

23. Absence Management Policy

Ali Thacker, HR and Payroll Team Leader:

- presented the report for consideration by committee on the proposed revisions to the Absence Management Policy
- explained that the Human Resources team proposed to introduce a revised Absence Management Policy (previously Sickness Policy). The revisions included a revised approach to manage long term absence. These changes had been discussed and agreed with the trade unions.
- Stated that the Human Resources team were required to continually review and streamline the Council's policies and procedures as and when required to ensure they were clear, cohesive, fit for purpose and legally compliant.
- highlighted that although the Council sickness rate continued to reduce slightly compared to previous years, the proposed changes were designed to approach the management of long term absence in a different manner. This was to ensure there was no perception through the policy, that the manager was putting pressure on the employee to return to work earlier than necessary.
- Invited members comments and questions.

RESOLVED that the content of the report be noted and referred to Executive for approval.