

BRECKLAND COUNCIL

OVERVIEW & SCRUTINY COMMISSION – 27 MAY 2010

REPORT OF THE DIRECTOR OF ORGANISATION DEVELOPMENT

(Author: Mark Broughton, Scrutiny Officer)

OSC SICKNESS ABSENCE REVIEW TASK & FINISH GROUP

1. Purpose of Report

The report details the review of the Council's sickness absence policy and procedures undertaken by a task and finish group.

2. Recommendation

The OSC is recommended to endorse the measures indicated in the Group's report.

Note: In preparing this report, due regard has been had to equality of opportunity, human rights, prevention of crime and disorder, environmental and risk management considerations as appropriate. Relevant officers have been consulted in relation to any legal, financial or human resources implications and comments received are reflected in the report.

3. Information, Issues and Options

Background

3.1 The Overview & Scrutiny Commission agreed at a meeting in autumn 2009 to set up a task and finish group to examine and review the Council's Sickness Absence policy and procedures.

3.2. The Sickness Absence Task & Finish Group consisted of Councillors Shirley Matthews (Chairman), Diana Irving and Robin Goreham supported by Mark Broughton (Scrutiny Officer) officers from Human Resources and a representative from Unison. The Group met on four occasions: 2 October and 30 November 2009, 21 January and 4 March 2010.

3.3 At the outset a terms of reference and project plan were agreed by the Group. The terms of reference is shown as attached at Appendix 1

3.4 The Group based their review of sickness absence on an evidence based approach which sought to include comparative information from peers and examined the subject in the round.

Issues

3.5 The Group explored the matter in hand as per the agreed terms of reference and project plan. The Group's report is attached at Appendix 1.

Options

3.6.1 To endorse the report and recommendations

3.6.2 To not endorse the report and recommendations

4. Risk and Financial Implications

4.1 None

5. Legal Implications

5.1 None

6. Other Implications

6.1 Equalities, S17 Crime and Disorder Act, S 40 Natural Environment & Rural Communities Act 2006, Human Rights, Other: None

7. Alignment to Council Priorities

7.1 Entrepreneurial Council

7.2 Your Council, Your Services

8. Ward/Community Affected

8.1 All

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Appendices to this report:

Appendix 1: Report of the Sickness Absence Task and Finish Group