

Cabinet Committee for Performance Improvement

Meeting to be held on 4 October 2013

Electoral Division affected: All

Corporate Human Resources – Health Check Report

(Appendix 'A' refers)

Contact for further information:

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Executive Summary

This Corporate Human Resources 'Health Check' report provides information across the authority against key metrics regarding workforce information for 2012/13 and part year for 2013/14.

The Corporate Human Resources key metrics regularly monitored and reported against include; the numbers of starters and leavers; reasons for leaving; secondment and redeployment activity; vacancy numbers and recruitment costs.

The data highlights that:

- More employees are leaving the organisation than starting
- Year on year spend on advertising costs is continuing to reduce

Recommendation

The Cabinet Committee on Performance Improvement are asked to comment on, and note, the content of the report and Appendix 'A'.

Background and Advice

The Human Resource, Payroll and Pension Service of One Connect Limited (OCL), provide a weekly Human Resources' Health Check report to the County Council that provides a high level stock take of key human resource activity within the Council. This report expands on that information and provides a summary for the period 2012/13 and part year for 2013/14. The detailed information is shown at Appendix 'A'.

The data shows that the number of leavers during the first five months of 2013/14 indicates that the estimated projected numbers of leavers in 2013/14 (1393) will be slightly less when compared to the figures for 2012/13 (1408).

Currently the estimated projected number of voluntary redundancy leavers in 2013/14 (103) is less when compared with the voluntary redundancy leavers in 2012/13 (140). However, it should be noted that this is likely to be affected by organisational change initiatives taking place during the remainder of the year.

Dismissals include dismissals for conduct, capability and sickness absence and the estimated projected figures for 2013/14 show a downward trend when compared with 2012/13.

There were more leavers than starters in 2012/13 and this trend looks set to continue in 2013/14 as organisational changes continue to take place.

The data provides combined detail on both the number of adverts placed both internally and externally, and the number of positions advertised, as some adverts include multiple positions. Requests for external recruitment advertising are submitted to the Director of Human Resource, Payroll and Pension for a decision. Whilst the number of adverts has decreased in Q1 2013/14 compared with the same period in 2013/14, the number of positions advertised has increased.

The cost of recruitment advertising has decreased significantly since 2010/11 and is continuing on a downward trend.

Consultations

Not applicable.

Implications:

This item has the following implications, as indicated:

Risk management

No significant risks have been identified in relation to the proposals contained within this report.

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Author
N/A		

Reason for inclusion in Part II, if appropriate

N/A