

ABERDEEN CITY COUNCIL

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COMMITTEE	Finance, Policy and Resources
DATE	30 September 2014
ACTING DIRECTOR	Ewan Sutherland
TITLE OF REPORT	Guidance on Failure to Attend Work Due to Bad Weather - follow-up
REPORT NUMBER:	CG/14/117

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1. PURPOSE OF REPORT

This report provides details on how the guidance on Failure to Attend Work Due to Bad Weather has operated since its introduction on 26 September 2013.

2. RECOMMENDATION(S)

The Committee is requested to:

- a) note the details on how the guidance has operated since its introduction.

3. FINANCIAL IMPLICATIONS

Not applicable.

4. OTHER IMPLICATIONS

None

5. BACKGROUND/MAIN ISSUES

Committee approved the introduction of the new corporate guidance on Failure to Attend Work Due to Bad Weather to replace the previous two policies (teaching and non teaching) on 26 September 2013. As part of this decision, officers were instructed to report back on how the guidance had operated after it had been in place for one year.

One year on from its introduction, it can be reported that the guidance has been applied on only one occasion, with the winter period having been exceptionally mild in 2013/14. On the one occasion it was applied, there were no difficulties reported with its operation.

The removal of the provision in the previous policy to automatically grant an employee the first full day of absence due to adverse weather as paid special leave was the most significant change made. This does not appear to have caused difficulties for employees, with the alternatives mentioned in the guidance now to be applied to accommodate the lost time, with the manager and employee identifying the best option that suits the employee's circumstances.

It is acknowledged that there has only been very limited use made of the guidance over the last year but encouraging that no adverse issues have been raised to date.

The Human Resources and Organisational Development Service will continue to monitor any feedback received from employees, managers and trades unions going forward and will consider this in relation to a future review of the guidance.

6. IMPACT

None.

7. BACKGROUND PAPERS

None.

8. REPORT AUTHOR DETAILS

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