

<b>DECISION-MAKER:</b>	<b>GOVERNANCE COMMITTEE</b>		
<b>SUBJECT:</b>	Quarterly Human Resources (HR) Statistics		
<b>DATE OF DECISION:</b>	2 <sup>nd</sup> October 2023		
<b>REPORT OF:</b>	<b>Head of Human Resources and Organisational Development</b>		
<b><u>CONTACT DETAILS</u></b>			
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<b>STATEMENT OF CONFIDENTIALITY</b>	
None.	
<b>BRIEF SUMMARY</b>	
The Governance Committee requested council wide information on key employment data covering disciplinaries, dismissals, suspensions and grievances.	
<b>RECOMMENDATIONS:</b>	
(i)	To note the latest HR statistics for Quarter 2 2023/4.
<b>REASONS FOR REPORT RECOMMENDATIONS</b>	
1.	As requested by the Governance Committee.
<b>ALTERNATIVE OPTIONS CONSIDERED AND REJECTED</b>	
2.	N/A
<b>DETAIL (Including consultation carried out)</b>	
3.	<p>Quarter 2, July 2023 – September 2023: In this period the Council had a total of 13 dismissals:</p> <ul style="list-style-type: none"> <li>• 1 on disciplinary grounds</li> <li>• 2 for end of fixed term contracts</li> <li>• 3 as a result of service restructures</li> <li>• 4 for sickness absence</li> <li>• 3 for ill health retirements</li> </ul> <p>There were also 2 suspensions.</p> <p>It's also worth noting that 16 additional dismissals have taken place as part of the recent Voluntary Redundancy (VR) exercise across the organisation,</p>

	with the remaining employees who had VR accepted, leaving over the coming months.
4.	Overall sickness levels for the council showed an average 8.94 days per employee. The sector “average” is 8 days. Short term absence accounts for 45% of the overall absence, whilst long term sickness accounts for 55%.
5.	The HR team provide managers with monthly absence data and detail, proactive support and identify and address “hot spots” and underlying issues against which to target interventions, including information, support, occupational health appointments, phased return and in some cases as a last resort, dismissal.

### RESOURCE IMPLICATIONS

#### Capital/Revenue

6.	None
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#### Property/Other

7.	None
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### LEGAL IMPLICATIONS

#### Statutory power to undertake proposals in the report:

8.	Section 1 Localism Act 2011 and Section 111 Local Government Act 1972
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#### Other Legal Implications:

9.	None
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### RISK MANAGEMENT IMPLICATIONS

10.	None
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### POLICY FRAMEWORK IMPLICATIONS

11.	None
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<b>KEY DECISION?</b>	<b>No</b>
<b>WARDS/COMMUNITIES AFFECTED:</b>	None
<u>SUPPORTING DOCUMENTATION</u>	
<b>Appendices</b>	
1.	Attendance HR Dashboard PDF

#### **Documents In Members’ Rooms**

1.	None
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#### **Equality Impact Assessment**

<b>Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out</b>	<b>No</b>
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#### **Data Protection Impact Assessment**

<b>Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out.</b>		<b>No</b>
<b>Other Background Documents</b> <b>Other Background documents available for inspection at:</b>		
<b>Title of Background Paper(s)</b>		<b>Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)</b>
1.	None	