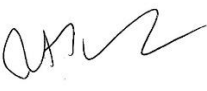




RECORD OF OFFICER DELEGATED DECISIONS

TITLE:	Amendment to sickness absence policy and approach to professional subscriptions		
DECISION:	<ol style="list-style-type: none"> 1. To adopt an amended sickness absence policy that removes the current arrangement whereby sickness absence isn't paid for the first two days. 2. That where a professional membership must be in place legally / professionally to undertake a role, that from 1 April 2024, the Council covers the associated cost of that membership. 		
DECISION MADE BY:	Head of Paid Service under delegation from Council		
DATE DECISION MADE:	22 February 2024		
REASON FOR DECISION:	This decision is made following a review of both areas and consultation with the workforce and Trade Unions.		
DETAILS OF ANY ALTERNATIVE OPTIONS CONSIDERED:	<ol style="list-style-type: none"> 1. Not to amend the policy. This would leave Boston BC at a recruitment disadvantage and employees of the Council would be disadvantaged on this key policy area when compared to the other Partnership Councils. 2. Not to cover the costs. These are costs essential to perform a role and as such should be paid by the Council. 		
FINANCIAL IMPLICATIONS OF DECISION:	ESTIMATED COST: <ol style="list-style-type: none"> 1. Could be up to £40,000 but anticipated to be less. 2. Circa £9,000 per annum. FUNDED FROM: Base budget		
AUTHORITY FOR DECISION:	Head of Paid Service		
CONSULTATION WITH PORTFOLIO HOLDER REQUIRED:	YES	PORTFOLIO HOLDER SIGNATURE: (If consulted)	N/a as Head of Paid Service decision
SUPPORTING PAPERS:	Sickness Absence Policy		
OFFICER/COUNCILLOR INTERESTS DECLARED:	N/a		
CONTACT PERSON:	James Gilbert, Assistant Director – Corporate	Telephone number: 01507 601111	
SIGNATURE			Date: 22 February 2024

Notes: When the decision has been made the relevant officer should complete the report within 14 days and send it to Democratic Services for publication on the Council's website in accordance with the Openness of Local Government Regulations 2014.