

Agenda item:

Title of meeting: Employment Committee

Date of meeting: 04th November 2014

Subject: Sickness Absence

Report by: Jon Bell - Head of HR, Legal & Performance

Wards affected: N/A

Key decision: No

Full Council decision: No

1. Purpose of report

The purpose of this report is to update and inform Employment Committee on actions being taken by Services to deliver a reduction in the levels of sickness absence.

2. Recommendations

- To continue to support the implementation of good sickness absence management practices, and to ensure the appropriate management action is taken to consistently reduce absenteeism across Services.

3. Background

3.1 At the previous Employment Committee on 16th September 2014 members requested that the heads of those services where the average per person per year sickness absence level was higher than eight days per year in August 2014 be asked to attend the next scheduled Employment Committee. They were the heads of service from;

- Adult Social Care
- Children's Social Care & Safeguarding
- Corporate Assets, Business & Standards
- Housing & Property Services
- International Ferry Port
- Revenues & Benefits

4. Reasons for recommendations

The continued management of sickness absence and the identification of appropriate and proportional management practices is an important part of

maximising attendance, which will in turn increase productivity, improve engagement and build resilience.

5. Equality impact assessment (EIA)

A preliminary Equality Impact Assessment has been completed.

6. Legal implications

There are no immediate legal implications arising from this report.

7. Finance comments

There is no significant cashable saving resulting from the reduction in sickness absence. However there will be an improvement in productivity in terms of total days worked.

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Signed by:

Appendices:

Background list of documents: Section 100D of the Local Government Act 1972

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by on

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Signed by: