

Agenda Item No: 10 **Report No:** 192/07
Report Title: Medical Redeployment Policy
Report To: Employment Committee **Date:** 15 October 2007
Ward(s) Affected: All
Report By: Head of Business Services
Contact Officer(s): John Clark, Head of Business Services

Purpose of Report:

To get agreement to a new Medical Redeployment policy for the Council.

Officers Recommendation(s):

- 1 That the Medical Redeployment Policy at Appendix A is adopted

Information

- 1 The management of sickness absence, particularly long-term sickness absence is time consuming, complex and can be stressful to the employees concerned. We have a number of policies and procedures that can be relevant, depending on the circumstances, including our Sickness Management procedures, the Dismissal and Disciplinary procedure and the redeployment policy. But none of these is ideally suited to the management of redeployments that might arise as a result of ill-health i.e. when someone is too ill to continue in their present job, but who could possibly work elsewhere.
- 2 The Local Government Employers' organisation (LGE) has recently reviewed sickness absence management and made a number of recommendations to authorities. Most of those recommendations are already in place here, but we do not have a separate Medical Redeployment Policy as they suggest.
- 3 The LGE has produced a template for such a policy and the draft at Appendix A is based on that. There is very little in it that is not done now, but having all the steps set out in a separate policy would be useful and would be much clearer to staff.

Background Papers

The Management of Sickness Absence – Local Government Employers

Appendices

Appendix A – Medical Redeployment Policy