

Report for: Staffing & Remuneration Committee, 26th June 2017

Item number:

Title: Performance Management Report, Q4 January – March 2017

Report

authorised by : Richard Grice, Assistant Director Transformation & Resources

Lead Officer: Carole Engwell, HR Quality Assurance Manager .

Ward(s) affected: N/a

Report for Key/

Non Key Decision: N/a

1. Describe the issue under consideration

The report provides the Committee with data relating to the workforce, including non-employed workers, equalities and sickness absence data for the period January to March 2017.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

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

4. Reasons for decision

Not applicable

5. Alternative options considered

Not applicable

6. Background information

6.1 A Dashboard of information relating to all non-employed workers, sickness absence and workforce data is shown at Appendix 1.

Appendix 2 gives data relating to current Interim Managers & Consultants.

6.2 The period reported includes the savings that were obtained as result of the decision to require all non-employed workers to take up to 12 days annual leave over the Christmas/New Year period. As a result, the combined spend in December and January was approximately £130,000 lower than would normally be expected.

7. Contribution to strategic outcomes

The management controls introduced over the last year have reduced the number of non-employed workers and the spend across the Council. The freeze on non-essential recruitment has contributed to the reduction of

establishment numbers and this, together with the on-going restructuring exercises, is expected to contribute to the reductions 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 There is a current regime in place supporting the engagement of agency, consultants and interim staff which requires a completed business case setting out the funding available to cover the costs of these appointments. This ensures that the managers are taking full budgetary responsibility for their decisions and the requirement to provide regular business cases for extensions provides the needed challenge to ensure that greater focus is placed on moving towards permanent recruitment or the positive and timely delivery of agreed outcomes.

The impact of the reduction in spend on agency and interim staff is reflected in the monthly budget monitoring report.

8.2 The Assistant Director for Corporate Governance notes the contents of this report, and appendices 1 and 2.

Section 149 of the Equality Act 2010 puts the Council under the duty, in the exercise of its functions, to have due regard to the need to :-

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act,

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

A “relevant protected characteristic “ is age , disability, gender reassignment , pregnancy and maternity, race , religion or belief, sex (formerly gender) and sexual orientation . Marriage and civil partnership is a protected characteristic under the Act but not a “relevant protected characteristic”.

Appendix 1 of the report does not provide equalities data in relation to gender reassignment, pregnancy and maternity, religion or belief or sexual orientation. Where the Council is proposing to make staffing decisions, then in order to comply with section 149, it needs to know about the potential differential adverse impact on staff by reference to the protected characteristics under the Act. If data concerning staff’s protected characteristics is not obtained by the Council then the Council may not know about the potential differential adverse impact of staffing decisions on staff who have a particular protected characteristic . For example, if information about staff’s religion/belief and/or sexual orientation is not obtained , then the Council may not know about the impact of a staffing decision on staff who have a particular faith/belief or sexual orientation.

There appear to be no other legal implications arising from this report.

9. Use of Appendices

Appendix 1: Performance Mangement Dashboard

Appendix 2: Details of Q4 Interim Managers & Consultants

10. Local Government (Access to Information) Act 1985

Not applicable.