

Health and Wellbeing Hearings

Where your absence levels have not improved to the expected level during a Final Improvement Stage or there is no reasonable prospect of a return to work within a reasonable timescale, a Health and Wellbeing Hearing will be held. This will take place with your Head of Service (or nominated officer) and a member of the HR Team. If you are on Teacher's Terms and Conditions of Employment, this will be with the Executive Director of Education & Children's Services. In this Hearing, you can be accompanied by your Trade Union Representative or a work colleague. The purpose of the Hearing is to consider your continued employment with the Council and may include the following, depending on individual circumstances:

- ◆ *Review the levels of absence.*
- ◆ *Explore or review the reasons for ongoing or recurring absences (including actions taken by the employee) .*
- ◆ *Review the impact of any reasonable adjustments previously agreed and implemented.*
- ◆ *Discuss any particular operational difficulties arising from your absence(s) or absence levels.*
- ◆ *Review Occupational Health report(s).*

The **outcome** of the Hearing will be one of the following, depending on individual circumstances:

- ◆ *Extension of a Final Improvement Stage (should only be considered normally in hearings) - you will be advised that, if no improvement is forthcoming during the extended final monitoring stage, dismissal will be considered*
- ◆ *Health Capability Transfer*
- ◆ *Ill Health Retirement – Tier 1 and 2 (where the employee satisfies the criteria of their pension scheme)*
- ◆ *Dismissal*

Up-to-date Occupational Health advice must be sought before dismissal (including consideration of ill health retirement or Health Capability Transfer).