

Appendix 1

Number of Employee Relations Cases

April 2013 – March 2014

	<i>Total</i>
<i>Appeals</i>	22
<i>Appeals (Dismissal)</i>	8
<i>Capability – Ill Health</i>	287
<i>Capability – Other</i>	3
<i>Capability – Poor Performance</i>	87
<i>Disciplinary</i>	147
<i>Grievance</i>	56
<i>Harassment</i>	17
<i>Employment Tribunal</i>	17
Grand Total	644

April 2014 – March 2015

	<i>Total</i>
<i>Appeals</i>	22
<i>Appeals (Dismissal)</i>	8
<i>Capability – Ill Health</i>	278
<i>Capability – Other</i>	5
<i>Capability – Poor Performance</i>	63
<i>Disciplinary</i>	149
<i>Grievance</i>	46
<i>Harassment</i>	11
<i>Employment Tribunal</i>	15
Grand Total	597

April 2015 – September 2015

	<i>Total</i>
<i>Appeals</i>	12
<i>Appeals (Dismissal)</i>	4
<i>Capability – Ill Health</i>	147
<i>Capability – Other</i>	5
<i>Capability – Poor Performance</i>	27
<i>Disciplinary</i>	86
<i>Resolution</i>	23
<i>Resolution - Harassment</i>	1
<i>Employment Tribunal</i>	5
Grand Total	310