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To: Personnel Committee

Date: 26 January 2016

Subject: Employee Relations Casework Activity

Classification: **Unrestricted**

SUMMARY: This report updates Personnel Committee on employee relations case work activity for the period 1 April 2015 to 30 September 2015.

1. INTRODUCTION

- 1.1 Personnel Committee has previously received reports on discipline, capability and grievance activity which provided an overview of the distribution of cases. This report updates the Committee on the half year figures for 2015-16.
- 1.2 As resource diminishes there is greater focus on KCC managers leading performance management successfully, the HR case team, part of the HR Advisory Team (HRAT), continue to lead on working with managers to raise standards and manager confidence in dealing with employee relations. Understanding the level of case activity remains a useful barometer in demonstrating KCC's approach to the management of employees' performance.

2. CASE ANALYSIS

- 2.1 The greatest volume of cases so far in the year are those concerning ill health (Appendix 1). If this level of activity continues, the full year effect will be close to the volume of ill health cases for 2014-15. This continuing high number of cases does not reflect greater levels of ill health but is indicative of managers addressing sickness absence at an early stage. The HRAT Case Team has continued to support and up skill managers to ensure that they can deal with these type of cases effectively at the informal stage. This means that these cases are less likely to require recourse to formal procedure.
- 2.2 The number of disciplinary cases suggests the potential for there being a slightly higher number than the previous year. In February 2015 the Council replaced its grievance and harassment policy and procedures with a resolution policy. For the period of this report 23 resolution cases came into HRAT (this included 3 opened before April). If projected forward to year end this would show a similar level of activity to 2014-15. There were also 4 mediation requests from April to September 2015, (one of which was subsequently withdrawn).

2.3 The number of Employment Tribunal cases against KCC remains relatively few for an organisation of this size. Of the claims between April and September 2015 only one has been heard by an Employment Judge (two are still outstanding) and KCC was successful. This is in no small part attributable to the business focused, risk aware advice given by KCC's HR Advisers in liaison with their Legal Services colleagues.

3. DISMISSAL APPEALS HEARD BY SENIOR OFFICERS

3.1 Appeals against dismissal are managed through HR and they are arranged with the support of the Challenger Group, which has resulted in this task being better distributed across the management population.

3.2 Two dismissal appeals were heard by senior officers between 1 April and 30 September 2015. The table below illustrates the distribution between directorates, case type and outcomes. Two appeals were withdrawn by the appellant, one in Strategic & Corporate Services and one in Education & Young People's Services.

Directorate	No. of Appeals	Case Type	Outcomes
Social Care, Health & Wellbeing	1	1 conduct	dismissal upheld
Education & Young People's Services	1	1 conduct	dismissal upheld
TOTAL	2		2 dismissals

4. RECOMMENDATION

4.1 Personnel Committee is invited to note the report of employee relations activity including senior officer appeals hearings.

Ian Allwright
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Background documents – none