

Policy & Resources Scrutiny Committee

6th December

Attendance Management Monitoring Report

April 2017 to September 2017

To consider and comment on the following issues:

- Attendance management performance for the period April 2017 to September 2017

Reasons:

- At its last meeting the committee request a detailed report outlining the position in relation to sickness absence for the whole authority
- This report provides the committee with data for the period 1st April 2017 to 30th September 2017 as well as a breakdown of the key causes for absence and will allow the Committee to scrutinise the council's performance in relation to managing attendance.

To be referred to the Executive Board / Council for decision: NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- CLLR. M. STEPHENS, DEPUTY LEADER

Directorate

Name of Head of Service:

Paul R. Thomas

Designations: Assistant Chief
Executive (People Management)

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Policy & Resources Scrutiny Committee

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1. BRIEF SUMMARY OF PURPOSE OF REPORT.

This report details sickness absence figures for the Departments for quarter 2 (April to September) along with benchmarking and performance ranking tables.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul R Thomas

Assistant Chief Executive

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities

This supports the strategic aim of Making Better Use of Resources

2. Legal

Failure to follow the Sickness Absence policy and associated guidance, eg. Disability Information and Reasonable Adjustments, may lead to breaches of the Equality Act 2010 and associated risks of litigation at employment tribunal.

3. Finance

Related costs of overtime, agency, supply replacement costs and occupational/statutory sickness pay.

6. Staffing Implications

Support and advice will continue to be provided by People Management business partners and advisors as may be required through the process, i.e. HR Advice, Occupational Health, Health & Safety, Learning & Development

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas

Assistant Chief Executive

1. Local Member(s) n/a

2. Community / Town Council n/a

3. Relevant Partners n/a

4. Staff Side Representatives and other Organisations n/a

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE