

Policy & Resources Scrutiny Committee

13th June 2019

SICKNESS ABSENCE MONITORING REPORT – FULL YEAR/Q4 2018/19

To consider and comment on the following issues:

This report provides the committee with absence data for the cumulative period Q4 2018/19 financial year plus a summary of actions.

Reasons:

The Committee has requested that half/full yearly reports are provided to its members to allow them to fulfil their scrutiny role.

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

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:-

Directorate

Name of Head of Service:

Paul R Thomas

Report Authors:

Ann Clarke

Heidi Font

Designations:

Assistant Chief Executive – People Management

Lead Business Partner (HR)

Employee Well Being Manager

01267 246123

Prthomas@carmarthenshire.gov.uk

01267 246167

alclarke@carmarthenshire.gov.uk

01267 246060

hfont@carmarthenshire.gov.uk

EXECUTIVE SUMMARY
POLICY & RESOURCES SCRUTINY COMMITTEE
13TH JUNE 2019

SICKNESS ABSENCE MONITORING REPORT – FULL YEAR/Q4 2018/19

This report provides the committee with absence data for the cumulative period Q4 2018/19 financial year plus a summary of actions to support a reduction in the level of sickness absence.

The Committee has requested that half/full yearly reports are provided to its members to allow them to fulfil their scrutiny role.

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 Thomas, Assistant Chief Executive (People Management)

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

1. Policy, Crime & Disorder and Equalities

Management of sickness absence supports the strategic aim 'Feeling Fine – Health & Wellbeing'

7. Staffing Implications

People Management will continue to support and advise Departmental Management Teams, people managers and employees on the Sickness Absence policy and associated procedures and guidance to ensure absence is managed in a timely, consistent and proactive manner.

CONSULTATIONS

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

Signed: Paul Thomas, Assistant Chief Executive (People Management)

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