

**KENNET DISTRICT COUNCIL  
CHIEF EXECUTIVE'S GROUP**

**Overview & Scrutiny Management Board  
5<sup>th</sup> December 2006**

**Report Number C/27/06  
Use of Resources Scrutiny**

**Report by Councillor P Winchcombe – Chairman of the scrutiny team**

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**1.0 Purpose of the Report**

- 1.1 To inform Members of the findings from their scrutiny of staff sickness.

**2.0 Financial, Staffing, Legal & Risk Implications**

- 2.1 There are no staffing, financial, risk or legal implications arising out of this report.

**3.0 Progress**

- 3.1 The Overview and Scrutiny task group identified an additional piece of work to review staff sickness levels and agreed that the task group which had been looking at Use of Resources be tasked to undertake this.
- 3.2 The task group met with the Head of Human Resources in October who gave a presentation on current staff sickness levels at Kennet, how this compared with the public and private sector and what Kennet had been doing in response to this.
- 3.3 She explained in some detail how statutory sick pay worked, and how our sickness record was affected by both long and short term absence.
- 3.4 It was noted that at Management Team there are annual sickness reports as well as quarterly monitoring. Quarterly reports are also taken to Services Managers Team. All periods of significant absence are subject to an investigation by the Service Manager and progress reported to Management Team.
- 3.5 The task group were able to question the Head of Human Resources in some detail and were satisfied that the council was acting responsibly in its management of sickness. They did identify however that there would be merit in pursuing further activity on general health and well-being.
- 3.6 After some discussion it was thought that it would be worth consulting with the Union on their perspective of sickness management at Kennet.

- 3.7 A meeting has been arranged with the union and a final report will be brought to the next Management Board.

### **Recommendations**

**IT IS THEREFORE RECOMMENDED THAT;** the Board

- i) Notes this report.

**November 2006**