

APPENDIX 1

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 - Bullying/Harassment</i>	9
<i>Early Conciliation</i>	1
<i>Employment Tribunal</i>	12
Grand Total	409

April 2017 - March 2018

	<i>Total</i>
<i>Appeals</i>	16
<i>Appeals (Dismissal)</i>	9
<i>Capability - Ill Health</i>	133
<i>Capability - Other</i>	7
<i>Capability - Poor Performance</i>	62
<i>Disciplinary</i>	118
<i>Resolution</i>	21
<i>Resolution - Bullying/Harassment</i>	4
<i>Early Conciliation</i>	1
<i>Employment Tribunal</i>	7
Grand Total	378

April 2018 - March 2019

	<i>Total No.</i>
<i>Appeals</i>	10
<i>Appeals (Dismissal)</i>	5
<i>Capability - Ill Health</i>	186
<i>Capability - Other</i>	4
<i>Capability - Poor Performance</i>	46
<i>Disciplinary</i>	133
<i>Resolution</i>	45
<i>Resolution - Bullying/Harassment</i>	8
<i>Early Conciliation</i>	2
<i>Employment Tribunal</i>	5
Grand Total	444

April 2019 - September 2019

Case Type	<i>Total No.</i>
Appeals	2
Appeals (Dismissal)	2
Capability - Ill Health	118
Capability - Other	1
Capability - Poor Performance	29
Disciplinary	89
Resolution	18
Resolution-Bullying/Harassment	15
Early Conciliation	3
Employment Tribunal	6
Grand Total	283

Total Workforce Numbers

Mar-16 **10311**

Mar-17 **9917**

Mar-18 **9813**

Mar-19 **9113**

