

Pebworth Parish Council

Sickness Absence Policy

Document Control	
Minute Number	17b
Adopted On	1.9.2025
Reviewed	
Review Date	as and when there is an organisational or legislation change

Policy Statement

Pebworth Parish Council is committed to improving the health, wellbeing and attendance of all employees. We value the contribution the Clerk makes to our success. So, when the Clerk is unable to be at work for any reason, we miss that contribution.

This absence policy explains:

- what we expect from the Parish Council and the Clerk when handling absence
- how we will work to reduce levels of absence to no more than 10 days per employee per year.

Key principles

The organisation's absence policy is based on the following principles:

1. As a responsible employer we undertake to provide payments to employees who are unable to attend work due to sickness. (See the Council Sick Pay scheme.)
2. Regular, punctual attendance is an implied term of the Clerk's contract of employment – we ask the Clerk to take responsibility for achieving and maintaining good attendance.
3. We will support the Clerk when they have genuine grounds for absence for whatever reason. This support includes:
 - a. 'special leave' for necessary absences not caused by sickness
 - b. a flexible approach to the taking of annual leave
 - c. access to counsellors where necessary
 - d. rehabilitation programmes in cases of long-term sickness absence.
4. We will consider any advice given by the Clerk's GP on the 'Statement of Fitness for Work'. If the GP advises that the Clerk 'may be fit for work' we will discuss with the Clerk how we can help them get back to work – for example, on flexible hours, or altered duties.
5. We will use an occupational health adviser, where appropriate, to:
 - a. help identify the nature of the Clerk's illness
 - b. advise the Clerk and the Parish Council on the best way to improve the Clerk's health and wellbeing.
6. The council's disciplinary procedures will be used if an explanation for absence is not forthcoming or is not thought to be satisfactory.
7. We respect the confidentiality of all information relating to an employee's sickness. This policy will be implemented in line with all data protection legislation and the Access to Medical Records Act 1988.

Notification of absence

If the Clerk is going to be absent from work they should speak to the Chairman, or Vice-Chairman if the Chairman is not available, within an hour of their normal start time.

They should also:

- give a clear indication of the nature of the illness and
- a likely return date.

The Chairman will check with the Clerk if there is any information they need about their current work. If the employee does not contact the Chairman by the required time the Chairman will attempt to contact the Clerk. The Clerk may not always feel able to discuss their medical problems with the Chairman. The Chairman will be sensitive to individual concerns and make alternative arrangements, where appropriate. For example, an employee may prefer to discuss health problems with a person of the same sex.

Evidence of incapacity

The Clerk can use the council self-certification arrangements for the first seven days absence. Thereafter a 'Statement of Fitness for Work' is required to cover every subsequent day. If absence is likely to be protracted, ie more than four weeks continuously, there is a shared responsibility for the Council and the Clerk to maintain contact at agreed intervals.

'May be fit for some work'

If the GP advises on the Statement of Fitness for Work that the Clerk 'may be fit for work' we will discuss with the Clerk ways of helping them get back to work. This might mean talking about a phased return to work or amended duties. If it is not possible to provide the support an employee needs to return to work – for example, by making the necessary workplace adjustments – or an employee feels unable to return then the Statement will be used in the same way as if the GP advised that the employee was 'not fit for work'.

Return to work discussions

If the absence is longer than 7 days the Chairman will discuss absences with the Clerk when they return to work to establish:

- the reason for, and cause of absence
- anything the Chairman or the Parish Council can do to help
- that the Clerk is fit to return to work.

If the Clerk's GP has advised that they 'may be fit for work' the return to work discussion can also be used to agree in detail how their return to work might work best in practice.

A more formal review will normally be triggered by:

- frequent short-term absences (4 occurrences in a six month period)
- long-term absence.

This review will look at any further action required to improve the Clerk's attendance and wellbeing. Absence due to disability/maternity Absences relating to the disability of an employee or to pregnancy will be kept separate from sickness absence records. We refer employees to our Equality Policy.

Review

The policy will be reviewed as and when there is an organisational or legislation change.