

OVERVIEW AND SCRUTINY COMMITTEE

THURSDAY, 11TH OCTOBER 2018, 6.30 PM

COMMITTEE ROOM 1, TOWN HALL, CHORLEY

The following presentation was delivered at the above meeting of the Overview and Scrutiny Committee.

7 Absence Policy (Pages 3 - 10)

To receive a presentation from Human Resources on the recent changes to the Absence Policy.

GARY HALL
CHIEF EXECUTIVE

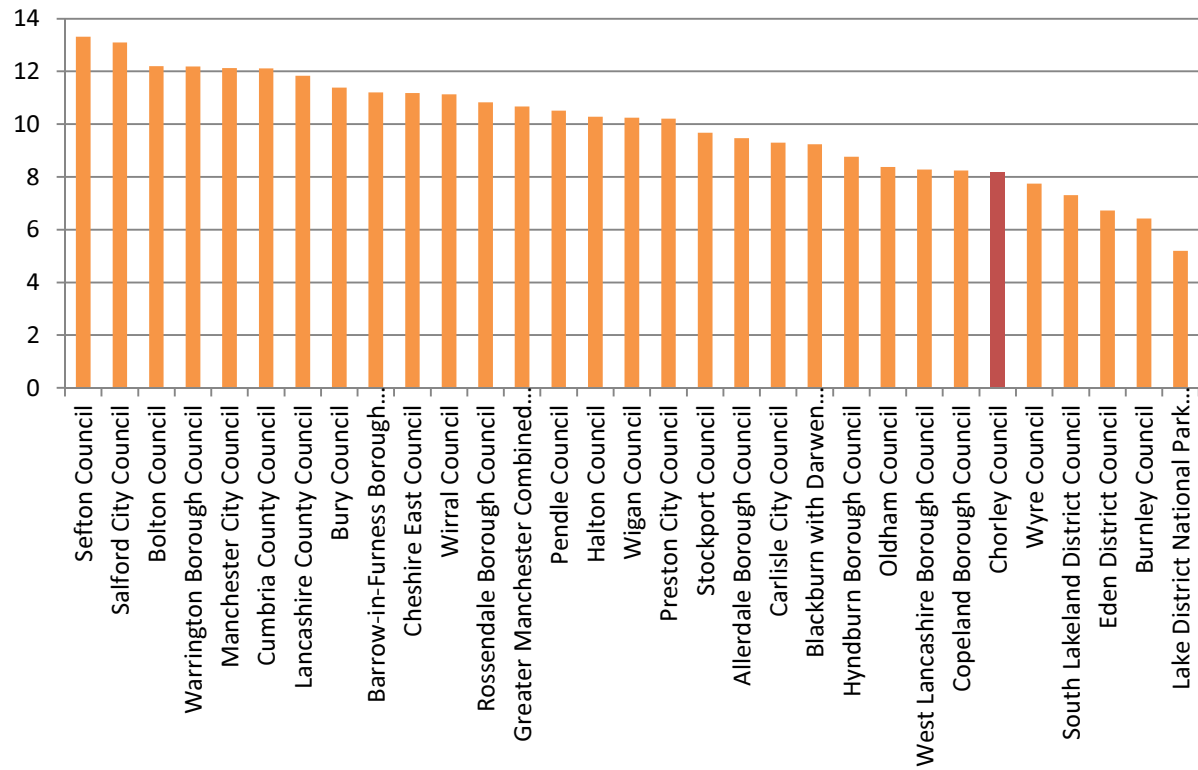
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Attendance Policy 2018



Background

Days lost per employee 2017/18



Source: North West Employers 2017/18 Data Comparison

- Analysis – SMT
 - Focus groups
- Union consultation
 - Staff matters
 - Case work

Attendance Policy Principles

- The objective of the policy is to support employees to maintain positive attendance and to be healthy and happy in work
- All employee absence has a detrimental impact on service delivery and on other employees within a service

Main changes

- No warnings
- All employees who reach an action point receive a tailored action plan
- All absence can be dealt with under one process (both long and short-term)
- Excludes employees with a terminal illness

Training

- 65 people managers
 - Blended approach
- E-learning, workshop, quiz

How monitor effectiveness

- Quarterly stats on absence
 - Case work
 - JCC
- Annual report to SMT

Questions?