

Report for: **Staffing & Remuneration Committee**

Item number: **8**

Title: **People Report – December 2017**

**Report
authorised by:** **Richard Grice - Interim Director for Transformation &
Resources**

Lead Officer: **Ian Morgan – Reward Strategy Manager**

Ward(s) affected: **N/A**

**Report for Key/
Non Key Decision:** **N/A**

1. Describe the issue under consideration

The People Report is designed to give officers and members relevant workforce data in an easy to understand format in order to support informed strategic decision making.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

The Report is for information and for the Committee to note.

4. Reason for Decision

Not applicable.

5. Alternative Options Considered

Not applicable.

6. Background information

The People Report combines key workforce data and analysis including headcount, the cost of both the permanent workforce and off payroll arrangements, sickness absence, starters/leavers and restructures as shown in Appendix A.

6.1. People Report Headlines

- There continues to be an overall reduction in headcount since March 2015, however, December 2017 headcount figures show that there has been a slight increase

compared to the previous period and this is as a result of recruiting to some key front line roles in the organisation.

- Overall agency, interim and consultant usage continues to reduce.
- In the last rolling year 40% of staff left due to redundancy and 48% left due to resigning or retiring. What this illustrates is that we are now losing more staff on a voluntary basis than involuntary i.e. through redundancy
- Sickness absence days/costs continues to decrease steadily when compared to previous periods.
- 40% of the organisation engaged in My Conversation during the period of July 2017 and December 2017 compared to 62% in the last collection.

7. Contribution to strategic outcomes

In order to streamline the production of timely workforce data the People Report will act as a single source of people data for the use of both officers and members.

The production of this report will complement the reports produced by Finance to give officers and members a set of management controls that will help track the reduction in the workforce, both on and off payroll; and the associated spend across the Council.

It will enable officers and members to track the progress of HR related initiatives controlling recruitment, establishment numbers; and on-going restructuring exercises, as outlined in the Workforce Plan and the Medium Term Financial Strategy.

8. Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities

8.1 Chief Finance Officer

This report recommends Committee to note the changes in the workforce over the period March 2015 to December 2017. The impact of these changes have already been considered as part of the regular budget monitoring process and would have been reported accordingly. There are no other financial implications arising from this report at this stage.

8.2 Assistant Director of Corporate Governance

There are no legal implications arising from the report.

9. Use of Appendices

Appendix A – People Report (December 2017)

10. Local Government (Access to Information) Act 1985

N/A