

EMPLOYEE ISSUES FORUM

Minutes of meeting held via Microsoft Teams and in Committee Room 1, Council Offices, Almada Street, Hamilton on 8 November 2022

Chair:

Councillor Margaret Cowie

Councillors Present:

Councillor John Anderson, Councillor Walter Brogan, Councillor Archie Buchanan, Councillor Gerry Convery, Councillor Celine Handibode (Depute), Councillor Katy Loudon, Councillor Richard Nelson, Councillor Kirsten Robb

Councillor's Apology:

Councillor Geri Gray

Attending:

Finance and Corporate Resources

H Calley, Administration Officer; E McPake, HR Business Manager; K McVeigh, Head of Personnel Services; L Wyllie, Administration Assistant

Social Work Resources

S McNeill, Service Manager (Registered Care at Home Services)

Also Attending:

J Gaffney, EIS; G Higgins, Unite; T Slaven, UNISON

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Employee Issues Forum held on 30 August 2022 were submitted for approval as a correct record.

The Forum decided: that the minutes be approved as a correct record.

3 Council-wide Workforce Monitoring – July and August 2022

A report dated 14 October 2022 by the Executive Director (Finance and Corporate Resources) was submitted on the following Council-wide employee information for the period July and August 2022:-

- ♦ attendance statistics
- ♦ occupational health statistics
- ♦ accident/incident statistics
- ♦ disciplinary hearings, grievances and Dignity at Work cases
- ♦ analysis of leavers and exit interviews
- ♦ recruitment monitoring
- ♦ Staffing Watch as at 11 June 2022

Officers responded to members' questions regarding the reasons for staff leaving the Council and the number of appeals pending.

The Forum decided: that the report be noted.

4 Social Work Resources – Workforce Monitoring – July and August 2022

A joint report dated 5 October 2022 by the Executive Director (Finance and Corporate Resources) and Director, Health and Social Care was submitted on the following employee information for Social Work Resources for the period July and August 2022:-

- ◆ attendance statistics
- ◆ occupational health statistics
- ◆ accident/incident statistics
- ◆ disciplinary hearings, grievances and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ Staffing Watch as at 11 June 2022

Officers responded to members' questions regarding the increase in accident/incidents recorded and higher absence rates for manual workers.

The Forum decided: that the report be noted.

5 Homecare Employability

S McNeill, Service Manager (Registered Care at Home Services), gave a presentation explaining the recruitment challenges faced by Care at Home Services which included:-

- ◆ challenging labour market
- ◆ low unemployment
- ◆ competition within and outwith Social Care
- ◆ ageing workforce - turnover

The Council's approaches to combating those challenges were:-

- ◆ increased flexible options by revising shift patterns and offering greater flexibility in terms of hours of employment
- ◆ the use of social media
- ◆ case studies to showcase the work of the service
- ◆ Job Centre and Council recruitment fayres
- ◆ links with further education
- ◆ employability
- ◆ pop-up banners placed in public areas of key Council/South Lanarkshire Leisure and Culture buildings
- ◆ bus advertising

In addition to video campaigns, 2 radio campaigns had been organised and a landing page created within the Council's internet site to direct candidates and provide information on the roles and a link for applications.

The impact of the campaigns meant that:-

- ◆ almost 6,000 hours recruited in the last year (over 200 staff)
- ◆ induction took place every 4 weeks
- ◆ confirmed starts/at offer management
 - ◆ commencing 21 November 2022 – 378 hours
 - ◆ commencing 5 December 2022 – 35 hours

- ♦ at offer management – 511 hours
- ♦ 24 candidates being interviewed
- ♦ 21 candidates being shortlisted

Officers responded to members' questions in relation to extending the radio campaign to more local stations and the possibility of having recruitment stalls at shopping centres, particularly when specific events were being held, for example, Santa's Grottos.

The Forum decided: that the presentation be noted.

6 Urgent Business

There were no items of urgent business.