

## Managing employee relations

Both the law and company policy often make managing absence a very individual issue. On each and every occasion you focus on just one individual as you either try to get them back to work or manage them whilst absent. However, managing absence is often far more complicated than that given that it impacts on the whole team. Picture this.....

### CASE STUDY

Neil Anderthal keeps taking 'sickies'. This had been going on for 8 months before you started suspecting what was happening, but now you are starting to manage it – discreetly of course.

However Neil's colleagues keep making snide remarks about you being ineffectual, about him managing you rather than the other way around and about how only some members of the team do all the work. You want to tell them that you are formally managing Neil's absence issue and that you are already at the 2nd formal warning stage, but ultimately you feel bound to maintain Neil's confidentiality.

- ?** Is it more important to maintain Neil's confidentiality or to address the ongoing employee relations issue that potentially could derail the good will and hard work of the whole team?\*

