

Y Pwyllgor Craffu - Polisi ac Adnoddau 6 Rhagfyr 2017

Adroddiad Monitro Rheoli Presenoldeb

Ebrill 2017 - Medi 2017

Ystyried y materion canlynol a chyflwyno sylwadau arnynt:

- Perfformiad o ran rheoli presenoldeb ar gyfer y cyfnod rhwng Ebrill 2017 a Medi 2017

Rhesymau:

- Yn ei gyfarfod diwethaf, gofynnodd y Pwyllgor am adroddiad manwl yn amlinellu'r sefyllfa mewn perthynas ag absenoldeb salwch ar gyfer yr awdurdod cyfan.
- Mae'r adroddiad hwn yn darparu data i'r Pwyllgor ar gyfer y cyfnod rhwng 1 Ebrill 2017 a 30 Medi 2017 yn ogystal â dadansoddiad o'r prif achosion am absenoldeb a bydd yn caniatáu i'r Pwyllgor graffu ar berfformiad y Cyngor mewn perthynas â rheoli absenoldeb.

Angen cyfeirio'r mater at y Bwrdd Gweithredol / Cyngor er mwyn gwneud penderfyniad:
NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:- CYNG. M. STEPHENS,
DIRPRWY ARWEINYDD

Y Gyfarwyddiaeth

Enw Pennaeth y Gwasanaeth:

Paul R. Thomas

Awduron yr Adroddiad:

Ann Clarke

Heidi Font

Swyddi: Prif Weithredwr
Cynorthwyol (Rheoli Pobl)

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Policy & Resources Scrutiny Committee

Date: 6th December

Attendance Management Monitoring Report April 2017 to September 2017

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

This report details sickness absence figures for the Departments for quarter 2 (April to September) along with benchmarking and performance ranking tables.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Paul R Thomas

Assistant Chief Executive

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities

This supports the strategic aim of Making Better Use of Resources

2. Legal

Failure to follow the Sickness Absence policy and associated guidance, eg. Disability Information and Reasonable Adjustments, may lead to breaches of the Equality Act 2010 and associated risks of litigation at employment tribunal.

3. Finance

Related costs of overtime, agency, supply replacement costs and occupational/statutory sickness pay.

6. Staffing Implications

Support and advice will continue to be provided by People Management business partners and advisors as may be required through the process, i.e. HR Advice, Occupational Health, Health & Safety, Learning & Development

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas

Assistant Chief Executive

1. Local Member(s) n/a

2. Community / Town Council n/a

3. Relevant Partners n/a

4. Staff Side Representatives and other Organisations n/a

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE