and Occupational Health and Safety Working Group was formed in January 2013 to provide advice on the feasibility of the attendance and wellness opportunities listed in the 2012 Deloitte report. The working group carried out extensive research and met with WorkSafe BC, Joint Early Intervention Service, BCTF Health and Wellness Program, Public Service Agency, Ken Emmons and the School District 23 WorkSafe Claims Management and BCPSEA. Members of the group also surveyed districts and reviewed district policies and collective agreements. The working group reported out in May, 2014.

The overall goal is to create a culture in the K-12 sector where attendance support is part of the regular operations of schools and districts, employees feel supported, employee representatives are involved and feel their members are appropriately and fairly supported, at it is recognized throughout the system that the work with and for students is improved by employee wellness.

#### Recommendations:

The working group provided advice on policies, procedures and programs, and data requirements to improve employee wellness and occupational safety for consideration by school districts. The group recommended that a number of pilot districts undertake this work with the assistance of the project. Estimated savings in replacement staff costs of \$35 million were identified if school districts were operating at the national average sick leave rate, offset by the cost of establishing appropriate data collection and providing shared expertise to operate the program.

Specific recommendations for attendance support and wellness:

- school districts adopt common policies and procedures with best practice guidelines,
- school districts have access to shared specialized expertise such as medical advisors and occupational therapists, through either a central agency or regional service, and
- the Employment Data and Analysis System (EDAS) be enhanced to include leave data and district software updated to provide the additional data.

#### Next Steps:

A Phase 2 Working Group has been formed to implement the recommendations. The working group is comprised of school districts that have volunteered to participate as pilot districts (listed below), Vancouver, Surrey and Victoria as advisory members, the British Columbia Public School Employers' Association (BCPSEA) and the Ministry of Education Service Delivery Project Branch in a coordinating and supporting role.

- SD 57 Prince George
- SD 51 Boundary
- SD 41 Burnaby
- SD 34 Abbotsford
- SD 35 Langley
- SD 59 Peace River South
- SD 72 Campbell River