

Report

Report to:	Education Resources Committee
Date of Meeting:	5 December 2023
Report by:	Executive Director (Finance and Corporate Resources) Executive Director (Education Resources)

Subject:	Education Resources – Workforce Monitoring – August and September 2023
----------	---

1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ provide employment information for August and September 2023 relating to Education Resources

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s): -

(1) that the following employment information for August to September 2023 relating to Education 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 September 2023

3. Background

3.1. As part of the Council's performance management arrangements, regular workforce monitoring reports are submitted to Committee. This report for Education Resources provides information on the position for August and September 2023.

4. Monitoring Statistics

4.1. Attendance Statistics (Appendix 1)

Information on absence statistics is analysed for the month of September 2023 for Education Resources.

The Resource absence figure for September 2023 was 4.3%. This figure has increased by 1.8% when compared to the previous month and is 1.0% lower than the Council-wide figure. Compared to September 2022, the Resource absence figure has increased by 0.2%.

Based on the absence figures at September 2023 and annual trends, the projected annual average absence for the Resource for 2023/2024 is 4.5%, compared to a Council-wide average figure of 5.5%.

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 work 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, 333 referrals were made this period. This represents an increase of 12 when compared with the same period last year.

4.3. Accident/Incident Statistics

There were 172 accidents/incidents recorded within the Resource this period, a decrease of 84 when compared to the same period last year.

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

During the period, 5 disciplinary hearings were held within the Resource, an increase of 3 when compared to the same period last year. One appeal was heard by the Appeals Panel. One appeal was 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 were a total of 83 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. Twenty-three exit interviews were conducted in this period, a decrease of 18 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 August to September 2023, 319 employees (263.92 FTE) in total left employment. Managers indicated that 316 posts (261.39 FTE) were being replaced, 1 post (1.00 FTE) was being filled on a temporary basis and 2 posts (1.53 FTE) are planning to be removed for savings.

5. Staffing Watch

5.1. There has been an increase of 57 in the number of employees in post from 10 June 2023 to 9 September 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 risk implications 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

Executive Director (Finance and Corporate Resources)

Carole McKenzie

Executive Director (Education Resources)

26 October 2023

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

- ◆ Education Resources – 26 September 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: -

Eileen McPake, HR Business Manager

Ext: (Tel: 01698 454647)

E-mail: Eileen.McPake@southlanarkshire.gov.uk

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

APT&C				Teachers				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	4.8	5.5	5.0	April	2.5	2.7	2.8	April	3.5	4.0	3.8	April	4.3	5.6	5.1				
May	5.7	5.5	5.4	May	3.2	3.6	3.2	May	4.4	4.5	4.2	May	4.9	5.4	5.1				
June	4.7	5.1	4.8	June	2.6	2.6	2.2	June	3.5	3.7	3.4	June	4.7	5.3	4.7				
July	3.4	3.8	3.4	July	1.1	1.4	1.1	July	2.1	2.5	2.2	July	4.0	4.6	3.8				
August	3.8	3.6	4.0	August	2.0	1.4	1.3	August	2.8	2.4	2.5	August	4.7	4.4	4.1				
September	6.4	5.8	5.9	September	4.4	2.8	2.9	September	5.3	4.1	4.3	September	6.4	5.4	5.3				
October	6.6	6.5		October	4.1	3.4		October	5.2	4.8		October	6.3	5.8					
November	8.0	7.9		November	5.6	4.7		November	6.7	6.2		November	6.9	6.5					
December	8.0	8.5		December	6.1	5.3		December	7.0	6.8		December	6.9	7.0					
January	8.1	6.1		January	3.9	4.3		January	5.8	5.1		January	7.0	5.8					
February	7.2	6.8		February	3.7	4.1		February	5.3	5.4		February	6.6	5.9					
March	9.5	7.0		March	4.3	4.6		March	6.7	5.7		March	7.9	6.4					
Annual Average	6.4	6.0	5.9	Annual Average	3.6	3.4	3.3	Annual Average	4.9	4.6	4.5	Annual Average	5.9	5.7	5.5				
Average Apr-Sep	4.8	4.9	4.8	Average Apr-Sep	2.6	2.4	2.3	Average Apr-Sep	3.6	3.5	3.4	Average Apr-Sep	4.8	5.1	4.7				
No of Employees at 30 September 2023				3502	No of Employees at 30 September 2023				4036	No of Employees at 30 September 2023				7538	No of Employees at 30 September 2023				16326

Appendix 2		
EDUCATION RESOURCES		
	Aug - Sep 2022	Aug - Sep 2023
MEDICAL EXAMINATIONS		
Number of Employees Attending	31	41
EMPLOYEE COUNSELLING SERVICE		
Total Number of Referrals	28	27
PHYSIOTHERAPY SERVICE		
Total Number of Referrals	145	132
REFERRALS TO EMPLOYEE SUPPORT OFFICER	115	132
REFERRALS TO COGNITIVE BEHAVIOUR THERAPY	2	1
TOTAL	321	333
CAUSE OF ACCIDENTS/INCIDENTS	Aug - Sep 2022	Aug - Sep 2023
Specified Injuries*	2	3
Over 7 day absences	1	1
Over 3 day absences**	1	0
Minor	8	9
Near Miss	2	0
Violent Incident: Physical****	208	147
Violent Incident: Verbal*****	34	12
Total Accidents/Incidents	256	172
<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	Aug - Sep 2022	Aug - Sep 2023
Total Number of Hearings	2	5
Total Number of Appeals	0	1
Appeals Pending	0	1
Time Taken to Convene Hearing August - September 2023		
0-3 Weeks	4-6 Weeks	Over 6 Weeks
2	0	3
RECORD OF GRIEVANCE HEARINGS	Aug - Sep 2022	Aug - Sep 2023
Number of Grievances	1	0
Number Resolved at Stage 2	1	0
RECORD OF DIGNITY AT WORK	Aug - Sep 2022	Aug - Sep 2023
Number of Incidents	0	0
ANALYSIS OF REASONS FOR LEAVING	Aug - Sep 2022	Aug - Sep 2023
Career Advancement	24	13
Further Education	10	4
Moving outwith area	2	2
Personal Reasons	4	2
Travelling difficulties	1	0
Other	0	2
Number of Exit Interviews conducted	41	23
Total Number of Leavers Eligible for Exit Interview	106	83
Percentage of interviews conducted	39%	28%

Reason	August - September 2023		Cumulative total	
	FTE	H/C	FTE	H/C
Terminations/Leavers	263.92	319	384.22	472
Being replaced	261.39	316	377.58	463
Filling on a temporary basis	1.00	1	2.48	3
Plan to transfer this budget to another post	0.00	0	0.00	0
End of fixed term contract	0.00	0	2.03	3
Held pending service Review	0.00	0	0.60	1
Plan to remove for savings	1.53	2	1.53	2

**JOINT STAFFING WATCH RETURN
EDUCATION RESOURCES**

As at 9 September 2023

		MALE		FEMALE		TOTAL				
		F/T	P/T	F/T	P/T					
Teachers		700	81	2235	907	3923				
Other		130	94	672	2400	3296				
Total Employees		830	175	2907	3307	7219				
*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
Teachers	0.00	0.00	0.00	0.00	0.00	1.00	0.00	6.60	3532.35	3539.95
Other	4.00	1185.77	951.66	144.40	49.60	10.00	0.00	62.46	6.80	2414.69

As at 10 June 2023

		MALE		FEMALE		TOTAL				
		F/T	P/T	F/T	P/T					
Teachers		680	72	2222	866	3840				
Other		130	100	675	2417	3322				
Total Employees		810	172	2897	3283	7162				
*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
Teachers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6.60	3464.80	3471.4
Other	3.00	1198.09	966.21	142.86	47.60	9.00	1.96	62.66	7.60	2438.98