27/08/2020

Attendance Management regarding disability triggers

UNISON has been campaigning for the past few months for the Trust to adhere to its own Attendance Management Policy in regards to trigger points for members living with disabilities.

Despite there being no changes to the current Attendance Management Policy since 2014, recently all individuals have been progressed through the policy with no amendments to triggers, until being summoned to a formal hearing. This clearly puts any member living with a disability which may affect their attendance, at a disadvantage.

UNISON has successfully argued that this may breach the Equality Act 2010, especially where members are being over looked for promotion or career changes. Therefore current policy regarding reasonable adjustments for any conditions considered likely to fall under the Equality Act 2010 will be adhered to and managers will discuss each case on an individual basis, taking into account medical, Occupational Health advice, with support from HR.

Please contact your local steward or email [yas.unison@nhs.net](mailto:yas.unison@nhs.net) for any further advice or representation.