

Council

24 October 2019

Agenda Item 43

Brighton & Hove City Council

Subject: **Attendance Policy and Procedures** Extract from the proceedings of the Policy & Resources Committee meeting held on the 10 October 2019.

Date of Meeting: **24 October 2019**

Report of: **Executive Director Finance & Resources**

Contact Officer: Name: **Lisa Johnson** Tel: **01273 291228**
E-mail: lisa.johnson@brighton-hove.gov.uk

Wards Affected: All

FOR GENERAL RELEASE***Action Required of Council***

That the Council agreed to sign up to the TUC's *Dying to Work Charter*, which supports staff with terminal illness to either remain in work as long as they are able, or to help them to access their pension early, depending on their wishes.

Recommendation: That signing up to the TUC's *Dying to Work Charter*, which supports staff with terminal illness to either remain in work as long as they are able, or to help them to access their pension early, depending on their wishes be agreed.

BRIGHTON & HOVE CITY COUNCIL

POLICY & RESOURCES COMMITTEE

4.00pm 10 OCTOBER 2019

HOVE TOWN HALL, - COUNCIL CHAMBER

MINUTES

Present: Councillors: Platts (Chair), Yates (Deputy Chair), Mac Cafferty (Opposition Spokesperson), Bell (Group Spokesperson), Allcock, Clare, Gibson, Moonan, Nemeth and Shanks

MINUTE EXTRACT

PART ONE

55 ATTENDANCE SUPPORT PROCEDURE

55.1 The Committee considered the report of the Executive Director Finance & Resources which briefed them on the new attendance policy and procedure and sought authority to proceed with its implementation across the whole council.

55.2 Councillor Clare supported the new procedure and said that as today was World Mental Health Day she was pleased to note the changes to support staff who were suffering from mental health issues, as well as the 'Dying to Work Charter' which supported staff with terminal illnesses. She it was a valuable piece of work and thanked all officers who had been involved in drafting the new policy and procedure.

55.3 RESOLVED:

- (1) That the implementation of the new Attendance Policy and Procedure for all staff across the council as part of our work on Our People Promise be agreed; and
- (2) That delegated authority be granted to the Executive Director, Finance & Resources to decide on an implementation timetable for the new Attendance Policy and Procedure.

55.4 RESOLVED TO RECOMMEND: That the council should sign up to the TUC's *Dying to Work Charter*, which supports staff with terminal illness to either remain in work as long as they are able, or to help them to access their pension early, depending on their wishes.

