



## Report of the Head of Scrutiny and Member Development

### Scrutiny Board (Central and Corporate Functions)

Date: 6th April 2009

### Subject: Draft Report – Attendance Management Inquiry

**Electoral Wards Affected:**

**Specific Implications For:**

Equality and Diversity

Community Cohesion

Narrowing the Gap

## 1.0 Introduction

- 1.1 At its July meeting the Board agreed to undertake an Inquiry into attendance management.
- 1.2 The aim of this Inquiry was to take a more radical approach to seeking solutions to the challenges of sickness absence management within the Authority. This included actively identifying recognized good practice and seeking out innovative and creative approaches.
- 1.3 The Board acknowledges that there has been significant work done to establish a framework for managers at all levels to deal with absence. This inquiry did not seek to investigate the framework, but rather how the tools are being applied. With this in mind, the Board engaged with a wide cross section of officers within the Authority, private sector practitioners and recognised national leaders.
- 1.4 The Board has now produced a draft final report which includes a number of recommendations.

## 2.0 Consultation

- 2.1 Scrutiny Board Procedure Rule 14.3 states that "where a Scrutiny Board is considering making specific recommendations it shall invite advice from the appropriate Director(s) prior to finalising its recommendations. The Director shall consult with the appropriate Executive Member before providing any such advice" This advice will be available at the Board meeting
- 2.2 Once the Board publishes its final report it will be presented to the Executive Board for a formal response.

### **3.0 Recommendations**

3.1 The Board is requested to:-

- (i) Agree the Board's final report and recommendations.
- (ii) Submit the report to the Executive Board for a formal response.

Background papers

None