

**MINUTES OF A MEETING OF THE EMPLOYMENT AND APPEALS COMMITTEE
HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS,
POWYS ON FRIDAY, 25 OCTOBER 2019**

PRESENT

County Councillor J M Williams (Chair)

County Councillors F H Jump, C Mills, K M Roberts-Jones, L Roberts and J Williams

1.	APOLOGIES
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Apologies for absence were received from County Councillors D R Jones, P E Lewis, P C Pritchard and G W Ratcliffe

2.	MINUTES
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The Chair was authorised to sign the minutes of the last meeting held on 17th July 2019 as a correct record.

3.	DECLARATIONS OF INTEREST
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There were no declarations of interest reported.

4.	SICKNESS ABSENCE UPDATE
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The Committee received details of sickness absence. Members were advised that the number of sickness days lost per full time equivalent employee (FTE) for the 12 month period to 30th September 2019 was 8.57 which continued the downward trend reported at the last meeting. The report detailed trends in short-term and long-term sickness and provided a breakdown of long-term sickness by service area. The number of long-term cases were reducing due to the proactive approach being taken by case workers and Heads of Service.

The Head of Workforce and Organisational Development advised that the long-term sickness rates were better than the rates for companies in the public and private sectors with over 5,000 employees. He informed committee of the new occupational health contract which had reduced the waiting time for appointments from 58 days to 25 days.

The Committee welcomed the level of detail provided in the report and the continuing downward trend in sickness absence levels. For the next meeting members asked for a more in-depth look at absences due to stress. The Committee supported the Head of Workforce and Organisation's proposal to report the sickness statistics to the Senior Leadership Team quarterly performance meetings and to send the report to Heads of Service to help them manage sickness in their services.

5.	OVERVIEW OF THE WOD INTEGRATED BUSINESS PLAN
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The Head of Workforce and Organisational Development briefed Members on his integrated business plan which set out how the service would manage its reducing budget for the next three financial years. He highlighted a number of proposals in his plan including an expansion of the apprenticeship scheme, an overhaul of the redeployment scheme, changes to the system for additional voluntary contributions for pensions, improvements to e-learning courses and leadership courses.

6.	WORKFORCE STRATEGY
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The Head of Workforce and Organisational Development explained that the Council's Vision 2025 required cultural and organisational change. The Workforce Strategy had been developed to support Vision 2025 by ensuring the workforce had the right skills, attitudes and behaviour. The strategy set out a number of outcomes and actions to help meet the objectives.

The Committee endorsed the strategy.

7.	EMPLOYMENT LAW UPDATE
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The Committee received an update on recent employment case law.

8.	EMPLOYMENT POLICY UPDATE
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The Committee received an update on employment policies that had been reviewed and published in the last quarter.

County Councillor J M Williams (Chair)