**Cumbria Fire & Rescue Service | Carleton Avenue | Penrith | Cumbria | CA10 2FA**

**XXX@cumbriafire.gov.uk**

Red = required input

Green = short term absences

Blue = long term absence

**CHANGE ALL COLOURED TEXT TO BLACK BEFORE SENDING**

Date (use format 22nd November 2024)

**Private and Confidential**

Name/address

Dear (name)

**Stage 1 Outcome of Formal Absence Management Meeting**

I am writing to confirm the outcome of our meeting on (date)when we discussed your levels of sickness absence. Also present at this meeting was (name/post title/ TU rep / Co-worker) **or** you chose not to be support by a TU representative or work colleague (delete as appropriate).

As you are aware, we have met on (number) occasions prior to this meeting and have discussed your sickness absences, what support is available to you such as (list support discussed) and what further actions to take, which have included (bullet point list actions).

During the meeting we discussed your sickness absence record and reasons for absence. [I confirm that you have been absent from work since (date).] [I confirm that you have had (number) occasions and (number) days sickness since (date).] Your response was (response). We also discussed whether there was any additional support that could be provided to you such as (support). I reminded you of the support available to you from the National helplines and websites, or on the [Cumbria](http://cumbria.gov.uk/employeeinformation/copingwithchange.asp) Fire and Rescue Service website, and your trade union.

We discussed the following measures that would be put in place:

(Bullet point list of measures)

[A work integration and recovery programme was discussed (formal action plan), as attached (enclose PA10).]

[The situation will be reviewed in (6-8) (amend to fit circumstances) weeks and I will continue to maintain regular weekly contact with you as agreed. Please advise me immediately if there are any significant changes to your medical condition which may affect the measures put in place.]

I re-iterated that it was important that if you continue to experience problems that affect your attendance you discuss these with me so that we can determine whether any further support could be made available to you.

You are required to take personal responsibility for attendance at work and if there is no significant improvement in your absence during this period, you may be subject to further formal action under the Absence and Wellbeing procedure

[I explained to you that I am concerned at the level of sickness absence you have had and the effect that this is having on your ability to fulfil your duties. Therefore, your absence record will be monitored for a period of 12 months in accordance with Cumbria Fire & Rescue Service’s absence and wellbeing procedure. Your absence will be formally and regularly monitored, including the supportive measures and actions listed above. A further review meeting will be held on *(date, time, venue).*

We discussed targets to improve your attendance over the next 12 months and I confirm that we agreed the following attendance expectations:

* absence totalling 8 days or more (in a 12 month period); and / or
* 3 separate absences (in a 12 month period); and / or
* a pattern or trend of absence giving cause for concern.
* a concern in regard to health or affecting ability to do the job.

You are required to take personal responsibility for attendance at work and if there is no significant improvement in your attendance during this period, you may be subject to further formal action under the Absence and Wellbeing procedure and ultimately we may need to consider terminating your employment on capability grounds.

I hope we can work together on this and avoid any further action being necessary. Please contact me at any time if there is anything further I can do to provide further help or support to you

Yours sincerely

ELECTRONIC SIGNATURE

(name)

Station Manager/Group Manager

cc Trade Union Representative *(where relevant)*

*Service Centre for filing on personnel file*