

Report

Report to:	Education Resources Committee
Date of Meeting:	6 September 2022
Report by:	Executive Director (Finance and Corporate Resources) Executive Director (Education Resources)

Subject:	Education Resources – Workforce Monitoring – April to June 2022
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1. Purpose of Report

1.1. The purpose of the report is to: -

- ◆ provide employment information for April to June 2022 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 April to June 2022 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 11 June 2022

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 April to June 2022.

4. Monitoring Statistics

4.1. Attendance Statistics (Appendix 1)

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

The Resource absence figure for June 2022 was 3.7%, this figure has decreased by 0.8% when compared to the previous month and is 1.6% lower than the Council-wide figure. Compared to June 2021, the Resource absence figure has increased by 0.2%.

Based on the absence figures at June 2022 and annual trends, the projected annual average absence for the Resource for 2022/2023 is 4.9%, compared to a Council-wide average figure of 6.1%.

For the financial year 2022/2023, the projected average days lost per employee equates to 3.3 days, compared with the overall figure for the Council of 4.3 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 work in close partnership with line managers and Resource Management Teams on a case management basis to ensure that appropriate actions are taken.

The attendance information contained in this report includes absences as a result of Covid-19, and employees are being supported through this difficult time to maintain attendance levels where they can. At the time of this report, the Council overall absence level was 4.73% with 1.07% of this relating to Covid-19 for sickness and special leave.

4.2. Occupational Health (Appendix 2)

In terms of referrals to occupational health, which include medical examinations and physiotherapy, overall, 427 referrals were made this period. This represents a decrease of 38 when compared with the same period last year.

4.3. Accident/Incident Statistics

There were 258 accidents/incidents recorded within the Resource this period, an increase of 22 when compared to the same period last year.

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

During the period, 2 disciplinary hearings were held within the Resource, a decrease of 4 when compared to the same period last year. No appeals were heard by the Appeals Panel. No grievance hearings were raised within the Resource, this figure remains unchanged 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 56 leavers in the Resource this period eligible for an exit interview. This figure has increased by 24 when compared with the same period last year. Twenty-nine exit interviews were conducted in this period, an increase of 21 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 April to June 2022, 187 employees (152.58 FTE) in total left employment, managers indicated that 179 posts (146.24 FTE) were being replaced, 1 post (0.4 FTE) was being filled on a temporary basis, 5 posts (4.34 FTE) were due to the end of fixed term contracts, and 2 posts (1.6 FTE) are being held pending service reviews.

5. Staffing Watch

5.1. There has been a decrease of 14 in the number of employees in post from 12 March 2022 to 11 June 2022.

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

Executive Director (Finance and Corporate Resources)

Tony McDaid

Executive Director (Education Resources)

15 August 2022

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

None

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 - 2020/2021, 2021/2022 & 2022/2023
Education Resources**

APT&C				Teachers				Resource Total				Council Wide			
	2020 / 2021	2021 / 2022	2022 / 2023		2020 / 2021	2021 / 2022	2022 / 2023		2020 / 2021	2021 / 2022	2022 / 2023		2020 / 2021	2021 / 2022	2022 / 2023
April	3.9	4.8	5.5	April	2.9	2.5	2.7	April	3.3	3.5	4.0	April	4.4	4.3	5.6
May	2.2	5.7	5.5	May	1.4	3.2	3.6	May	1.8	4.4	4.5	May	3.1	4.9	5.4
June	1.8	4.7	5.1	June	0.9	2.6	2.6	June	1.3	3.5	3.7	June	2.7	4.7	5.3
July	1.3	3.4		July	0.5	1.1		July	0.9	2.1		July	2.3	4.0	
August	2.7	3.8		August	1.2	2.0		August	1.8	2.8		August	3.1	4.7	
September	4.8	6.4		September	2.7	4.4		September	3.6	5.3		September	4.2	6.4	
October	5.4	6.6		October	3.2	4.1		October	4.1	5.2		October	4.8	6.3	
November	6.6	8.0		November	4.6	5.6		November	5.5	6.7		November	5.8	6.9	
December	6.5	8.0		December	4.7	6.1		December	5.5	7.0		December	5.6	6.9	
January	4.8	8.1		January	2.7	3.9		January	3.6	5.8		January	4.8	7.0	
February	4.7	7.2		February	2.5	3.7		February	3.5	5.3		February	4.8	6.6	
March	5.6	9.5		March	2.9	4.3		March	4.1	6.7		March	4.9	7.9	
Annual Average	4.2	6.4	6.4	Annual Average	2.5	3.6	3.7	Annual Average	3.3	4.9	4.9	Annual Average	4.2	5.9	6.1
Average Apr-Jun	2.6	5.1	5.4	Average Apr-Jun	1.7	2.8	3.0	Average Apr-Jun	2.1	3.8	4.1	Average Apr-Jun	3.4	4.6	5.4
No of Employees at 30 Jun 2022			3397	No of Employees at 30 Jun 2022			4023	No of Employees at 30 Jun 2022			7420	No of Employees at 30 Jun 2022			16186

For the financial year 2022/23, the annual average days lost per employee equates to 3.3 days.

EDUCATION RESOURCES

	Apr - June 2021	April - June 2022
MEDICAL EXAMINATIONS		
Number of Employees Attending	101	85
EMPLOYEE COUNSELLING SERVICE		
Total Number of Referrals	42	38
PHYSIOTHERAPY SERVICE		
Total Number of Referrals	174	150
REFERRALS TO EMPLOYEE SUPPORT OFFICER		
	139	154
REFERRALS TO COGNITIVE BEHAVIOUR THERAPY		
	9	0
TOTAL	465	427

CAUSE OF ACCIDENTS/INCIDENTS	Apr - June 2021	April - June 2022
Specified Injuries*	0	0
Over 7 day absences	0	3
Over 3 day absences**	1	1
Minor	9	11
Near Miss	3	1
Violent Incident: Physical****	217	207
Violent Incident: Verbal*****	6	35
Total Accidents/Incidents	236	258

*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 7 day 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	Apr - June 2021	April - June 2022
Total Number of Hearings	6	2
Total Number of Appeals	1	0
Appeals Pending	1	0

Time Taken to Convene Hearing April - June 2022

0-3 Weeks
1

4-6 Weeks
0

Over 6 Weeks
1

RECORD OF GRIEVANCE HEARINGS	Apr - June 2021	April - June 2022
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	Apr - June 2021	April - June 2022
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	Apr - June 2021	April - June 2022
Career Advancement	2	15
Child Caring / Caring Responsibilities	1	2
Disatisfaction with terms and conditions	1	0
Further Education	2	3
Moving outwith area	0	3
Personal Reasons	0	2
Poor relationship with managers / colleagues	1	2
Travelling difficulties	0	0
Other	1	2
Number of Exit Interviews conducted	8	29

Total Number of Leavers Eligible for Exit Interview	32	56
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Percentage of interviews conducted	25%	52%
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Reason	April - June 2022		Cumulative total	
	FTE	H/C	FTE	H/C
Terminations/Leavers	152.58	187	152.58	187
Being replaced	146.24	179	146.24	179
Filling on a temporary basis	0.40	1	0.40	1
Plan to transfer this budget to another post	0.00	0	0.00	0
End of fixed term contract	4.34	5	4.34	5
Held pending service Review	1.60	2	1.60	2
Plan to remove for savings	0.00	0	0.00	0

**Joining Staffing Watch Return
Education Resources**

As at 11 June 2022

	Male		Female		Total
	F/T	P/T	F/T	P/T	
Teachers	704	71	2330	836	3941
Others	138	89	651	2329	3207
Total Employees	842	160	2981	3165	7148

*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
Teachers	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3581.80	3587.40
Others	1.00	1178.56	899.35	140.99	45.44	11.60	4.00	58.93	7.80	2347.67

As at 12 March 2022

	Male		Female		Total
	F/T	P/T	F/T	P/T	
Teachers	704	71	2329	831	3935
Others	140	92	664	2331	3227
Total Employees	844	163	2993	3162	7162

*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
Teachers	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3578.00	3583.60
Others	1.00	1184.65	902.86	142.99	47.64	12.60	4.00	59.53	8.80	2364.07