**Attendance Management Policy** (Sickness Policy)

In March 2015 HR advised that in 2013/14 sickness absence figures averaged 10.55 days per person, costing the authority approximately £3.5m per annum. HR stated that options needed to be considered.

UNISON stated this could be due to additional workloads, changes in the workplace, lack of communication, increase in stress levels, staff feeling disheartened and undervalued as asked to do more for less.

At further meetings in June 2015 HR stated the current policy was not fit for purpose.

UNISON outlined that policy needed to be applied correctly and consistently across the authority. If this was undertaken then no changes would be needed.

HR held manager briefings with effect from 6 July 2015 to highlight issues with policy and days lost.

Subsequent objections were made by some branch officers and this was reported back to HR with UNISON confirming it did not agree to changes in policy. Ahead of the full council meeting in October 2015, UNISON wrote to all councillors requesting that the policy remain unchanged. UNISON stated its strong objection and highlighted a paragraph in the report that stated ‘Absence data provided by North West Employers shows that Wirral Councils performance in comparison to that of other North West authorities has improved’. UNISON therefore requested no changes to policy.

Full council meeting approved the revised policy.