

Report

Report to:	Employee Issues Forum
Date of Meeting:	5 March 2024
Report by:	Chief Executive and Director, Health and Social Care

Subject:	Social Work Resources Workforce Monitoring – October to December 2023
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide employment information for October to December 2023 relating to Social Work Resources

2. Recommendation(s)

2.1. The Employee Issue Forum is asked to approve the following recommendation(s):-

(1) that the following employment information for October to December 2023 relating to Social Work Resources be noted:-

- ◆ attendance statistics
- ◆ occupational health
- ◆ accident/incident statistics
- ◆ discipline, grievance and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ staffing watch as of 9 December 2023

3. Background

3.1. As part of the Council's performance management arrangements, regular workforce monitoring reports are submitted to the Employee Issue Forum. This report for Social Work Resources provides information on the position for October to December 2023.

4. Monitoring Statistics

4.1. Attendance Statistics (Appendix 1)

Information on absence statistics is analysed for the month of December 2023 for Social Work Resources.

The Resource absence figure for December 2023 was 8.1%. This figure has increased by 0.3% when compared to last month and is 1.5% higher than the Council-wide figure. Compared to December 2022, the Resource absence figure has increased by 0.4%.

Based on the absence figures at December 2023 and annual trends, the projected annual average absence for the Resource for 2023/2024 is 7.2%, compared to a Council-wide average figure of 5.3%.

Managers follow the procedures outlined in the Maximising Attendance Policy to support employees to remain at work or to return to work after a sickness absence. There are comprehensive employee supports in place and additionally, Personnel Services works in close partnership with line managers and Resource Management Teams on a case management basis to ensure that appropriate actions are taken.

4.2. Occupational Health (Appendix 2)

In terms of referrals to occupational health, which include medical examinations and physiotherapy, overall, 344 referrals were made this period. This represents a decrease of 14 when compared with the same period last year.

4.3. Accident/Incident Statistics

There were 55 accidents/incidents recorded within the Resource this period, an increase of 29 when compared to the same period last year.

4.4. Discipline, Grievance and Dignity at Work (Appendix 2)

During the period, 6 disciplinary hearings were held within the Resource, this figure has increased by 2 when compared to the same period last year. One appeal was heard by the Appeals Panel. No appeals were pending. No grievance hearings were raised within the Resource, this figure has decreased by 1 when compared to the same period last year. No Dignity at Work complaints were raised within the Resource, this figure remains unchanged when compared to the same period last year.

4.5. Analysis of Leavers (Appendix 2)

There was a total of 37 leavers in the Resource this period eligible for an exit interview. This figure has decreased by 23 when compared with the same period last year. Fourteen exit interviews were conducted in this period, a decrease of 9 when compared to the same period last year.

4.6. When processing an employee termination, managers were asked to identify whether they intended to replace the employee who had left the Council. If they indicated that they did not intend to replace the employee, they were asked to select from the following options:-

- ◆ plan to hold for savings
- ◆ fill on a fixed term basis pending savings
- ◆ transfer budget to another post
- ◆ end of fixed term post

4.7. Appendix 2a provides a breakdown of vacant posts and whether these are being replaced or held for savings. In the period October to December 2023, 79 employees in total (56.28 FTE) left employment, managers indicated that 75 posts (54.28 FTE) were being replaced, 2 posts (0.00 FTE) due to end of casual fixed term contracts, 1 post (1.00 FTE) is being held pending a service review and 1 post (1.00 FTE) is planning on being removed for savings.

5. Staffing Watch

5.1. There has been a decrease of 29 in the number of employees in post from 9 September 2023 to 9 December 2023.

6. Employee Implications

6.1. There are no implications for employees arising from the information presented in this report.

7. Financial Implications

- 7.1. All financial implications are accommodated within existing budgets.

8. Climate Change, Sustainability and Environmental Implications

- 8.1. There are no climate change, sustainability and environmental implications in terms of the information contained within this report.

9. Other Implications

- 9.1. There are no implications for sustainability or risk in terms of the information contained within this report.

10. Equality Impact Assessment and Consultation Arrangements

- 10.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore, no impact assessment is required.
- 10.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning
Chief Executive

Soumen Sengupta
Director, Health and Social Care

9 February 2024

Link(s) to Council Values/ Priorities/Outcomes

- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Ambitious, self aware and improving
- ◆ Excellent employer
- ◆ Focused on people and their needs
- ◆ Working with and respecting others

Previous References

- ◆ Employee Issue Forum – 14 November 2023

List of Background Papers

- ◆ Monitoring information provided by Finance and Corporate Resources

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

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Absence Trends - 2021/2022, 2022/2023 & 2023/2024

Social Work Resources

APT&C				Manual Workers				Resource Total				Council Wide			
	2021 / 2022	2022 / 2023	2023 / 2024		2021 / 2022	2022 / 2023	2023 / 2024		2021 / 2022	2022 / 2023	2023 / 2024		2021 / 2022	2022 / 2023	2023 / 2024
	%	%	%		%	%	%		%	%	%		%	%	%
April	4.5	6.2	6.5	April	9.6	12.6	9.4	April	6.2	8.3	7.4	April	4.3	5.6	5.1
May	5.0	5.7	5.8	May	9.3	10.1	8.4	May	6.5	7.1	6.6	May	4.9	5.4	5.1
June	3.9	5.9	5.5	June	7.6	11.3	8.6	June	5.2	7.6	6.5	June	4.7	5.3	4.7
July	6.1	6.0	5.4	July	10.3	11.8	8.8	July	7.5	7.9	6.5	July	4.0	4.6	3.8
August	7.3	6.0	4.8	August	10.2	10.8	8.6	August	8.2	7.5	6.0	August	4.7	4.4	4.1
September	7.6	5.9	5.6	September	10.3	9.6	9.3	September	8.5	7.1	6.8	September	6.4	5.4	5.3
October	6.9	5.8	6.5	October	11.3	10.4	8.5	October	8.4	7.3	7.1	October	6.3	5.8	5.1
November	6.2	6.0	7.3	November	10.8	10.4	9.0	November	7.7	7.4	7.8	November	6.9	6.5	6.2
December	5.5	6.4	7.4	December	11.1	10.6	9.5	December	7.3	7.7	8.1	December	6.9	7.0	6.6
January	7.4	5.2		January	13.0	12.0		January	9.2	7.4		January	7.0	5.8	
February	7.5	5.8		February	10.1	11.0		February	8.3	7.5		February	6.6	5.9	
March	8.0	7.0		March	12.8	10.9		March	9.5	8.2		March	7.9	6.4	
Annual Average	6.3	6.0	6.1	Annual Average	10.5	11.0	9.5	Annual Average	7.7	7.6	7.2	Annual Average	5.9	5.7	5.3
Average Apr-Dec	5.9	6.0	6.1	Average Apr-Dec	10.1	10.8	8.9	Average Apr-Dec	7.3	7.5	7.0	Average Apr-Dec	5.5	5.6	5.1
No of Employees at 31 December 2023			1868	No of Employees at 31 December 2023			1049	No of Employees at 31 December 2023			2917	No of Employees at 31 December 2023			16185

Appendix 2		
SOCIAL WORK RESOURCES		
	Oct - Dec 2022	Oct - Dec 2023
MEDICAL EXAMINATIONS		
Number of Employees Attending	119	89
EMPLOYEE COUNSELLING SERVICE		
Total Number of Referrals	40	14
PHYSIOTHERAPY SERVICE		
Total Number of Referrals	101	107
REFERRALS TO EMPLOYEE SUPPORT OFFICER	98	132
REFERRALS TO COGNITIVE BEHAVIOUR THERAPY	0	2
TOTAL	358	344
CAUSE OF ACCIDENTS/INCIDENTS	Oct - Dec 2022	Oct - Dec 2023
Over 7 day absences	2	2
Over 3 day absences**	0	1
Minor	14	17
Near Miss	0	2
Violent Incident: Physical****	8	29
Violent Incident: Verbal*****	2	4
Total Accidents/Incidents	26	55
<p>*A Specified Injury is any fracture (other than to the fingers, thumbs or toes), amputation, loss of sight, serious burns, crushing injury, scalping, loss of consciousness caused by asphyxiation/ head injury, a chemical or hot metal burn to the eye or penetrating injury as defined by the HSE.</p> <p>**Over 3 day / over 7day absence is an injury sustained outwith specified injury category that results in a period of absence of absence as defined by the HSE.</p> <p>***Near Miss - Any unexpected, unplanned occurrence (except Dangerous Occurrences) that does not lead to injury of persons, damage to property, plant or equipment but may have done so in different circumstance.</p> <p>****Physical violent incidents are included in the "Specified" figures, where applicable, to provide the "Total Specified" figures.</p> <p>****Physical violent incidents and ***** Verbal Violent Incidents are included in the "Over 3-day or Over 7-day" figures, where applicable, to provide the "Total Over 3-day or Over 7-day" figures.</p> <p>****Physical Violent Incidents and ***** Verbal Violent Incidents are included in the "Minor" figures, where applicable, to provide the "Total Minor" figures.</p>		
RECORD OF DISCIPLINARY HEARINGS	Oct - Dec 2022	Oct - Dec 2023
Total Number of Hearings	4	6
Total Number of Appeals	0	1
Time Taken to Convene Hearing October - December 2023		
0-3 Weeks	4-6 Weeks	Over 6 Weeks
4	1	1
RECORD OF GRIEVANCE HEARINGS	Oct - Dec 2022	Oct - Dec 2023
Number of Grievances	1	0
Number Resolved at Stage 2	1	0
RECORD OF DIGNITY AT WORK	Oct - Dec 2022	Oct - Dec 2023
Number of Incidents	0	0
ANALYSIS OF REASONS FOR LEAVING	Oct - Dec 2022	Oct - Dec 2023
Career Advancement	13	7
Moving outwith area	3	2
Personal Reasons	2	3
Poor relationship with managers / colleagues	1	0
Travelling difficulties	2	1
Other	2	1
Number of Exit Interviews conducted	23	14
Total Number of Leavers Eligible for Exit Interview	60	37
Percentage of interviews conducted	38%	38%

Reason	October - December 2023		Cumulative total	
	FTE	H/C	FTE	H/C
Terminations/Leavers	56.28	79	173.18	258
Being replaced	54.28	75	158.83	207
Filling on a temporary basis	0.00	0	1.81	33
Plan to transfer this budget to another post	0.00	0	0.95	1
End of fixed term contract	0.00	2	2.29	5
Held pending service Review	1.00	1	8.30	10
Plan to remove for savings	1.00	1	1.00	2

**JOINT STAFFING WATCH RETURN
SOCIAL WORK RESOURCES**

As at 9 December 2023

Total Number of Employees

MALE		FEMALE		TOTAL
F/T	P/T	F/T	P/T	
200	210	1001	1316	2727

*Full - Time Equivalent No of Employees

Salary Bands

Chief Officer	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher	TOTAL
3.00	333.37	1458.96	525.30	31.80	33.75	0.00	0.00	0.00	2386.18

As at 9 September 2023

Total Number of Employees

MALE		FEMALE		TOTAL
F/T	P/T	F/T	P/T	
199	207	1004	1346	2756

*Full - Time Equivalent No of Employees

Salary Bands

Chief Officer	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher	TOTAL
3.00	350.14	1461.14	529.23	36.80	30.75	0.00	0.00	0.00	2411.06