

**STOCKTON-ON-TEES BOROUGH COUNCIL**

**CABINET RECOMMENDATIONS**

**PROFORMA**

Cabinet Meeting .....14th December 2017

1. Title of Item/Report

People Select Committee - Scrutiny Review of Sickness Absence

2. Record of the Decision

Consideration was given to a report that presented the outcomes of the People Select Committee's Review of Sickness Absence.

RESOLVED that:

1. All steps be taken to ensure staff are clearly aware of the wide range of support that the Council makes available for them to access.
2. Given that it already meets the criteria, the Council signs up to the TUCs Dying to Work campaign which proposes that Employers sign a voluntary charter to provide additional protection from dismissal for any person with a terminal diagnosis because of their condition.
3. A targeted approach to the top locations for each sickness type, including premises assessments for staff health and wellbeing (linked to SWIS review into working environments), be adopted.
4. The Council's bid for the Better Health at Work Award Continuing Excellence accreditation be endorsed.
5. Developments be pursued around Display Screen Equipment (DSE) use to reduce workstation discomfort, including pop-up warnings reminding staff to take a break from their computer and workplace workouts.
6. Management training in mental health awareness to aid early intervention be made available.
7. Smarter ways of working be fully explored to enable greater flexibility for staff and create appropriate work / life balances.
8. The Council encourages staff to take up the new in-house flu vaccination offered through Occupational Health.

9. Regular team meetings and individual 1:1s (incorporating employee health and wellbeing considerations) be scheduled for staff across the Council so that any pressure points can be identified early and addressed.

10. The new draft SBC Work / Life Balance and Attendance Policy proposals, and the emphasis on promoting the health and wellbeing of the workforce be endorsed.

3. Reasons for the Decision

The report presents the findings of the scrutiny review of sickness absence which was included as part of the agreed 2017-2018 work programme for the People Select Committee.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

Councillor Nigel Cooke declared a personal non prejudicial interest in respect of agenda item 5 - People Select Committee - Scrutiny Review of Sickness Absence as he was a member of GMB.

6. Details of any Dispensations

N/A

7. Date and Time by which Call In must be executed

Midnight, 22 December 2017

Proper Officer  
18 December 2017