

## **Cabinet Referrals from 22 March 2016**

### **ITEM 7 – REFERRALS FROM CABINET**

**22 March 2016**

#### **7.1 CA/036/16 REVIEW OF ABSENCE MANAGEMENT POLICY AND PROCEDURES**

##### **Decision**

**Resolved to recommend:**

- 1. the amendments to the Council's Sickness Absence Management Policy and Procedures as summarised in the Cabinet report and set out in full within Annex A of the report to Cabinet.**

##### **Reason for Decision**

To seek Cabinet's approval of the recommended amendments to the Council's Sickness Absence Management Policy and Procedures

##### **Implications**

###### **Financial**

There are no financial implications linked to the revisions in the sickness absence management policy and procedures.

###### **Value for Money**

Reducing sickness absence contributes to the Council ensuring that the services represent 'value for money'.

##### **Risk Implications**

None

##### **Equalities Implications**

Community Impact Assessment carried out in March 2016, which did not highlight any implications.

##### **Health And Safety Implications**

None identified.

##### **Corporate Objectives**

Having an effective and robust sickness absence management policy and procedures will support all of the Council objectives. We need staff to feel valued and supported whether they are at work or absent due to sickness. If we can support them to remain in work it will ensure their behaviours and performance reflect the High Performance Environment.

## **Monitoring Officer/S.151 Officer Comments**

### **Monitoring Officer:**

No comments to add to the report.

### **S.151 Officer:**

There are no budgetary implications arising directly from the recommendations in this report.

### **Advice**

The Portfolio Holder for Residents & Corporate Services referred members to the report and summarised the main amendments. He added that they continued to work closely with the Trade Unions.

The report received lots of discussion at the recent OSC meeting and issues and concerns were resolved.

### **Voting**

None.