The FGB Chair, CEO, and Group Director of Governance have been given delegated authority by FGB to review confidential minutes on an annual basis. The following minute was released for publication following the review panel meeting held on 7 September 2026.

Business Committee Meeting of 12 March 2026 Confidential Part A

	ITEM	COMMENTS	ACTION
Part A	12. Report on HR Matters	The Chief People Officer (KH) presented a report on HR matters and the following key points were noted: • There are currently two Employment Tribunal (ET) cases: • There are five internal investigations underway (two at formal hearing stage, three at investigation stage) and one new grievance received last week. • Long-term sickness remains high, with 39 active cases (staff absent for over four weeks). Short-term sickness has increased slightly from 3.7% to 3.9%, reflecting normal winter trends and widespread seasonal illness. Governors asked whether GPs are required to record a reason when issuing a fit note. KH confirmed that they are, but noted wider national concerns about the increasing ease with which fit notes can be obtained, which is contributing to higher sickness absence rates. Governors also queried whether the Group needs an employee's permission to access medical information in order to offer support.	

		KH clarified that this is not necessary, as the Group seeks advice through an occupational health assessment rather than contacting a GP directly. NOTED: Report on HR matters	

East Kent Colleges Group