

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee

DATE: 23rd January 2014

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(For all enquiries)

WARD(S): All

PART 1
FOR INFORMATION

Human Resources Statistics

1 **Purpose of Report**

To provide members with an update on key HR statistics

2 **Recommendation(s)/Proposed Action – to note**

People

Performance Indicator	Date updated	Baseline	2013-14 target	Actual	Direction of travel	RAG rating	Comments
Number of staff in establishment (headcount)	Dec-13	1,521 [Q4 2011-12]	reduce	1,182 [Dec 2013]	↑	Green	Major reduction in FTE reflects movement of Customer Services and ICT staff to Arvato
Number of staff in establishment (FTE - 'full time equivalent')	Dec-13	1,286.90 [Q4 2011-12]	reduce	905.70 [Dec 2013]	↑	Green	Major reduction in Headcount reflects movement of Customer Services and ICT staff to Arvato
Staff turnover (resignations only)	Dec-13	5.50% [year to Mar-12]	5-15%	10.90% [year to Dec-13]	↑	Green	Resignations rising although still within tolerance. Detailed analysis of areas with highest turnover being carried out.

Performance Indicator	Date updated	Baseline	2013-14 target	Actual	Direction of travel	RAG rating	Comments
Average staff sickness rate (days lost per FTE)	Dec-13	11.6 days	8.5 days by Sept 2013.	7.5 days (Average number of days lost per month lost from Nov 12 to Nov 13)	↑	Green	Revised Sickness Policy has now been in place a calendar year. Reductions continue.
		[year to Mar-12]	6.5 days by Sept 2014.				

Significant Decision Reporting - Decisions taken on Redundancy / Early Retirement Senior Level Officers in reporting period

Post	Reason	Date
Project Lead for Transformational Change / Assistant Director, Public Protection	Redundancy	27 th Oct 13
Assistant Director Assistant Director Enforcement and Regulatory Services	Redundancy	31 ^s Dec 13