

Report of the Portfolio Holder for Resources and Personnel Policy

REVIEW OF ATTENDANCE MANAGEMENT POLICY1. Purpose of Report

To review the operation of the attendance policy.

2. Recommendation

The Policy Overview Working group RECOMMENDS to Cabinet that they NOTE the policy with no alterations at this time.

3. Detail

The attendance Management Policy has been in operation since 2019. The Policy is attached as appendix 1.

Appendix 2 sets out some current workforce data on absence with trends relating to short and long term absence, including reasons for absence.

On the whole progress is being made in reducing sickness absence, with this year's performance currently projected to be significantly improved on last years. There are overall positive trends in reducing absence through mental ill health.

The Council has used the ill health retirement route more of late for some employees who have had long term absence. Although this takes longer, (and therefore more absence leave is recorded), because of the process which has to be followed which involves the pensions authority and various medical requirements, it generally results in more beneficial outcomes for employees. The consistent application of the current policy is thought to be the key to continued progress, and that it would be unhelpful to change the policy at this point.

There is no requirement to provide a change table as no new changes are being considered to the policy.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications to consider at this policy review stage. It is acknowledged that an effective Attendance Management Policy, which can have a positive impact on reducing sickness absence, should in turn help to reduce the pressure on the Council's pay budgets.

5. Legal Implications

There were no comments from the Monitoring Officer or the Head of Legal Services.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

No comments.

7. Union Comments

The Union comments were as follows:

No comment.

8. Climate Change Implications

The comments were as follows:

No comments.

9. Data Protection Compliance Implications

This report does not contain any [OFFICIAL (SENSITIVE)] information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

Not required as no changes have been made to the policy.

11. Background Papers

Nil.