



Report to: Personnel & General Purposes Sub-Committee, 27th February 2019

Report of: Head of People Services

Subject: SICKNESS ABSENCE MANAGEMENT POLICY

1. Recommendation

1.1 That this revised Sickness Absence Management Policy is approved by this Sub-Committee.

2. Background

1.1. A review of this policy has revealed that we do not explicitly acknowledge a role for Disability Leave. This is a form of reasonable adjustment that recognises that some disabled employees may need to attend out patient type appointments and that these should not be treated as sickness absences. We have amended our policy to incorporate this provision.

1.2. The key change is:

- a. Including Disability Leave within the Disability section of the sickness policy.

3. Implications

3.1 Financial and Budgetary Implications
None.

3.2 Legal and Governance Implications
None.

3.3 Risk Implications
None.

3.4 Corporate/Policy Implications
None.

3.5 Equality Implications
The policy incorporates the Disability leave which is a reasonable adjustment within the Equality Act 2010.

3.6 Human Resources Implications
This is a key HR policy which must be communicated to all workers.

3.7 Health and Safety Implications
None Identified.

3.8 Social, Environmental and Economic Implications
None Identified.

Ward(s): All
Contact Officer: Mark Edwards, Telephone 01905 72042
Email mark.edwards@worchester.gov.uk
Background Papers: None