

## **REPORT OF THE POLICY AND CORPORATE RESOURCES OVERVIEW AND SCRUTINY COMMITTEE.**

**Councillor Dave Harling**

**COORDINATING**

**DIRECTOR: Denise Park**

The Committee continued working on issues highlighted by members as key topics of interest. The main issue considered at the meeting in December was the issue of Sickness and Absenteeism.

### **Sickness and Absenteeism.**

The Committee received a presentation from the Director of HR, Legal and Governance on the current policies, processes and procedures that are used to manage attendance at work. The Committee were informed of the promotion of wellbeing within the Council and the steps that were taken to ensure that employees who had been off sick for longer periods of time were assisted back into the work place at the earliest opportunity. The Committee looked at trends in long term and short term absences. The Committee will further examine how these absences are managed and scrutinise the support offer to employees to aid good attendance and encourage good employee health and well-being via a task and finish group which will report back on their findings. This group will analyse further data on the take up of wellbeing services offered, the breakdown of sickness by department and length of absences together with a specific focus on the Children's Services & Education and Adults & Prevention departments. The Group will also look at the way the Council uses agency staff to provide service continuity.

### **Asset Management**

The Committee were to look at the Council's asset strategy as a key topic for the year and would consider how the authority would rationalise these assets given the reduced staffing structure of the Council. The Committee will now look at the report to be submitted to the Executive Board in January on the strategy and consider its approach to the issue. The Committee will also look at the assets the Council owns and ways in which it uses its current assets and how this will develop with the implementation of schemes such as agile working etc.

### **Digital Strategy Task Group**

The Digital Task Group was to have taken place on 20<sup>th</sup> December with recommendations being forwarded to the main Committee for consideration. The Task Group will now be re-arranged to meet before the next meeting of the Committee.

**Dave Harling**

**Chair of the Policy and Corporate Resources Overview and Scrutiny Committee.**