

Report

Report to:	Employee Issues Forum
Date of Meeting:	25 January 2022
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Finance and Corporate Resources – Workforce Monitoring – September to November 2021
----------	--

1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide employment information for September to November 2021 relating to Finance and Corporate Resources.

2. Recommendation(s)

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

(1) that the following employment information for September to November 2021 relating to Finance and Corporate 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 at 11 September 2021

3. Background

3.1. As part of the Council's performance management arrangements, regular workforce monitoring reports are submitted to the Employee Issues Forum. This report for Finance and Corporate Resources provides information on the position for September to November 2021.

4. Monitoring Statistics

4.1. Attendance Statistics (Appendix 1)

Information on absence statistics is analysed for the month of November 2021 for Finance and Corporate Resources.

The Resource absence figure for November 2021 was 4.3%, which is an increase of 0.7% when compared to last month and is 2.6% lower than the Council-wide figure. Compared to November 2020, the Resource absence figure has increased by 1.1%.

Based on the absence figures at November 2021 and annual trends, the projected annual average absence for the Resource for 2021/2022 is 3.4%, compared to a Council-wide average figure of 5.2%.

For the financial year 2021/2022, the projected average days lost per employee equates to 8.2 days, compared with the overall figure for the Council of 12.6 days per employee.

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, 49 referrals were made this period, a decrease of 10 when compared with the same period last year.

4.3. Accident/Incident Statistics (Appendix 2)

There were no accidents/incidents recorded within the Resource this period, which remains unchanged when compared with the same period last year.

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

There were no disciplinary hearings held within the Resource this period, which remains unchanged when compared with the same period last year. There were no grievances raised within the Resource this period, which remains unchanged when compared with the same period last year. There were no Dignity at Work complaints raised within the Resource this period, which remains unchanged when compared with the same period last year.

4.5. Analysis of Leavers (Appendix 2)

There were 5 leavers in the Resource this period who were eligible for an exit interview. This figure has increased by 1 when compared with the same period last year. Exit interviews were held with 40% of employees, compared with 25% for the same period last year.

4.6. When processing an employee termination, managers are asked to identify whether they intend to replace the employee who had left the Council. If they indicate that they do not intend to replace the employee, they are asked to select from 4 options:-

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

4.7. Appendix 2a provides a breakdown of vacant posts and whether these are being replaced or held for savings. In the period September to November 2021, 22 (15.91 FTE) employees in total left employment. Managers indicated that 21 posts (14.91 FTE) are being replaced and 1 post (1.00 FTE) is to be removed for savings.

5. Staffing Watch (Appendix 3)

5.1. There has been a decrease of 7 in the number of employees in post from 12 June to 11 September 2021.

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 arising from the information presented in 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

Executive Director (Finance and Corporate Resources)

23 December 2021

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

- ◆ Employee Issues Forum – 8 December 2020

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:-

Elaine Maxwell, HR Business Manager

Ext: 4647 (Tel: 01698 454647)

Email: Elaine.Maxwell@southlanarkshire.gov.uk

Absence Trends - 2019/2020, 2020/2021 & 2021/2022
Finance and Corporate Resources

APT&C				Manual Workers				Resource Total				Council Wide			
	2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022		2019 / 2020	2020 / 2021	2021 / 2022
April	3.5	3.5	2.6	April	7.1	8.5	0.0	April	3.6	3.6	2.6	April	4.0	4.4	4.3
May	3.2	2.3	3.3	May	0.0	16.0	0.0	May	3.2	2.4	3.3	May	4.4	3.1	4.9
June	3.3	1.9	3.5	June	0.5	7.4	0.0	June	3.2	1.9	3.5	June	4.4	2.7	4.7
July	3.3	2.0	3.3	July	2.4	3.5	0.0	July	3.2	2.0	3.3	July	3.4	2.3	4.0
August	3.6	1.8	3.6	August	5.9	12.1	0.0	August	3.6	2.0	3.6	August	3.7	3.1	4.7
September	3.3	2.3	4.0	September	3.5	13.4	0.0	September	3.3	2.4	4.0	September	4.5	4.2	6.4
October	3.7	3.2	3.6	October	3.6	10.2	0.0	October	3.7	3.3	3.6	October	4.6	4.8	6.3
November	3.9	3.1	4.3	November	2.6	11.4	0.0	November	3.8	3.2	4.3	November	5.5	5.8	6.9
December	4.6	2.7		December	1.3	11.4		December	4.5	2.8		December	5.7	5.6	
January	3.9	2.8		January	0.0	7.0		January	3.9	2.8		January	5.3	4.8	
February	4.1	3.5		February	7.6	0.0		February	4.1	3.5		February	5.6	4.8	
March	4.5	3.5		March	4.6	0.0		March	4.5	3.5		March	6.2	4.9	
Annual Average	3.7	2.7	3.4	Annual Average	3.3	8.4	1.5	Annual Average	3.7	2.8	3.4	Annual Average	4.8	4.2	5.2
Average Apr-Nov	3.5	2.5	3.5	Average Apr-Nov	3.2	10.3	0.0	Average Apr-Nov	3.5	2.6	3.5	Average Apr-Nov	4.3	3.8	5.3

No of Employees at 30 November 2021	936	No of Employees at 30 November 2021	0	No of Employees at 30 November 2021	936	No of Employees at 30 November 2021	16192
-------------------------------------	-----	-------------------------------------	---	-------------------------------------	-----	-------------------------------------	-------

For the financial year 2021/22, the projected average days lost per employee equates to 8.2 days.

FINANCE AND CORPORATE RESOURCES

Appendix 2

	Sep - Nov 2020	Sep - Nov 2021
MEDICAL EXAMINATIONS		
Number of Employees Attending	13	18
EMPLOYEE COUNSELLING SERVICE		
Total Number of Referrals	0	0
PHYSIOTHERAPY SERVICE		
Total Number of Referrals	19	13
REFERRALS TO EMPLOYEE SUPPORT OFFICER		
	27	18
REFERRALS TO COGNITIVE BEHAVIOUR THERAPY		
	0	0
TOTAL	59	49

CAUSE OF ACCIDENTS/INCIDENTS	Sep - Nov 2020	Sep - Nov 2021
Specified Injuries*	0	0
Over 7 day absences	0	0
Over 3 day absences**	0	0
Minor	0	0
Near Miss	0	0
Violent Incident: Physical****	0	0
Violent Incident: Verbal*****	0	0
Total Accidents/Incidents	0	0

*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	Sep - Nov 2020	Sep - Nov 2021
Total Number of Hearings	0	0
Total Number of Appeals	0	0
Appeals Pending	0	0

Time Taken to Convene Hearing Sep-Nov 2021

0-3 Weeks
0

4-6 Weeks
0

Over 6 Weeks
0

RECORD OF GRIEVANCE HEARINGS	Sep - Nov 2020	Sep - Nov 2021
Number of Grievances	0	0
Number Resolved at Stage 1	0	0
Number Resolved at Stage 2	0	0
Number Resolved at Stage 3	0	0
Still in Progress	0	0

RECORD OF DIGNITY AT WORK	Sep - Nov 2020	Sep - Nov 2021
Number of Incidents	0	0
Number Resolved at Informal Stage	0	0
Number Resolved at Formal Stage	0	0
Number of Appeals	0	0
Appeals in Process	0	0
Still in Process	0	0

ANALYSIS OF REASONS FOR LEAVING	Sep - Nov 2020	Sep - Nov 2021
Career Advancement	0	0
Child Caring / Caring Responsibilities	0	0
Disatisfaction with terms and conditions	0	0
Further Education	0	0
Moving outwith area	0	0
Personal Reasons	0	0
Poor relationship with managers / colleagues	0	0
Travelling difficulties	0	0
Other	1	2
Number of Exit Interviews conducted	1	2

Total Number of Leavers Eligible for Exit Interview	4	5
--	---	---

Percentage of interviews conducted	25%	40%
---	-----	-----

Reason	Sep-Nov 2021		Cumulative total	
	FTE	H/C	FTE	H/C
Terminations/Leavers	15.91	22	40.10	51
Being replaced	14.91	21	35.16	45
Filling on a temporary basis	0.00	0	0.00	0
Plan to transfer this budget to another post	0.00	0	0.00	0
End of fixed term contract	0.00	0	0.00	0
Held pending service Review	0.00	0	1.14	2
Plan to remove for savings	1.00	1	3.80	4

**JOINT STAFFING WATCH RETURN
FINANCE AND CORPORATE RESOURCES**

As at 11 September 2021

Total Number of Employees									
MALE		FEMALE		TOTAL					
F/T	P/T	F/T	P/T						
199	16	355	289	859					
*Full - Time Equivalent No of Employees									
Salary Bands									
Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher	TOTAL
2.00	123.67	333.31	217.31	55.45	25.30	6.00	0.00	0.00	763.04

As at 12 June 2021

Total Number of Employees									
MALE		FEMALE		TOTAL					
F/T	P/T	F/T	P/T						
204	13	365	284	866					
*Full - Time Equivalent No of Employees									
Salary Bands									
Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher	TOTAL
2.00	121.76	337.32	223.28	54.74	25.30	6.00	1.00	0.00	771.4