

# Report

Report to:	<b>Community and Enterprise Resources Committee</b>
Date of Meeting:	<b>30 October 2018</b>
Report by:	<b>Executive Director (Finance and Corporate Resources) Executive Director (Community and Enterprise Resources)</b>

Subject:	<b>Community and Enterprise Resources – Workforce Monitoring – July and August 2018</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide employment information for July and August 2018 relating to Community and Enterprise Resources

## 2. Recommendation(s)

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

- (1) that the following employment information for July and August 2018 relating to Community and Enterprise Resources be noted:-
- ◆ attendance statistics
  - ◆ occupational health
  - ◆ accident/incident statistics
  - ◆ discipline, grievance and Dignity at Work cases
  - ◆ analysis of leavers and exit interviews

## 3. Background

3.1. As part of the Council's performance management arrangements, regular workforce monitoring reports are submitted to Committee. This report for Community and Enterprise Resources provides information on the position for July and August 2018.

## 4. Monitoring Statistics

### 4.1. Attendance Statistics (Appendix 1)

Information on absence statistics is analysed for the month of August 2018 for Community and Enterprise Resources.

The Resource absence figure for August 2018 was 5.2%. This figure has increased by 0.8 when compared to the previous month and is 1.6% higher than the Council-wide figure. Compared to August 2017, the Resource absence figure has increased by 0.9%.

Based on the absence figures at August 2018 and annual trends, the projected annual average absence for the Resource for 2018/2019 is 5.4%, compared to a Council-wide average figure of 4.4%.

For the financial year 2018/2019, the projected average days lost per employee equates to 13.2 days, compared with the overall figure for the Council of 9.4 days per employee.

**4.2. Occupational Health (Appendix 2)**

In terms of referrals to occupational health, which include medical examinations and physiotherapy, overall 246 referrals were made this period. This represents an increase of 44 when compared with the same period last year.

**4.3. Accident/Incident Statistics**

There were 12 accidents/incidents recorded within the Resource this period, a decrease of 5 when compared to the same period last year.

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

During the period, 18 disciplinary hearings were held within the Resource, an increase of 3 when compared to last year. Two appeals were heard by the Appeals Panel. One grievance hearing was held within the Resource. This figure has increased by 1 when compared to the same period last year. One Dignity at Work complaint was raised within the Resource. This figure has increased by 1 when compared to the same period last year.

**4.5. Analysis of Leavers (Appendix 2)**

There were 27 leavers in the Resource this period, a decrease of 16 when compared with the same period last year. Six exit interviews were conducted.

**5 Employee Implications**

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

**6. Financial Implications**

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

**7. Other Implications**

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

**8. Equality Impact Assessment and Consultation Arrangements**

- 8.1. 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.
- 8.2. 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)**

**Michael McGlynn**

**Executive Director (Community and Enterprise Resources)**

17 September 2018

**Link(s) to Council Values/Ambitions/Objectives**

- ◆ 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**

- ◆ Community and Enterprise Resources – 21 August 2018

**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 - 2016/2017, 2017/2018 & 2018/2019**  
**Community and Enterprise Resources**

APT&C				Manual Workers				Resource Total				Council Wide			
	2016 / 2017	2017 / 2018	2018 / 2019		2016 / 2017	2017 / 2018	2018 / 2019		2016 / 2017	2017 / 2018	2018 / 2019		2016 / 2017	2017 / 2018	2018 / 2019
April	4.0	3.9	3.2	April	5.8	5.2	5.4	April	5.3	4.8	5.0	April	4.3	3.9	4.1
May	4.2	4.4	2.8	May	5.6	5.7	6.0	May	5.2	5.4	5.5	May	4.4	4.2	4.2
June	3.4	4.2	3.8	June	5.5	5.1	5.8	June	4.9	4.9	5.5	June	4.1	3.9	4.3
July	2.5	3.4	4.3	July	4.4	4.2	4.5	July	3.9	4.0	4.4	July	3.3	3.0	3.4
August	2.9	3.6	4.8	August	5.0	4.5	5.3	August	4.4	4.3	5.2	August	3.6	3.2	3.6
September	4.4	3.4		September	5.6	5.0		September	5.3	4.8		September	4.1	4.0	
October	4.8	3.8		October	5.8	5.6		October	5.5	5.3		October	4.4	4.1	
November	5.5	4.5		November	6.7	6.2		November	6.4	5.9		November	4.9	4.8	
December	5.3	3.6		December	6.2	6.4		December	6.0	5.9		December	4.9	5.1	
January	4.4	3.0		January	5.7	6.3		January	5.4	5.7		January	4.5	5.0	
February	4.5	3.0		February	6.4	6.8		February	5.9	6.1		February	5.0	5.0	
March	4.2	3.4		March	5.9	6.1		March	5.4	5.6		March	4.7	4.7	
Annual Average	4.2	3.7	3.6	Annual Average	5.7	5.6	5.8	Annual Average	5.3	5.2	5.4	Annual Average	4.4	4.2	4.4
Average Apr-Aug	3.4	3.9	3.8	Average Apr-Aug	5.3	4.9	5.4	Average Apr-Aug	4.7	4.7	5.1	Average Apr-Aug	3.9	3.6	3.9

No of Employees at 31 August 2018			547	No of Employees at 31 August 2018			2775	No of Employees at 31 August 2018			3322	No of Employees at 31 August 2018			15418
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For the financial year 2018/19, the projected average days lost per employee equates to 13.2 days.

## COMMUNITY AND ENTERPRISE RESOURCES

	Jul-Aug 2017	Jul-Aug 2018
<b>MEDICAL EXAMINATIONS</b>		
Number of Employees Attending	61	61
<b>EMPLOYEE COUNSELLING SERVICE</b>		
Total Number of Referrals	21	40
<b>PHYSIOTHERAPY SERVICE</b>		
Total Number of Referrals	82	88
<b>REFERRALS TO EMPLOYEE SUPPORT OFFICER</b>	34	51
<b>REFERRALS TO COGNITIVE BEHAVIOUR THERAPY</b>	4	6
<b>TOTAL</b>	202	246

CAUSE OF ACCIDENTS/INCIDENTS	Jul-Aug 2017	Jul-Aug 2018
Specified Injuries*	3	0
Over 7 day absences	1	0
Over 3 day absences**	1	0
Minor	7	9
Near Miss	1	2
Violent Incident: Physical****	2	1
Violent Incident: Verbal*****	2	0
<b>Total Accidents/Incidents</b>	17	12

\*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.

\*\*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.

\*\*\*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.

\*\*\*\*Physical violent incidents are included in the "Specified" figures, where applicable, to provide the "Total Specified" figures.

\*\*\*\*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.

\*\*\*\*Physical Violent Incidents and \*\*\*\*\* Verbal Violent Incidents are included in the "Minor" figures, where applicable, to provide the "Total Minor" figures.

RECORD OF DISCIPLINARY HEARINGS	Jul-Aug 2017	Jul-Aug 2018
Total Number of Hearings	15	18
Total Number of Appeals	0	2

## Time Taken to Convene Hearing Jul-Aug 2018

0-3 Weeks	4-6 Weeks	Over 6 Weeks
8	10	0

RECORD OF GRIEVANCE HEARINGS	Jul-Aug 2017	Jul-Aug 2018
Number of Grievances	0	1
Still in Progress	0	1

RECORD OF DIGNITY AT WORK	Jul-Aug 2017	Jul-Aug 2018
Number of Incidents	0	1
Still in Process	0	1

ANALYSIS OF REASONS FOR LEAVING	Jul-Aug 2017	Jul-Aug 2018
Career Advancement	0	4
Personal Reasons	1	0
Childcare/caring responsibilities	0	1
Other	2	1
<b>Number of Exit Interviews conducted</b>	3	6

<b>Total Number of Leavers Eligible for Exit Interview</b>	43	27
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<b>Percentage of interviews conducted</b>	7%	22%
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