



Hamilton

**Fire Attendance**

**Audit, Finance & Administration**

**June 12, 2017**

# Fire Attendance

- Annual Sick Leave Report on April 24, 2017
- Paid Sick Hours increased from 99.7 to 115.3
- Total Sick Bank Costs increased from \$2.3M to \$2.7M



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# What We Know

- No single reason for increase
- Need to employ a consistent approach
- Currently managed by Fire staff who are not subject matter experts
- Process and procedures need updating



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# Initial Steps

## **Dedicated Attendance Support Resource**

- 18 month pilot
- Funded by Fire Department
- Part of Return to Work (RTW) Team
- Sole focus on Fire Attendance
- Experienced RTW professional



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# Initial Steps

## **Policy and Procedure Changes**

- All medical information will come to HR directly
- Increase in detail in medical information
- Greater accommodation efforts
- Occupational and Non-Occupational illnesses and injuries managed the same way
- Focus on attendance and RTW efforts



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# Next Steps

- Post and fill Attendance Support Role
- Communicate policy and procedure changes
- Engage Fire Association Representatives
- Explore changes to Sick Bank By-Law
- Identify any matters to pursue in collective bargaining



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