

**Business Overview and Scrutiny Committee  
5 March 2018**

<b>REPORT TITLE</b>	<b>ABSENCE MANAGEMENT</b>
<b>REPORT OF</b>	<b>DIRECTOR OF CHANGE AND ORGANISATIONAL DESIGN</b>

**1.0 REPORT SUMMARY**

1.1 This report provides Business and Overview Committee with update on sickness absence levels in the organisation and how this is being managed and monitored.

**2.0 RECOMMENDATION/S**

2.1 Business and Overview Committee note the current position in relation to employee absence within the Council and the work being undertaken to address this.

**3.0 REASON/S FOR RECOMMENDATION/S**

3.1 To ensure that members of the Business and Overview Committee are updated on the current position in relation to absence levels and the Council's approach to management of absence.

**4.0 OTHER OPTIONS CONSIDERED**

4.1 Not applicable.

**5.0 BACKGROUND INFORMATION**

5.1 Please see appended report.

**6.0 FINANCIAL IMPLICATIONS**

6.1 Please see attached report.

**7.0 LEGAL IMPLICATIONS**

7.1 The Council manages employee absence in accordance with policy and procedures and relevant employment law.

**8.0 RESOURCE IMPLICATIONS: ICT, STAFFING AND ASSETS**

8.1 No implications in this report. However, as outlined in the study attached, absence has an impact on staffing particularly where cover is required to maintain service delivery.

## 9.0 RELEVANT RISKS

There is risk to service delivery arising from employee absence and risks for individuals in relation to mental health and wellbeing if the appropriate support is not in place to support them.

## 10.0 ENGAGEMENT/CONSULTATION

10.1 None required

## 11.0 EQUALITY IMPLICATIONS

11.1 There are no direct equality implications arising from the report. The Council manages absence included mental health and stress related absence, in accordance with its legal obligations and the Equality Act 2010.

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## APPENDICES

1) Absence Management Report

## SUBJECT HISTORY (last 3 years)

Council Meeting	Date
Audit and Risk Management Committee	21 November 2017
Employment and Appointments Committee	6 March 2018