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**To:** Personnel Committee

**Date:** 24 January 2017

**Subject:** Employee Relations Casework Activity

**Classification:** **Unrestricted**

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**SUMMARY:** This report updates Personnel Committee on employee relations case work activity for the period 1 April 2016 to 30 September 2016.

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## **1. INTRODUCTION**

- 1.1 Personnel Committee has previously received reports on discipline, capability and resolution activity which provided an overview of the distribution of cases. This report updates the Committee on the half year figures for 2016-17.
- 1.2 The figures are provided in the context of there being increasingly fewer HR resources and a greater focus on KCC managers leading performance management successfully. The HR Team continues to take a lead in working with managers to raise standards and their confidence in managing employee relations. Also, understanding the level of case activity is an indicator of how KCC is approaching the management of its employees' performance.

## **2. CASE ANALYSIS**

- 2.1 The greatest volume of cases, so far in the year, are those concerning ill health (Appendix 1). However, if this level of activity continues the full year effect will see fewer ill health cases than in 2015-16. This reflects the work that managers and HR do to help manage the impact of potential long term ill health cases by addressing absence at an early stage. The HR Team has continued to support and skill up managers to ensure that they can deal with these types of cases effectively at the informal stage. This means that these cases are less likely to require recourse to using the formal procedure.
- 2.2 The number of disciplinary cases suggests the potential for there being a slightly higher number than the previous year. Poor performance cases are showing a potentially higher number than 2015-16. This is indicative of managers taking the initiative in managing performance robustly. Resolution cases are projected to be lower than the previous year which is a reflection of managers being encouraged to deal with matters before the need to seek redress through a formal procedure.

- 2.3 The number of Employment Tribunal cases against KCC remains relatively few for an organisation of its size. Of the claims between April and September 2016 only one has reached a hearing by an Employment Judge and KCC was successful, but is possibly subject to an appeal by the claimant. 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 Only one dismissal appeal was heard by senior officers between 1 April and 30 September 2016, which was upheld. Two appeals were resolved before the appeals were heard. These were both in Social Care, Health & Wellbeing.

### **4. RECOMMENDATIONS**

- a) Personnel Committee notes the report of employee relations activity including senior officer appeals hearings.

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**Background Documents - none**