

JOINT CONSULTATIVE AND SAFETY SUB-COMMITTEE

Thursday, 16th November, 2006

Councillors: A.A. Clarke (a) G.V. Clarke
 S.M. Creamer I.S. Gollop
 R.A. Poynter R.F. Spencer
 T.R. Chandran (a)

 M.Calladine Unison
 P. Gibbs Unison
 S.Peck Unison

1 **APPOINTMENT OF CHAIRMAN**

It was moved and seconded and:-

RESOLVED:

That Councillor Spencer be appointed Chairman.

2 **APOLOGIES FOR ABSENCE**

An apology for absence was received from Councillor Clarke.

3 **REPORT OF HEAD OF PERSONNEL AND ORGANISATIONAL DEVELOPMENT**

The Head of Personnel and Management Services reported that at a meeting of the Personnel and Resources Committee on 30th November, the Chief Executive had presented a report proposing changes to the current sickness absence procedures. These would have the effect of 'tightening up' the trigger points for action once an employee had already been placed within the absence management procedure.

Following consultation with UNISON, they had been unable to support the proposals. The Members of the Committee had considered their comments, and the proposals put forward by the Chief Executive and referred consideration of the proposals to a meeting of the Joint Consultative

Attached to the report at Appendix A was a copy of the original report presented to Personnel and Resources Committee which outlined the current situation and the proposed changes to the absence management policy.

UNISON had also submitted their proposals and these were circulated to

Members of the Committee.

RESOLVED:

That the Personnel and Resources Committee be recommended to amend the scheme with the addition of the following proposals:-

A. i. After issuing a 1st stage notification, the employee is required not to be absent for more than 1 occasion or 5 working days within the next 6 months or for more than 3 occasions or 8 working days within the next 12 months.

ii. After issuing a 1st stage notification the employee is required not to be absent for more than 3 occasions or 8 working days within any rolling 12 month period over the next two years.

B. That the Joint Consultative and Safety Committee meet again in January 2007 in order to consider further steps to reduce absence including enhanced training of Managers, the monitoring of management information and 3rd quartile reports and by investigating the implementation of an Absence Management Service.

The meeting closed at 6.00pm.