

UNION / EMPLOYEE CONSULTATION COMMITTEE

Minutes of a meeting of the Union / Employee Consultation Committee of the Bolsover District Council held in the Council Chamber, The Arc, Clowne, on Friday 18th December 2025 at 1000 hours.

PRESENT:-

Members:-

Councillor Mary Dooley in the Chair

Councillor:- John Ritchie.

Union Representatives:- Chris McKinney and John Hendy (Unison).

Officers:- Peter Wilmot (HR Business Manager) and Alison Bluff (Senior Governance Officer).

UECC15-25/26. APOLOGIES FOR ABSENCE

Apologies for absence were received on behalf of Councillors Sally Renshaw and Tom Munro, and Elizabeth Robinson (Unison Convenor)

UECC16-25/26. URGENT ITEMS OF BUSINESS

There were no urgent items of business.

UECC17-25/26. DECLARATIONS OF INTEREST

There were no declarations of interest.

UECC18-25/26. MINUTES – 18TH SEPTEMBER 2025

Moved by Councillor Mary Dooley and seconded by Chris McKinney

RESOLVED that the Minutes of a Climate Change and Communities Scrutiny Committee held on 18th September 2025 be approved as a true record.

UECC19-25/26. SICKNESS ABSENCE QUARTER 2 (JULY 2025 - SEPTEMBER 2025)

Committee considered a detailed report which provided the sickness absence figures for the Quarter 2 period (July 2025 to September 2025).

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The average number of days lost per employee for Quarter 2 was 3.11 days. The 2025/26 projected outturn figure for the average number of days lost per employee was 11.82 days. The annual target for the Local Performance Indicator to the end of March 2026 was 8.5 days.

Absence for the senior managers group was shown as 50% of the total absence for joint senior managers as this was split with Bolsover and NE Derbyshire District councils. For the purposes of sickness absence reporting, senior management was accounted for as one joint assistant director post (0.5 FTE). For other employees, the absences were for the employing authority only.

Tables 1, 2 and 3 in Appendix 1, detailed the key patterns and trends being experienced corporately in relation to sickness absence. The Council continued to prioritise the health and wellbeing of its workforce and over the quarter, a wide range of initiatives, events, and support services had been promoted and delivered across the organisation, communicated to staff via email, Eric, and the staff weekly bulletin – these initiatives were set out in the report.

Managers also received support from the HR Advisor and were issued monthly sickness absence information. Managers were able to access sickness information for their teams daily via the HR21 Self Service.

Further to questions from Members, the HR Business Manager noted that a key reason for the many days lost was due to the long term sickness cases. The Authority also had an aging workforce which had a direct correlation to muscular / skeletal sickness absence. Seventy one staff were independently signed up to the Go Active facility and other staff were signed up via the family membership scheme.

Councillor Dooley stated that staff were the Council's best asset and the support they received as detailed in the report was exceptional.

Moved by Councillor Chris McKinney and seconded by Councillor John Ritchie
RESOLVED that the report be noted.

The meeting concluded at 1025 hours.