

Report

Report to:	Education Resources Committee
Date of Meeting:	8 February 2022
Report by:	Executive Director (Finance and Corporate Resources) and Executive Director (Education Resources)

Subject:	Education Resources – Workforce Monitoring – September to November 2021
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide employment information for September to November 2021 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 September to November 2021 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 at 11 September 2021

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 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 Education Resources.

The Resource absence figure for November 2021 was 6.7%, which has increased by 1.5% when compared to last month and is 0.2% lower than the Council-wide figure. Compared to November 2020, the Resource absence figure has increased by 1.2%.

Based on the absence figures at November 2021 and annual trends, the projected annual average absence for the Resource for 2021/2022 is 4.2%, 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 10.1 days, compared with the overall figure for the Council of 12.6 days per employee.

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. As this report was being prepared, at 22 December 2021, the Council overall absence level was 8.17% with 3.0% 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, 610 referrals were made this period, an increase of 161 when compared with the same period last year.

4.3. Accident/Incident Statistics (Appendix 2)

There were 346 accidents/incidents recorded within the Resource this period, an increase of 117 when compared to the same period last year. The new electronic reporting system is in place and enables a more timely process for reporting incidents. The improved reporting system, together with the ongoing work of Education Resources to promote and embed the PPRUDB framework across all establishments, provides a foundation for analysing data, building capacity and targeting interventions with a view to reducing incidents.

On further analysis of this data, 309 reports relate to physical incidents (89% of the total number reported).

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

Six disciplinary hearings were held within the Resource this period, which is an increase of 5 when compared with the same period last year. No grievance hearings were raised within the Resource this period, which is a decrease of 1 when compared with the same period last year. One Dignity at Work complaint was raised within the Resource this period, which is an increase of one when compared with the same period last year.

4.5. Analysis of Leavers (Appendix 2)

There were 57 leavers in the Resource this period who were eligible for an exit interview. This figure has increased by 20 when compared with the same period last year. Exit interviews were held with 53% of employees compared with 41% 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 four 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, 120 (94.52 FTE) employees in total left employment. Managers indicated that 117 (92.52

FTE) posts were being replaced. There were 3 posts (2.00 FTE) being held pending service review.

5. Staffing Watch (Appendix 3)

- 5.1. There has been an increase of 98 in the number of employees in post from 12 June 2021 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 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)

Tony McDaid

Executive Director (Education 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

- ◆ Education Resources – 9 November 2021

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 - 2019/2020, 2020/2021 & 2021/2022
Education Resources

APT&C				Teachers				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	3.9	4.8	April	2.9	2.9	2.5	April	3.2	3.3	3.5	April	4.0	4.4	4.3				
May	4.2	2.2	5.7	May	3.2	1.4	3.2	May	3.6	1.8	4.4	May	4.4	3.1	4.9				
June	3.8	1.8	4.7	June	2.7	0.9	2.6	June	3.2	1.3	3.5	June	4.4	2.7	4.7				
July	2.4	1.3	3.4	July	1.2	0.5	1.1	July	1.7	0.9	2.1	July	3.4	2.3	4.0				
August	2.8	2.7	3.8	August	1.3	1.2	2.0	August	2.0	1.8	2.8	August	3.7	3.1	4.7				
September	4.3	4.8	6.4	September	2.5	2.7	4.4	September	3.3	3.6	5.3	September	4.5	4.2	6.4				
October	4.5	5.4	6.6	October	2.6	3.2	4.1	October	3.5	4.1	5.2	October	4.6	4.8	6.3				
November	5.8	6.6	8.0	November	3.8	4.6	5.6	November	4.7	5.5	6.7	November	5.5	5.8	6.9				
December	5.5	6.5		December	3.8	4.7		December	4.6	5.5		December	5.7	5.6					
January	5.1	4.8		January	3.4	2.7		January	4.2	3.6		January	5.3	4.8					
February	5.7	4.7		February	3.8	2.5		February	4.6	3.5		February	5.6	4.8					
March	7.1	5.6		March	4.8	2.9		March	5.8	4.1		March	6.2	4.9					
Annual Average	4.6	4.2	5.4	Annual Average	3.0	2.5	3.2	Annual Average	3.7	3.3	4.2	Annual Average	4.8	4.2	5.2				
Average Apr-Nov	3.9	3.6	5.4	Average Apr-Nov	2.5	2.2	3.2	Average Apr-Nov	3.2	2.8	4.2	Average Apr-Nov	4.3	3.8	5.3				
No of Employees at 30 November 2021				3378	No of Employees at 30 November 2021				4045	No of Employees at 30 November 2021				7423	No of Employees at 30 November 2021				16192

For the financial year 2021/22, the projected average days lost per employee equates to 10.1 days.

EDUCATION RESOURCES

	Sep - Nov 2020	Sep - Nov 2021
MEDICAL EXAMINATIONS		
Number of Employees Attending	62	68
EMPLOYEE COUNSELLING SERVICE		
Total Number of Referrals	20	65
PHYSIOTHERAPY SERVICE		
Total Number of Referrals	150	214
REFERRALS TO EMPLOYEE SUPPORT OFFICER		
	212	258
REFERRALS TO COGNITIVE BEHAVIOUR THERAPY		
	5	5
TOTAL	449	610

CAUSE OF ACCIDENTS/INCIDENTS	Sep - Nov 2020	Sep - Nov 2021
Specified Injuries*	0	0
Over 7 day absences	0	1
Over 3 day absences**	1	1
Minor	6	13
Near Miss	0	2
Violent Incident: Physical****	214	309
Violent Incident: Verbal*****	8	20
Total Accidents/Incidents	229	346

*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	1	6
Total Number of Appeals	1	0
Appeals Pending	1	0

Time Taken to Convene Hearing Sep - Nov 2021

0-3 Weeks
3

4-6 Weeks
1

Over 6 Weeks
2

RECORD OF GRIEVANCE HEARINGS	Sep - Nov 2020	Sep - Nov 2021
Number of Grievances	1	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	1
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	1

ANALYSIS OF REASONS FOR LEAVING	Sep - Nov 2020	Sep - Nov 2021
Career Advancement	2	10
Child Caring / Caring Responsibilities	2	1
Disatisfaction with terms and conditions	1	1
Further Education	0	1
Moving outwith area	2	0
Personal Reasons	0	2
Poor relationship with managers / colleagues	1	1
Travelling difficulties	0	1
Other	7	13
Number of Exit Interviews conducted	15	30

Total Number of Leavers Eligible for Exit Interview	37	57
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Percentage of interviews conducted	41%	53%
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Reason	Oct-Nov 2021		Cumulative total	
	FTE	H/C	FTE	H/C
Terminations/Leavers	94.52	120	328.16	425
Being replaced	92.52	117	319.90	414
Filling on a temporary basis	0.00	0	1.00	1
Plan to transfer this budget to another post	0.00	0	0.74	1
End of fixed term contract	0.00	0	3.00	3
Held pending service Review	2.00	3	2.84	5
Plan to remove for savings	0.00	0	0.68	1

**JOINT STAFFING WATCH RETURN
EDUCATION RESOURCES**

Appendix 3

As at 11 September 2021

	MALE		FEMALE		TOTAL					
	F/T	P/T	F/T	P/T						
Teachers	700	69	2347	794	3910					
Other	144	89	617	2255	3105					
Total Employees	844	158	2964	3049	7015					
*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	5.60	3568.00	3574.6
Other	1.00	1135.14	867.25	135.36	51.64	12.60	4.00	61.53	2.80	2271.32

As at 12 June 2021

	MALE		FEMALE		TOTAL					
	F/T	P/T	F/T	P/T						
Teachers	681	70	2308	776	3835					
Other	146	86	614	2236	3082					
Total Employees	827	156	2922	3012	6917					
*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	2500.40	2506
Other	1.00	1123.95	850.01	138.81	51.64	12.60	4.00	58.63	3.80	2244.443