

THE VALE OF GLAMORGAN COUNCIL

COUNCIL: 12TH JULY, 2026

REFERENCE FROM CABINET: 25TH MAY, 2026

“C289 Q4 SICKNESS ABSENCE REPORT 2025/2026 (EL/PR) (SCRUTINY – RESOURCES SCRUTINY COMMITTEE) –

The Leader presented the report to set out the sickness absence figures for the period 1st April 2025 to 31st March 2026 as part of the agreed performance management arrangements. They reflected this was a regular report, with the information considered from various perspectives, such as type of absence, department, absence length etc., and that the Council was generally in line with previous years' data, and low in comparison to other Welsh Local Authorities. They noted that approximately 80% of the Council's staff were front line, which could either require physical work which led to issues, or for those who worked with people, they did not want to spread infections and illnesses as they needed to keep the public safe.

Councillor Williams noted that in social care, support was in place to support people during the sickness alongside those who may pick up additional work as a result.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

(1) T H A T the report and the April 2025 to March 2026 sickness absence figures provided in Appendix A be noted.

(2) T H A T the report be referred to Resources Scrutiny Committee for consideration, with any Recommendations referred back to Cabinet. Should Scrutiny make no recommendations, the matter would be considered as agreed.

(3) T H A T the use of the urgent decision procedure as set out in Section 15.14 of the Council's Constitution be approved to allow the report to be considered by Resources Scrutiny Committee at its meeting on 10th June 2026.

Reasons for decisions

(1) To bring matters to the attention of Cabinet, in line with corporate objectives.

(2) To enable Cabinet to maintain a continued focus on the management of sickness absence throughout all services of the Council, to consider the report and seek the views of the Scrutiny Committee.

(3) To allow the reference from Cabinet to be considered by the relevant Scrutiny Committee.”

[View Link to Previously Circulated Appendix](#) – Report to Cabinet: 28th May, 2026