

Cabinet Committee on Performance Improvement

Meeting to be held on 1 October 2014

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 2013/14 and the first quarter for 2014/15.

The Corporate Human Resources key metrics regularly monitor and report against workforce data including: the numbers of starters and leavers; reasons for leaving; secondment and redeployment activity; vacancy numbers and recruitment costs.

The data highlights that in the first quarter of 2014/15:

- On average, 1.96 days were lost due to sickness absence per employee against a target of 1.84 days.
- More employees are leaving the organisation than starting.
- The number of starters has reduced by 46.1% in quarter 1 of 2014/15 compared with 2013/14.
- The number of leavers has reduced by 10.3% in quarter 1 of 2014/15 compared with 2013/14.
- The number of recruitment adverts has increased by 61.3% in quarter 1 of 2014/15 compared with 2013/14.
- Recruitment advertising spend has decreased by £16,000.
- The Employment and Support Team is currently on target to deliver 1100 new starts onto employment programmes for 2014/15.

Recommendation

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

Background and Advice

This report provides a summary of key human resource activity within the Council for the first quarter (Q1) of 2014/15 and for the same period in 2013/14 for comparative purposes. The detailed information is shown at Appendix 'A'.

The sickness absence outturn figure for Q1 2014/15 was 1.96 days per employee against a target of 1.84 days. Long term sickness absence accounted for more than 60% of total absence and the top reason for absence due to sickness was mental health.

The data shows that the number of new starters in Q1 in 2014/15 has decreased by 46.1% to 223 compared with 414 in Q1 of 2013/14. This is to be expected, as the organisation transformation gets underway. However, it would be expected that the number of leavers would increase but, in fact, the number of leavers in Q1 in 2014/15 has decreased by 10.3% to 296 compared with 330 in Q1 of 2013/14.

The number of leavers due to voluntary redundancy in Q1 in 2014/15 has remained around the same (25) as in Q1 in 2013/14 (24).

The data provides combined detail on both the number of recruitment adverts placed both internally and externally, and the number of positions advertised, as some adverts include multiple positions. The number of adverts has increased by 61.3% so far in 2014/15 compared with the first quarter of 2013/14. The number of positions has also increased by 61.6%. This increase is largely in the Lancashire County Commercial Group (LCCG) following the Free School Meals initiative. Requests for external recruitment advertising are submitted to the Corporate HR Team for a decision and routinely reported to Management Team.

Recruitment advertising spend has decreased by £16,000 in Q1 in 2014/15 compared with Q1 in 2013/14.

The Employment and Support Team has delivered 231 new starts onto employment programmes in Q1 in 2014/15, against a target of 1100, including 12 Duke of Edinburgh placements.

Consultations

N/A

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.

List of Background Papers

Paper	Date	Contact/Directorate/Tel
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N/A

Reason for inclusion in Part II, if appropriate

N/A