

Report

Report to:	Finance and Corporate Resources Committee
Date of Meeting:	7 September 2022
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Council-wide 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 relating to the Council for the period April to June 2022

2. Recommendation(s)

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

(1) that the following employment information for the period April to June 2022 relating to the Council be noted:-

- ◆ attendance statistics
- ◆ occupational health
- ◆ accident/incident statistics
- ◆ discipline, grievance and Dignity at Work cases
- ◆ analysis of leavers and exit interviews
- ◆ recruitment monitoring
- ◆ staffing watch as at 12 June 2021

3. Background

3.1. As part of the Council's performance management arrangements, regular workforce monitoring reports are submitted to the Committee. This report for the Council provides information on the position for the period April to June 2022.

4. Attendance Statistics

4.1. Information on absence statistics for the Council and each Resource, as analysed for June 2022, is provided in Appendices 1 to 8. Points to note are:-

The Council's absence rate for June 2022, shown in Appendix 1, is 5.3%, which represents an decrease of 0.1% when compared with last month and the figure has increased by 0.6% when compared to June 2021.

When compared to June 2021, the APT&C absence rate has increased by 0.6%, the teachers' figure has remained the same and the manual workers' figure has increased by 1.1%.

Based on annual trends and the absence rate to June 2022, the projected average absence rate for the Council for the financial year 2022/2023 is 6.1%.

For the financial year 2022/2023, the projected average days lost per employee equates to 4.3 days.

In comparison to June 2021 (Appendix 8):-

- ◆ Psychological and respiratory conditions are the main reasons for absence.
- ◆ Total days lost due to musculoskeletal conditions have increased by 1100 days.
- ◆ Total days lost due to psychological conditions have increased by 2178 days.
- ◆ Total days lost due to stomach, bowel, blood and metabolic disorders have increased by 1271 days.
- ◆ Total days lost due to respiratory conditions have increased by 2414 days.

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 6.26% with 1.18% of this relating to Covid-19 for sickness and special leave.

5. Occupational Health

5.1. Information on Occupational Health for the period April to June 2022 is provided in Appendix 9.

- ◆ during the period there were 383 employees referred for a medical examination, a decrease of 9 when compared to the same period last year. Both musculoskeletal and psychological conditions continue to be the main reason for medical referrals.
- ◆ a total of 488 employees attended physiotherapy treatment, showing a decrease of 6 when compared to the same period last year. Of the 488 employees referred, 77% remained at work whilst undertaking treatment.
- ◆ during this period 398 employees were referred to the Employee Support Officer, showing an increase of 20 when compared with the same period last year. Of the referrals made this period, 90% related to personal reasons.
- ◆ 126 employees were referred to the PAM Assist counselling service this period, showing a decrease of 1 when compared with the same period last year. All the referrals made this period were from management and none were made directly by employees. Personal reasons accounted for 65% of the referrals made, 24% were for work related reasons and 1% was for other reasons.
- ◆ No employees were referred for Cognitive Behavioural Therapy this period, this figure has decreased by 25 when compared to the same period last year.

6. Accidents/Incidents

6.1. The accident/incident report for April to June 2022 is contained in Appendix 10.

- ◆ the number of accidents/incidents recorded was 327, this figure has increased by 31 from the same period last year.
- ◆ there were 2 specified injuries recorded, this figure has increased by 2 from the same period last year.
- ◆ there were 309 minor accidents/incidents, this figure has increased by 21 from the same period last year.

- ◆ there were 2 accidents resulting in an absence lasting over 3 days during the period, this figure has decreased by 1 from the same period last year.
- ◆ there were 14 accidents resulting in an absence lasting over 7 days during the period, this figure has increased by 9 from the same period last year.

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7. Discipline, Grievance, Dignity at Work Hearings and Mediation Referrals

7.1. Information on Disciplinary, Grievance Hearings, Dignity at Work and Mediation Referrals for April to June 2022 is contained in Appendices 11, 12a and 12b.

- ◆ in total, 19 disciplinary hearings were held across Resources within the Council, this figure remains unchanged when compared to the same period last year.
- ◆ action was taken in 17 of these cases. No appeals were raised against the outcomes.
- ◆ our target is to convene disciplinary hearings within 6 weeks, 58% of hearings met this target.
- ◆ during the period, no appeals were heard by the Appeals Panel.
- ◆ at the end of June 2022, 3 Appeals Panels were pending.
- ◆ during the period, no grievance cases were raised.
- ◆ during the period, no Dignity at Work cases were raised.
- ◆ during the period, 1 referral for mediation was submitted.

8. Analysis of Leavers and Exit Interviews

8.1. Information on the number of leavers and exit interviews for the period April to June 2022 is contained in Appendix 13. Exit interviews are conducted with employees who leave voluntarily.

Labour Turnover

Using information compiled from Resources and Staffing Watch information as at 11 June 2022, the Council's turnover figure for April to June 2022 is as follows:-

164 leavers eligible for exit interviews/15,173 employees in post = Labour Turnover of 1.1%.

Based on the figure at June 2022, the projected annual labour turnover figure for the financial year 2022/2023 for the Council is 4.4%.

8.2. Analysis of Leavers and Exit Interviews

- ◆ there were a total of 164 employees leaving the Council that were eligible for an exit interview, an increase of 31 when compared with the same period last year.
- ◆ exit interviews were held with 41% of leavers, which is an increase of 12% when compared with the same period last year.

8.3. 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

- 8.4. Appendix 13a provides information relating to vacant posts and whether these are being replaced or held for savings. From April to June 2022, 503 (351.10 FTE) employees left employment. Managers indicated that 480 posts (333.17 FTE) would be replaced, 1 post (0.40 FTE) is being filled on a temporary basis, the budget for 1 post (1.0 FTE) is being transferred to another post, 16 posts (11.93 FTE) were due to the end of fixed term contracts and 5 posts (4.60 FTE) are being left vacant pending a savings or service review.

9. Recruitment Monitoring

- 9.1. Information on Recruitment Monitoring for April to June 2022 is contained within Appendix 14.

From an analysis of Equal Opportunities Monitoring Forms, the main points to note are:-

- ◆ overall, 3059 applications and 2949 completed Equal Opportunities Monitoring Forms were received
- ◆ of those applicants who declared themselves as disabled (68), 42 were shortlisted for interview and 11 were appointed
- ◆ of those applicants of a black/ethnic minority background (137), 41 were shortlisted for interview and 14 were appointed.
- ◆ Of those applicants who are veterans (26), 14 were shortlisted for interview and none were appointed.

10. Staffing Watch

- 10.1. There has been an increase of 36 in the number of employees in post from 12 March 2022 to 11 June 2022. Details of the staffing watch are contained in Appendix 15.

11. Employee Implications

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

12. Financial Implications

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

13. Climate Change, Sustainability and Environmental Implications

- 13.1. There are no climate change, sustainability or environmental implications arising from the information presented in this report.

14. Other Implications

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

15. Equality Impact Assessment and Consultation Arrangements

- 15.1. 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.

- 15.2. 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)

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

- ◆ Finance and Corporate Resources Committee, 9 February 2022

List of Background Papers

- ◆ Monitoring information provided by 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: (Tel: 01698 454647)

E-mail: Elaine.Maxwell@southlanarkshire.gov.uk

Absence Trends - 2020/2021, 2021/2022 & 2022/2023

Council Wide

APT&C				Teachers				Manual Workers				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	4.2	4.1	5.2	April	2.9	2.5	2.7	April	6.0	6.2	8.8	April	4.4	4.3	5.6				
May	2.9	4.7	5.0	May	1.4	3.2	3.6	May	4.9	6.7	7.6	May	3.1	4.9	5.4				
June	2.5	4.4	5.0	June	0.9	2.6	2.6	June	4.5	7.0	8.1	June	2.7	4.7	5.3				
July	2.2	4.1		July	0.5	1.1		July	4.0	6.3		July	2.3	4.0					
August	2.9	4.6		August	1.2	2.0		August	5.1	7.3		August	3.1	4.7					
September	4.1	6.1		September	2.7	4.4		September	5.8	8.5		September	4.2	6.4					
October	4.7	6.0		October	3.2	4.1		October	6.4	8.7		October	4.8	6.3					
November	5.6	6.5		November	4.6	5.6		November	7.3	8.7		November	5.8	6.9					
December	5.3	6.2		December	4.7	6.1		December	6.9	8.8		December	5.6	6.9					
January	4.5	6.7		January	2.7	3.9		January	7.2	10.1		January	4.8	7.0					
February	4.3	6.5		February	2.5	3.7		February	7.4	9.5		February	4.8	6.6					
March	4.6	8.0		March	2.9	4.3		March	7.2	11.3		March	4.9	7.9					
Annual Average	4.0	5.7	5.8	Annual Average	2.5	3.6	3.7	Annual Average	6.1	8.3	8.6	Annual Average	4.2	5.9	6.1				
Average Apr-Jun	3.2	4.4	5.1	Average Apr-Jun	1.7	2.8	3.0	Average Apr-Jun	5.1	6.6	8.2	Average Apr-Jun	3.4	4.6	5.4				
No of Employees at 30 Jun 2022				7604	No of Employees at 30 Jun 2022				4023	No of Employees at 30 Jun 2022				4559	No of Employees at 30 Jun 2022				16186
For the financial year 2022/23, the annual average days lost per employee equates to 4.3 days.																			

Absence Trends - 2020/2021, 2021/2022 & 2022/2023
Community and Enterprise Resources

APT&C				Manual Workers				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	3.1	2.3	4.4	April	5.3	5.7	7.3	April	5.0	5.2	6.9	April	4.4	4.3	5.6	
May	2.4	2.7	3.9	May	4.3	6.4	6.8	May	4.0	5.9	6.3	May	3.1	4.9	5.4	
June	1.6	2.8	3.5	June	4.0	6.6	7.2	June	3.6	6.0	6.7	June	2.7	4.7	5.3	
July	1.8	2.9		July	3.6	5.3		July	3.4	4.9		July	2.3	4.0		
August	1.7	2.9		August	4.9	6.4		August	4.4	5.9		August	3.1	4.7		
September	1.6	3.4		September	5.8	8.2		September	5.1	7.5		September	4.2	6.4		
October	3.1	3.8		October	6.3	7.9		October	5.8	7.3		October	4.8	6.3		
November	3.6	3.5		November	7.1	8.0		November	6.6	7.3		November	5.8	6.9		
December	3.1	4.2		December	6.4	8.0		December	5.9	7.4		December	5.6	6.9		
January	3.4	3.6		January	6.0	9.6		January	5.6	8.6		January	4.8	7.0		
February	2.8	4.4		February	6.5	9.5		February	5.9	8.7		February	4.8	6.6		
March	2.6	6.0		March	6.8	11.0		March	6.2	10.2		March	4.9	7.9		
Annual Average	2.6	3.5	3.9	Annual Average	5.6	7.7	7.9	Annual Average	5.1	7.1	7.3	Annual Average	4.2	5.9	6.1	
Average Apr-Jun	2.4	2.6	3.9	Average Apr-Jun	4.5	6.2	7.1	Average Apr-Jun	4.2	5.7	6.6	Average Apr-Jun	3.4	4.6	5.4	
No of Employees at 30 Jun 2022			542	No of Employees at 30 Jun 2022			2959	No of Employees at 30 Jun 2022			3501	No of Employees at 30 Jun 2022			16186	

For the financial year 2022/23, the annual average days lost per employee equates to 5.5 days.

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

Absence Trends - 2020/2021, 2021/2022 & 2022/2023

Finance and Corporate Resources

APT&C				Manual Workers				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	3.5	2.6	2.8	April	8.5	0.0	0.0	April	3.6	2.6	2.8	April	4.4	4.3	5.6	
May	2.3	3.3	3.2	May	16.0	0.0	0.0	May	2.4	3.3	3.2	May	3.1	4.9	5.4	
June	1.9	3.5	4.0	June	7.4	0.0	0.0	June	1.9	3.5	4.0	June	2.7	4.7	5.3	
July	2.0	3.3		July	3.5	0.0		July	2.0	3.3		July	2.3	4.0		
August	1.8	3.6		August	12.1	0.0		August	2.0	3.6		August	3.1	4.7		
September	2.3	4.0		September	13.4	0.0		September	2.4	4.0		September	4.2	6.4		
October	3.2	3.6		October	10.2	0.0		October	3.3	3.6		October	4.8	6.3		
November	3.1	4.3		November	11.4	0.0		November	3.2	4.3		November	5.8	6.9		
December	2.7	3.8		December	11.4	0.0		December	2.8	3.8		December	5.6	6.9		
January	2.8	3.8		January	7.0	0.0		January	2.8	3.8		January	4.8	7.0		
February	3.5	3.4		February	0.0	0.0		February	3.5	3.4		February	4.8	6.6		
March	3.5	3.4		March	0.0	0.0		March	3.5	3.4		March	4.9	7.9		
Annual Average	2.7	3.6	3.6	Annual Average	8.4	0.0	0.0	Annual Average	2.8	3.6	3.6	Annual Average	4.2	5.9	6.1	
Average Apr-Jun	2.6	3.1	3.3	Average Apr-Jun	10.6	0.0	0.0	Average Apr-Jun	2.6	3.1	3.3	Average Apr-Jun	3.4	4.6	5.4	
No of Employees at 30 Jun 2022			938	No of Employees at 30 Jun 2022			0	No of Employees at 30 Jun 2022			938	No of Employees at 30 Jun 2022			16186	

For the financial year 2022/23, the annual average days lost per employee equates to 2.7 days.

	Housing & Technical Resources
1. What are your current housing needs?	
2. How do you currently access technical resources?	
3. What challenges do you face in accessing these resources?	
4. How can we better support your housing and technical needs?	

APT&C				Manual Workers				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	4.1	3.2	5.5	April	3.5	3.6	10.6	April	3.8	3.3	7.6	April	4.4	4.3	5.6
May	2.8	2.9	4.5	May	2.0	4.2	8.1	May	2.5	3.4	6.0	May	3.1	4.9	5.4
June	3.2	3.5	4.9	June	2.0	6.2	8.5	June	2.7	4.6	6.4	June	2.7	4.7	5.3
July	2.7	4.0		July	2.7	5.7		July	2.7	4.7		July	2.3	4.0	
August	2.5	4.9		August	3.4	7.9		August	2.8	6.2		August	3.1	4.7	
September	2.1	5.8		September	3.3	8.1		September	2.6	6.8		September	4.2	6.4	
October	2.9	5.2		October	3.9	9.0		October	3.3	6.8		October	4.8	6.3	
November	3.7	5.7		November	5.6	9.2		November	4.5	7.2		November	5.8	6.9	
December	3.3	4.6		December	4.8	9.5		December	3.9	6.7		December	5.6	6.9	
January	3.5	5.2		January	4.4	8.8		January	3.9	6.7		January	4.8	7.0	
February	3.2	6.4		February	4.7	8.5		February	3.8	7.3		February	4.8	6.6	
March	3.1	7.8		March	4.5	10.7		March	3.6	9.0		March	4.9	7.9	
Annual Average	3.1	4.9	5.4	Annual Average	3.7	7.6	8.7	Annual Average	3.3	6.1	6.8	Annual Average	4.2	5.9	6.1
Average Apr-Jun	3.4	3.2	5.0	Average Apr-Jun	2.5	4.7	9.1	Average Apr-Jun	3.0	3.8	6.7	Average Apr-Jun	3.4	4.6	5.4
No of Employees at 30 Jun 2022			872	No of Employees at 30 Jun 2022			578	No of Employees at 30 Jun 2022			1450	No of Employees at 30 Jun 2022			16186

Absence Trends - 2020/2021, 2021/2022 & 2022/2023
Social Work Resources

APT&C				Manual Workers				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	5.5	4.5	6.2	April	10.2	9.6	12.6	April	7.1	6.2	8.3	April	4.4	4.3	5.6
May	4.4	5.0	5.7	May	8.1	9.3	10.1	May	5.7	6.5	7.1	May	3.1	4.9	5.4
June	3.9	3.9	5.9	June	7.6	7.6	11.3	June	5.2	5.2	7.6	June	2.7	4.7	5.3
July	3.7	6.1		July	6.3	10.3		July	4.6	7.5		July	2.3	4.0	
August	4.4	7.3		August	6.7	10.2		August	5.2	8.2		August	3.1	4.7	
September	5.4	7.6		September	7.5	10.3		September	6.1	8.5		September	4.2	6.4	
October	5.9	6.9		October	8.2	11.3		October	6.7	8.4		October	4.8	6.3	
November	6.6	6.2		November	8.9	10.8		November	7.4	7.7		November	5.8	6.9	
December	6.5	5.5		December	10.3	11.1		December	7.7	7.3		December	5.6	6.9	
January	5.8	7.4		January	13.1	13.0		January	8.3	9.2		January	4.8	7.0	
February	5.1	7.5		February	12.6	10.1		February	7.6	8.3		February	4.8	6.6	
March	4.6	8.0		March	10.6	12.8		March	6.6	9.5		March	4.9	7.9	
Annual Average	5.2	6.3	6.7	Annual Average	9.2	10.5	11.2	Annual Average	6.5	7.7	8.1	Annual Average	4.2	5.9	6.1
Average Apr-Jun	4.6	4.5	5.9	Average Apr-Jun	8.6	8.8	11.3	Average Apr-Jun	6.0	6.0	7.7	Average Apr-Jun	3.4	4.6	5.4
No of Employees at 30 Jun 2022			1855	No of Employees at 30 Jun 2022			1022	No of Employees at 30 Jun 2022			2877	No of Employees at 30 Jun 2022			16186

For the financial year 2022/23, the annual average days lost per employee equates to 5.6 days.

										Appendix 7
Absence by long and short term										
From: 1 Apr 2022 to 30 Jun 2022										
		April 2022			May 2022			June 2022		
Resource	No of employees	Total Short Term %	Total Long Term %	Resource Total Absence %	Total Short Term %	Total Long Term %	Resource Total Absence %	Total Short Term %	Total Long Term %	Resource Total Absence %
Community and Enterprise	3501	2.5	4.4	6.9	2.4	3.9	6.3	2.6	4.1	6.7
Education	7420	1.2	2.8	4.0	1.7	2.8	4.5	1.6	2.1	3.7
Finance and Corporate	938	1.2	1.6	2.8	1.4	1.8	3.2	1.9	2.1	4.0
Housing & Technical	1450	3.0	4.6	7.6	2.2	3.8	6.0	2.5	3.9	6.4
Social Work	2877	3.1	5.2	8.3	2.3	4.8	7.1	2.6	5.0	7.6
Council Overall for April 2022 to June 2022	16186	1.9	3.7	5.6	2.1	3.3	5.4	3.2	2.1	5.3

**Attendance Monitoring
Absence Classification**

From : 1 Jun 2022 - 30 Jun 2022

Reasons	Community and Enterprise Resources		Education Resources		Finance and Corporate		Housing and Technical Resources		Social Work Resources		Total WDL By Reason	Percentage
	Total WDL	%	Total WDL	%	Total WDL	%	Total WDL	%	Total WDL	%		
Musculoskeletal	1260	25	714	13	44	6	482	26	708	18	3208	19
Psychological	1039	21	1780	31	247	34	735	39	1302	33	5103	30
Stomach, Bowel, Blood, Metabolic Disorders	608	12	560	10	64	9	129	7	335	8	1696	10
Respiratory	1109	22	1311	23	176	24	270	14	658	17	3524	20
Other Classification	951	19	1315	23	206	28	272	14	969	24	3713	22
Total Days Lost By Resource	4967	100	5680	100	737	100	1888	100	3972	100	17244	100
Total Work Days Available	74307		152625		18435		29550		52361			

From : 1 Jun 2021 to 30 Jun 2021

REASONS	Community and Enterprise Resources		Education Resources		Finance and Corporate		Housing and Technical Resources		Social Work Resources		Total WDL By Reason	Percentage
	Total WDL	%	Total WDL	%	Total WDL	%	Total WDL	%	Total WDL	%		
Musculoskeletal	823	31	422	24	65	18	90	11	708	25	2108	25
Psychological	808	30	603	34	160	43	364	46	990	35	2925	35
Stomach, Bowel, Blood, Metabolic Disorders	134	5	76	4	9	2	73	9	133	5	425	5
Respiratory	246	9	298	17	39	11	90	11	437	16	1110	13
Other Classification	664	25	388	22	96	26	179	22	533	19	1860	22
Total Days Lost By Resource	2675	100	1787	100	369	100	796	100	2801	100	8428	100
Total Work Days Available	73353		140371		19063		29438		53811			

*WDL = Work Days Lost

Occupational Health Reports

From: 1 April 2022 - 30 June 2022 comparison with 1 April 2021 - 30 June 2021

Medical Referrals							
	Community and Enterprise	Education		Finance and Corporate	Housing & Technical	Social Work	Totals
		Teachers	Others				
Total (Apr - Jun 2022)	100	32	53	26	66	106	383
Total (Apr - Jun 2021)	113	33	68	19	42	117	392

No of Employees Referred For Physiotherapy		
Resource	Apr - Jun 2021	Apr - Jun 2022
Community and Enterprise	131	125
Education (Teachers)	66	78
Education (Others)	108	72
Finance and Corporate	15	15
Housing and Technical	56	58
Social Work	118	140
Total	494	488

No of Maximising Attendance Action Not Conducted				
Resource	No Physiotherapy referral information	3+ absence with no ASM	3+ absence with no ASM or Physiotherapy referral information	Totals
Community and Enterprise	10	55	3	68
Education	10	187	9	206
Finance and Corporate	1	9	0	10
Housing and Technical	6	13	3	22
Social Work	22	46	5	73
Total	49	310	20	379

*ASM refers to Attendance Support Meeting

No of Employees Referred To Employee Support Officer			
Resource	Apr - Jun 2021	Apr - Jun 2022	Employees Absent
Community and Enterprise	89	90	75
Education	139	154	112
Finance and Corporate	18	23	23
Housing and Technical	32	38	28
Social Work	100	93	80
Total	378	398	318

Analysis of Counselling Referrals by Cause											
Reason											
Work Stress		Addiction		Personal		Anxiety/ Depression		Bereavement		Total	
M	S	M	S	M	S	M	S	M	S	M	S
Total (Apr - Jun 2022)	30	0	0	0	82	0	0	14	0	126	0
Total (Apr - Jun 2021)	27	0	0	0	75	0	13	12	0	127	0
Total								Total Referrals (Apr -Jun 2022)		126	
								Total Referrals (Apr - Jun 2021)		127	

M = MANAGEMENT REFERRAL S = SELF REFERRAL

No of Employees Referred For Cognitive Behavioural Therapy		
Resource	Apr - Jun 2021	Apr - Jun 2022
Community and Enterprise	2	0
Education	9	0
Finance and Corporate	0	0
Housing and Technical	0	0
Social Work	2	0
Not Disclosed	12	0
Total	25	0

**Analysis of Accidents/ Incidents
Comparison
Cause of Accidents/ Incidents to employees**

From: 1 April 2022 - 30 June 2022 comparison with 1 April 2021 - 30 June 2021

	Community and Enterprise		Education		Finance and Corporate		Housing & Tech		Social Work		TOTAL	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Specified Injury	0	0	0	0	0	0	0	0	2	0	2	0
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Total Specified Injury*	0	0	0	0	0	0	0	0	2	0	2	0
Over 7-day	4	4	3	0	0	0	4	1	3	0	14	5
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 7-day**	4	4	3	0	0	0	4	1	3	0	14	5
Over 3-day	0	1	1	1	0	0	0	1	1	0	2	3
Violent Incident: Physical	0	0	0	0	0	0	0	0	0	0	0	0
Violent Incident: Verbal	0	0	0	0	0	0	0	0	0	0	0	0
Total Over 3-day**	0	1	1	1	0	0	0	1	1	0	2	3
Minor	18	18	11	9	1	1	1	8	14	9	45	45
Near Miss	1	4	1	3	0	0	0	0	3	1	5	8
Violent Incident: Physical	1	1	207	217	0	0	0	0	4	4	212	222
Violent Incident: Verbal	5	3	35	6	0	0	3	1	4	3	47	13
Total Minor***	25	26	254	235	1	1	4	9	25	17	309	288
Total Accidents/Incidents	29	31	258	236	1	1	8	11	31	17	327	296

*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.

*** A minor injury is an injury not covered by " Over 7-day", "Over 3-day" or "Specified".

Record of Disciplinary Hearings

From: 1 April 2022 - 30 June 2022 comparison with 1 April 2021 - 30 June 2021

Resource	No of Disciplinary Hearings				Outcome of Disciplinary Hearings								No of weeks to convene Disciplinary Hearing			% Held within 6 Weeks
	APT&C	Manual/ Craft	Teachers	Total	No Action				Action Taken				3	4-6	6+	
					APT&C	Manual / Craft	Teachers	Total	APT&C	Manual / Craft	Teachers	Total				
Community and Enterprise	0	16	N/A	16	0	1	N/A	1	0	15	N/A	15	8	1	7	57
Education	0	2	0	2	0	1	0	1	0	1	0	1	1	0	1	50
Finance and Corporate	1	0	N/A	1	0	0	N/A	0	1	0	N/A	1	1	0	0	100
Housing and Technical	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	0	0
Social Work	0	0	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0	0	0
Total (Apr - Jun 2022)	1	18	0	19	0	2	0	2	1	16	0	17	10	1	8	58
Total (Apr - Jun 2021)	6	11	2	19	2	1	0	3	4	10	2	16	6	4	9	53

Resource	No of Appeals				Outcome of Appeals												Appeals Pending
	APT&C	Manual/ Craft	Teachers	Total	Upheld				Upheld in Part				Not Upheld				
					APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total	APT&C	Manual/ Craft	Teachers	Total	
Total (Apr - Jun 2022)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total (Apr - Jun 2021)	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0

*Resources nil responses are not included in figures

Appeal's Panel

From: 1 April 2022 - 30 June 2022

Appeal's Panel	Upheld	Upheld in Part	Not Upheld	Withdrawn	Total	Appeals pending to date
Total	0	0	0	0	0	3

Record of Grievances

From: 1 April 2022 - 30 June 2022 comparison with 1 April 2021 - 30 June 2021

Grievances	No of Grievances	No Resolved at Stage 1	No Resolved at Stage 2	No Resolved at Stage 3	Still in Process
Total (Apr - Jun 2022)	0	0	0	0	0
Total (Apr - Jun 2021)	0	0	0	0	0

Dignity at Work

From: 1 April 2022 - 30 June 2022 comparison with 1 April 2021 - 30 June 2021

Dignity at Work	No of Incidents	No Resolved at Informal Stage	No Resolved at Formal Stage	No of Appeals	Appeals in Process	Still in Process
Total (Apr - Jun 2022)	0	0	0	0	0	0
Total (Apr - 2021)	0	0	0	0	0	0

Appendix 12b

Referrals for Workplace Mediation

As at June 2022

Workplace Mediation	Apr-22	May-22	Jun-22
No of Referrals	0	0	1
*No of Successful Cases	0	0	0
*No of Unsuccessful Cases	0	0	0
No of cases unsuitable for mediation	0	0	0

Workplace Mediation	Apr-21	May-21	Jun-21
No of Referrals	0	0	0
*No of Successful Cases	0	0	0
*No of Unsuccessful Cases	0	0	0
No of cases unsuitable for mediation	0	0	0

***successful/unsuccessful case outcomes may be shown outwith the month they were referred.**

Analysis of leavers and exit interviews

From 1 April 2022 - 30 June 2022

Reason for leaving	Community and Enterprise	Education	Finance and Corporate	Housing & Technical	Social Work	Total	%
Career Advancement	1	15	0	1	8	25	37
Child Caring / Caring Responsibilities	0	2	0	1	0	3	4
Disatisfaction with terms and conditions	0	0	0	1	2	3	4
Further Education	2	3	2	0	4	11	16
Moving outwith area	1	3	0	0	2	6	9
Personal Reasons	0	2	0	0	2	4	6
Poor relationship with managers / colleagues	0	2	1	0	0	3	4
Travelling difficulties	0	0	0	1	2	3	4
Other	1	2	0	0	6	9	13
Number of exit interviews conducted	5	29	3	4	26	67	
Total no. of leavers per Resource eligible for an exit interview	37	56	13	9	49	164	
% of leavers interviewed	14	52	23	44	53	41	

From 1 April 2021 - 30 June 2021

Number of exit interviews conducted	16	8	3	1	11	39	
Total no. of leavers per Resource eligible for an exit interview	43	32	8	8	42	133	
% of leavers interviewed	37	25	38	13	26	29	

* Note these totals include temporary employees

Appendix 13a														
April - June 2022	Number of leavers		Replace Employee		Filling on a temp basis		Plan to transfer this budget to another post		End of fixed term post		Leave vacant pending savings or service review		Plan to remove for savings	
Resource	Total FTE*	Total H/C**	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C	FTE	H/C
Community & Enterprise	84.94	171	79.00	162	0	0	0	0	5.938	9	0	0	0	0
Education	152.58	187	146.24	179	0.402	1	0	0	4.34	5	1.6	2	0	0
Finance & Corporate	20.88	25	18.88	23	0	0	1	1	0	0	1	1	0	0
Housing & Technical	23.06	30	22.06	29	0	0	0	0	0	0	1	1	0	0
Social Work	69.65	90	67.00	87	0	0	0	0	1.65	2	1	1	0	0
Total	351.10	503	333.17	480	0.40	1	1.00	1	11.93	16	4.60	5	0.00	0

Recruitment Monitoring
Analysis of Gender, Disability, Ethnicity and Age

From : 1 April 2022 - 30 June 2022

Total Number of applications received:	3059
Total Number of Equal Opportunities Monitoring forms received:	2949
Total Number of posts recruited for:	542
Total Number of appointments:	580

Gender / Disability / Age						
	Applied	Interviewed	Appointed	% of Applicants interviewed	% of Applicants appointed	% of Interviewees appointed
Total EO Forms Received	2949	1171	563	40%	19%	48%
Total No of Male Applicants	730	297	127	41%	17%	43%
Total No of Female Applicants	2201	797	360	36%	16%	45%
Total No of Disabled Applicants	68	42	11	62%	16%	26%
Total No of applicants aged under 50	2422	887	408	37%	17%	46%
Total No of applicants aged over 50	496	206	84	42%	17%	41%
Total No of White applicants	2760	1031	458	37%	17%	44%
Total No of Black/Ethnic minority applicants*	137	41	17	30%	12%	41%
Total No of Veteran applicants	26	14	0	54%	0%	0%

*Black/Ethnic Minority applicants includes Mixed, Asian, Black and other backgrounds.

From : 1 April 2021 - 30 June 2021

Total Number of applications received:	2154
Total Number of Equal Opportunities Monitoring forms received:	2131
Total Number of posts recruited for:	314
Total Number of appointments:	327

Gender / Disability / Age						
	Applied	Interviewed	Appointed	% of Applicants interviewed	% of Applicants appointed	% of Interviewees appointed
Total EO Forms Received	2131	745	306	35%	14%	41%
Total No of Male Applicants	885	275	99	31%	11%	36%
Total No of Female Applicants	1232	466	207	38%	17%	44%
Total No of Disabled Applicants	98	35	9	36%	9%	26%
Total No of applicants aged under 50	1766	597	256	34%	14%	43%
Total No of applicants aged over 50	353	141	49	40%	14%	35%
Total No of White applicants	2034	585	294	29%	14%	50%
Total No of Black/Ethnic minority applicants*	76	24	9	32%	12%	38%
Total No of Veteran applicants	19	11	0	58%	0%	0%

*Black/Ethnic Minority applicants includes Mixed, Asian, Black and other backgrounds.

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 11 JUNE 2022

Analysis by Resource

Resource	Total Number of Employees					Full-Time Equivalent									
	Total	Male		Female		Salary Band									
		F/T	P/T	F/T	P/T	Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
Community & Enterprise Resources	3185	1300	231	196	1458	2244.04	1.00	1543.77	402.16	227.38	45.73	17.00	2.00	5.00	0.00
Education - Others	3207	138	89	651	2329	2347.67	1.00	1178.56	899.35	140.99	45.44	11.60	4.00	58.93	7.80
Education - Teachers	3941	704	71	2330	836	3587.40	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3581.80
Finance & Corporate Resources	861	199	20	390	252	773.00	2.00	126.48	332.42	226.70	55.10	24.30	6.00	0.00	0.00
Housing & Technical	1299	829	24	320	126	1241.06	1.00	214.12	622.86	358.48	33.60	9.00	2.00	0.00	0.00
Social Work Resources	2680	231	168	1041	1240	2346.88	1.00	1149.08	589.20	542.04	34.80	28.76	2.00	0.00	0.00
						0									
						8952.65	(excluding Teachers)								
Total All Staff	15173	3401	603	4928	6241	12540.05	6.00	4212.01	2845.99	1495.59	214.67	91.66	16.00	68.53	3589.60

QUARTERLYJOINT STAFFING WATCH RETURN : NUMBER EMPLOYED ON 12 MARCH 2022

Analysis by Resource

Resource	Total Number of Employees					Full-Time Equivalent									
	Total	Male		Female		Salary Band									
		F/T	P/T	F/T	P/T	Total	Director	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Fixed SCP	Teacher
Community & Enterprise Resources	3114	1218	227	196	1473	2168.47	1.00	1457.77	404.52	231.45	48.73	17.00	3.00	5.00	0.00
Education - Others	3227	140	92	664	2331	2364.07	1.00	1184.65	902.86	142.99	47.64	12.60	4.00	59.53	8.80
Education - Teachers	3935	704	71	2329	831	3583.60	0.00	0.00	0.00	0.00	0.00	1.00	0.00	4.60	3578.00
Finance & Corporate Resources	871	204	20	376	271	776.86	2.00	123.09	336.30	229.22	55.95	24.30	6.00	0.00	0.00
Housing & Technical	1296	831	23	314	128	1239.79	1.00	209.82	628.46	356.31	33.20	9.00	2.00	0.00	0.00
Social Work Resources	2694	226	172	1026	1270	2355.32	1.00	1182.65	568.72	542.39	31.80	26.76	2.00	0.00	0.00
						0									
						8904.51	(excluding Teachers)								
Total All Staff	15137	3323	605	4905	6304	12488.11	6.00	4157.98	2840.86	1502.36	217.32	90.66	17.00	69.13	3586.80