

### SUMMARY OF DECISIONS -

<b>Meeting:</b>	Overview and Scrutiny Committee - Sitting as a Select Committee	
<b>Date:</b>	Wednesday, 14 November 2018	
<b>Place:</b>	Autun Room - Daneshill House, Danestrete	
<b>Members Present:</b>	Councillors:	Lin Martin-Haugh (Chair), Sandra Barr, Jim Brown, Michael Downing, Michelle Gardner, Lizzy Kelly, Sarah Mead, Adam Mitchell CC, Robin Parker CC and Sarah-Jane Potter

<b>1</b>	<b>APOLOGIES FOR ABSENCE AND DECLARATIONS OF INTEREST</b>	<b>F Nyamukapa Ext 2707</b>
	<p>Apologies for absence were received from Cllrs P Bibby CC, J Fraser and J Mead.</p> <p>There were no declarations of interest.</p>	
<b>2</b>	<b>MINUTES</b>	<b>F Nyamukapa Ext 2707</b>
	<p>It was <b>RESOLVED</b> that the Minutes of the Overview and Scrutiny Committee meeting held on 08 October 2018 are approved as a correct record and signed by the Chair.</p>	
<b>3</b>	<b>REVIEW OF SBC SICKNESS MANAGEMENT</b>	<b>S Weaver Ext 2332</b>
	<p>Following presentations from SBC Senior Human Resources Manager, SBC officers and FirstCare Business Development Manager, the Overview and Scrutiny Committee formulated the following recommendations:</p> <ol style="list-style-type: none"> <li>1. That a further meeting to consider other aspects of the review be arranged</li> <li>2. That management officers from Customer Services and Housing Investment be invited to the next SBC Sickness Management review meeting</li> <li>3. That union representatives be invited to a future Sickness Management review meeting</li> <li>4. That data collected for FirstCare's East of England clients be shared with the Committee</li> </ol>	

	<ol style="list-style-type: none"> <li>5. That officers clarify the projections for reduction in sickness absence after the engagement of the third-party sickness absence provider (FirstCare)</li> <li>6. That the “Time to Change” pledge be circulated to Members</li> <li>7. That the SBC Volunteering Policy be submitted to the Committee</li> <li>8. That the current (and when available) the revised Sickness Policy be submitted to the Committee</li> <li>9. That details of the employee assistance programme be submitted to the Committee</li> </ol>
<b>4</b>	<b>URGENT PART I BUSINESS</b>
	None.
<b>5</b>	<b>EXCLUSION OF PRESS AND PUBLIC</b>
	Not required.
<b>6</b>	<b>URGENT PART II BUSINESS</b>
	None.