

**APPENDIX A**  
**CFO/061/12 - IRMP SCRUTINY 8 MAY**

**OPTION 1**

1. This Option would end the Service Attendance Incentive Scheme. As with Option 2, the recommendation would be for the accrued £50's to be paid out to all employees and for the Attendance Incentive Leave days to be banked and employees given them on their leaving the Service. This Option would leave the Service with only the existing long term liability for accrued leave days.
  
2. The advantages of this option are:
  - 2.1 This is the most prudent option and will save the Authority the most money. To cut the Scheme would save the Service £36,000 from the Occupational Health Revenue Budget, and the cost of the long term incentives, circa £40,000 set aside for the accrued £50 each year and approximately £120,000 for the annual leave day.
  - 2.2 The Scheme seems to be showing a more limited impact and the benefits to the Service in terms of reducing sickness absence seems to be reducing.
  
3. The disadvantages of cutting the Attendance Incentive Scheme are:
  - 3.1 The Service would be offering no incentive rewarding those employees with good attendance and the positive message that is sent to all Service staff that these prizes can be achieved. The Absence and Attendance Policy, with the exception of the Occupational Health Services offered becomes all stick and no carrot.