

Appendix 1

Number of Employee Relations Cases

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 – March 2016

	<i>Total</i>
<i>Appeals</i>	16
<i>Appeals (Dismissal)</i>	11
<i>Capability – Ill Health</i>	235
<i>Capability – Other</i>	8
<i>Capability – Poor Performance</i>	48
<i>Disciplinary</i>	124
<i>Resolution</i>	39
<i>Resolution - Harassment</i>	7
<i>Employment Tribunal</i>	11
Grand Total	597

April 2016 – September 2016

	<i>Total</i>
<i>Appeals</i>	8
<i>Appeals (Dismissal)</i>	3
<i>Capability – Ill Health</i>	90
<i>Capability – Other</i>	5
<i>Capability – Poor Performance</i>	43
<i>Disciplinary</i>	77
<i>Resolution</i>	16
<i>Resolution - Harassment</i>	8
<i>Employment Tribunal</i>	10
Grand Total	260