Hill, Christine

Hi Christine,

Please see attached spreadsheet and below comments from your Attendance Management Survey.

- It is better to have 1 combined policy relating to attendance management and ill health

- I understand that some policy is needed to manage attendance, however I think that the trigger points are too low, and things can develop into formal procedures too quickly. I also think to terminate someone's employment when on long term sick is highly unfair and not conducive to their recovery. I think that if someone needs to be redeployed due to their health problem, then a position should be found for them, they should not have to wait for positions to become vacant to apply for. The Policy seems to be followed for lower level employees and should also be used for people in more senior positions. It may already be so, but there often "appears" to be difference in how people are treated due to their grade or where they are based.

- I think the trigger system is a ridiculous idea. If you have a bad year for sickness & you hit the trigger...I personally feel obliged then to come into work even though I feel rubbish, only to pass the germs onto my colleagues. This causes others to be off as a result. This then results in lower staff levels which in turn affects the 'stats'. It's a no win situation...If you have time off after your triggers are hit, you're heading for the sack...If you come into work...you pass the germs on. What do you do??? I come into work!!

Let me know if you need anything,

Regards
Lee

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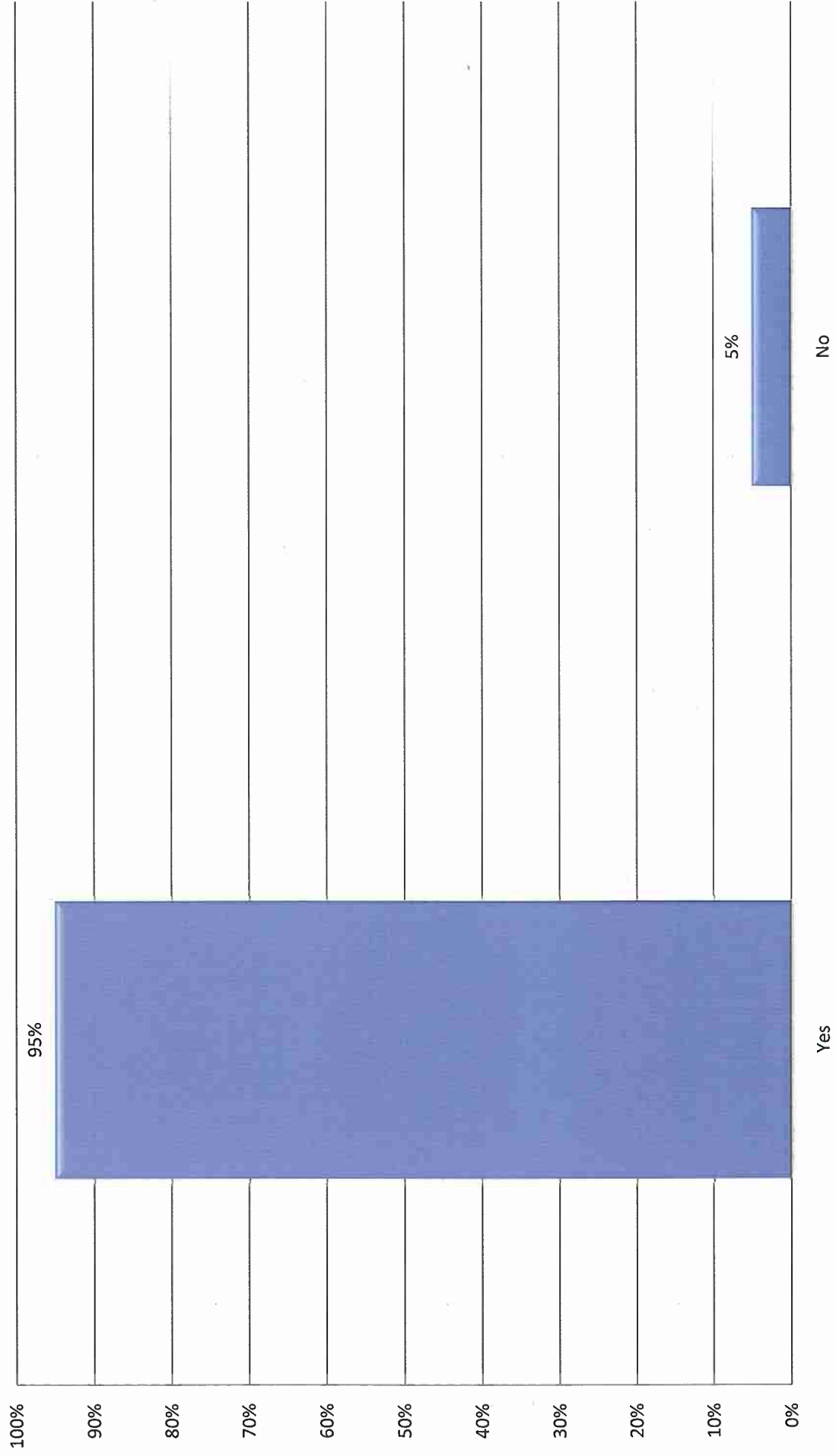
Before you print think about the **ENVIRONMENT!**

Based on the fact that Derby Homes needs to have an Policy to manage attendance do you think the proposed policy is fair and reasonable?
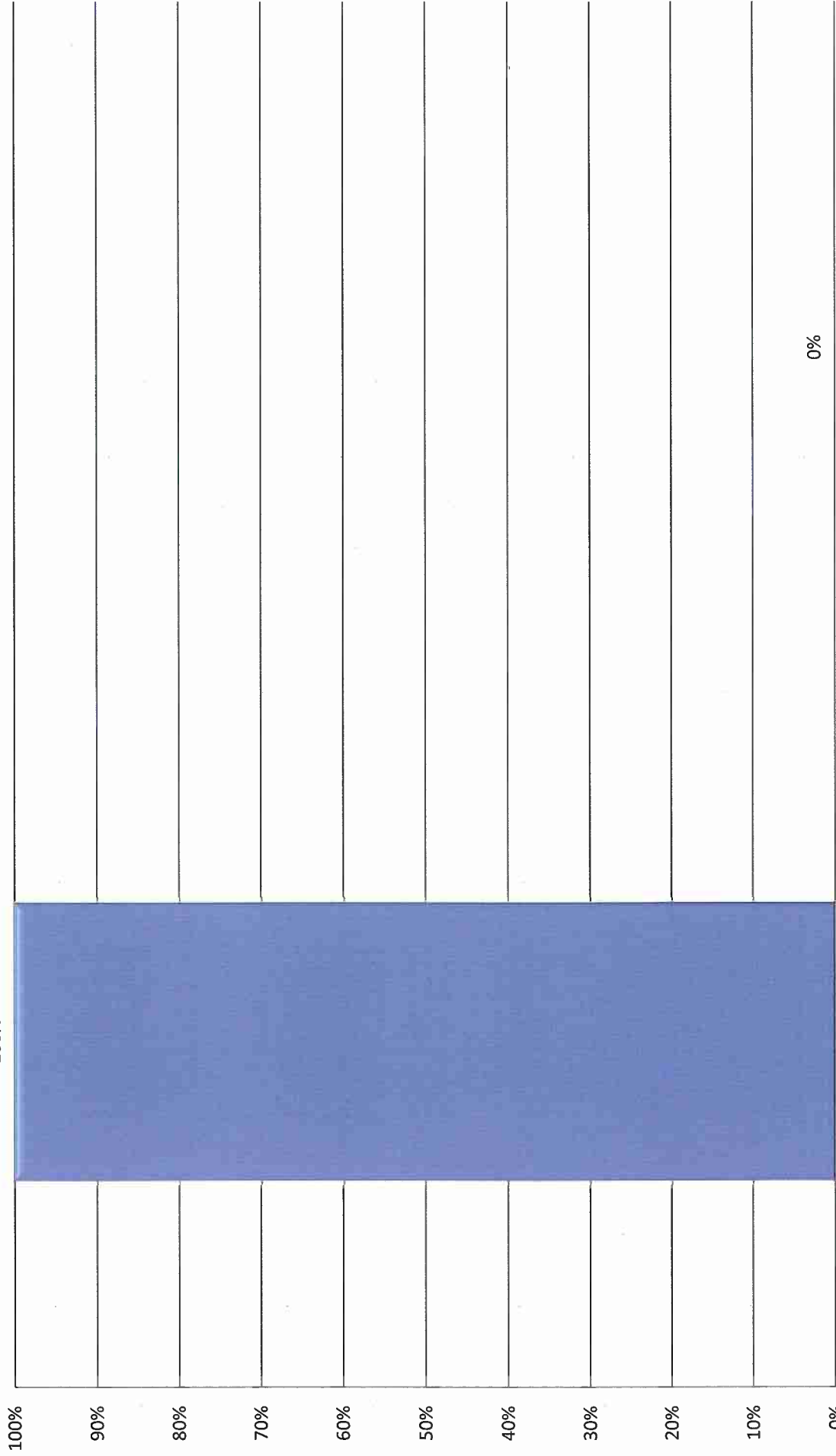
84%	Yes
16%	No
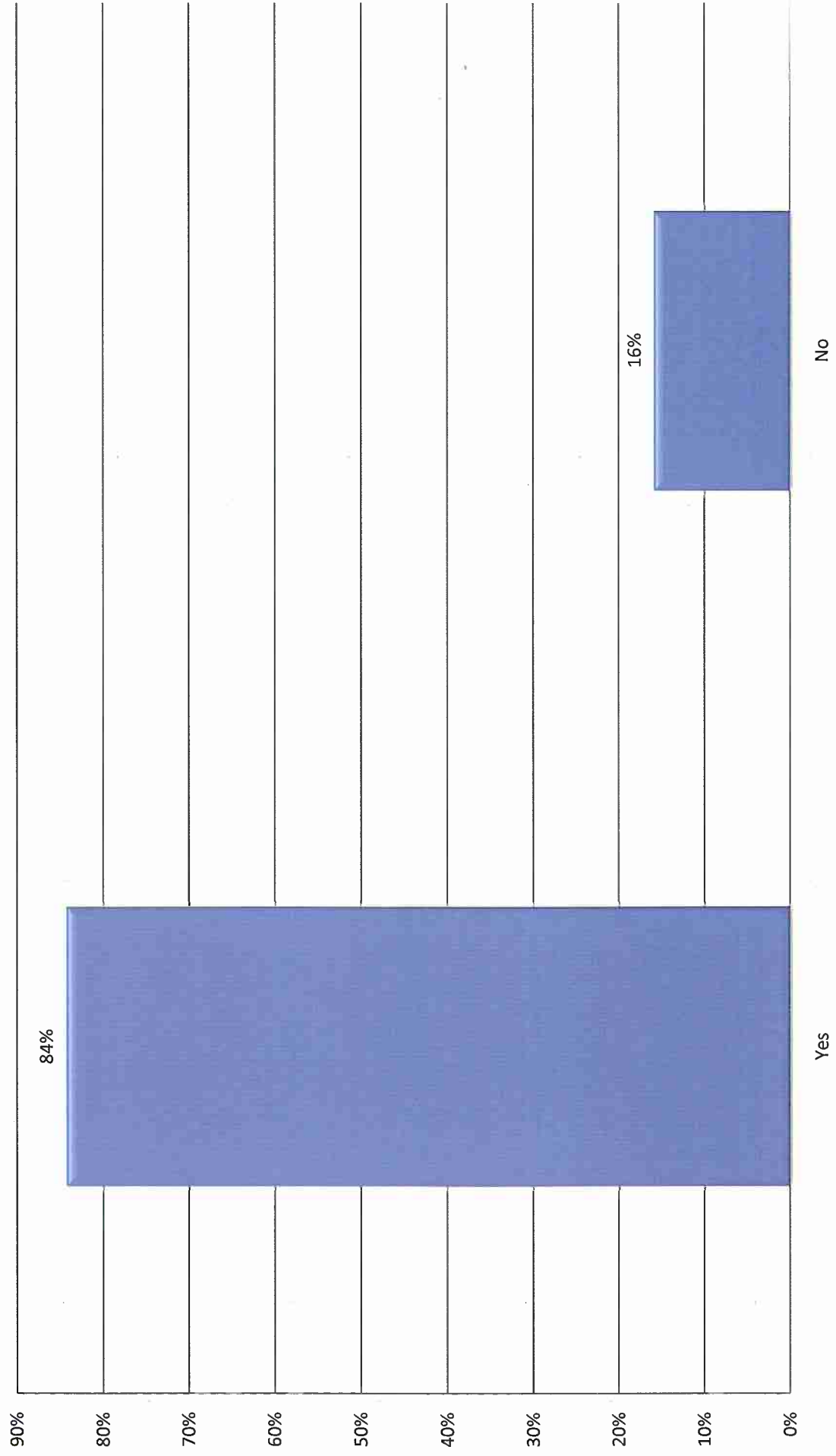
Have you found it helpful for us to seek your views about a new policy through a survey like this?

Yes	95%
No	5%

Have you read the proposed Derby Homes Policy on Attendance Management?

100%

Yes	100%
No	0%

Do you understand the Policy?

Yes	95%
No	5%