

Appendix 1

Number of Employee Relations Cases

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>Grievance</i> | 39 |
| <i>Harassment</i> | 7 |
| <i>Employment Tribunal</i> | 11 |
| <i>Early Conciliation</i> | 0 |
| Grand Total | 597 |

April 2016 – March 2017

| | <i>Total</i> |
|--------------------------------------|--------------|
| <i>Appeals</i> | 11 |
| <i>Appeals (Dismissal)</i> | 8 |
| <i>Capability – Ill Health</i> | 146 |
| <i>Capability – Other</i> | 10 |
| <i>Capability – Poor Performance</i> | 70 |
| <i>Disciplinary</i> | 122 |
| <i>Resolution</i> | 20 |
| <i>Resolution - Harassment</i> | 9 |
| <i>Employment Tribunal</i> | 1 |
| <i>Early Conciliation</i> | 12 |
| Grand Total | 409 |

April 2017 – August 2017

| | <i>Total</i> |
|--------------------------------------|--------------|
| <i>Appeals</i> | 6 |
| <i>Appeals (Dismissal)</i> | 6 |
| <i>Capability – Ill Health</i> | 73 |
| <i>Capability – Other</i> | 7 |
| <i>Capability – Poor Performance</i> | 36 |
| <i>Disciplinary</i> | 70 |
| <i>Resolution</i> | 9 |
| <i>Resolution - Harassment</i> | 2 |
| <i>Employment Tribunal</i> | 5 |
| <i>Early conciliation</i> | 1 |
| Grand Total | 215 |