Employee Relations Quarterly Report on Casework and Policies

Q2 2022/23 (1 July 2022 to 30 September 2022)

ER Casework Dashboard

Case Type by Directorate Jul - Sep

Children & Culture Services	**11**
Attendance Management	5
Disciplinary	2
Flexible Working Appeal	1
Grievance	3
Health, Adults & Community	**10**
Attendance Management	2
Disciplinary	3
Grievance	4
Probation	1
Place	**20**
Attendance Management	1
Disciplinary	5
Grievance	13
Probation	1
Resources	**2**
Attendance Management	1
Grievance	1
Grand Total	**43**

All Cases by Type & Directorate Jul – Sep

Pie chart: All Cases by Directorate July - Sep 22
- 25.71% Children & Culture Serv
- 22.86% Health, Adults & Comm
- 45.71% Place
- 5.71% Resources

Bar chart: Attendance…, Disciplinary, Flexible Working…, Grievance, Probation
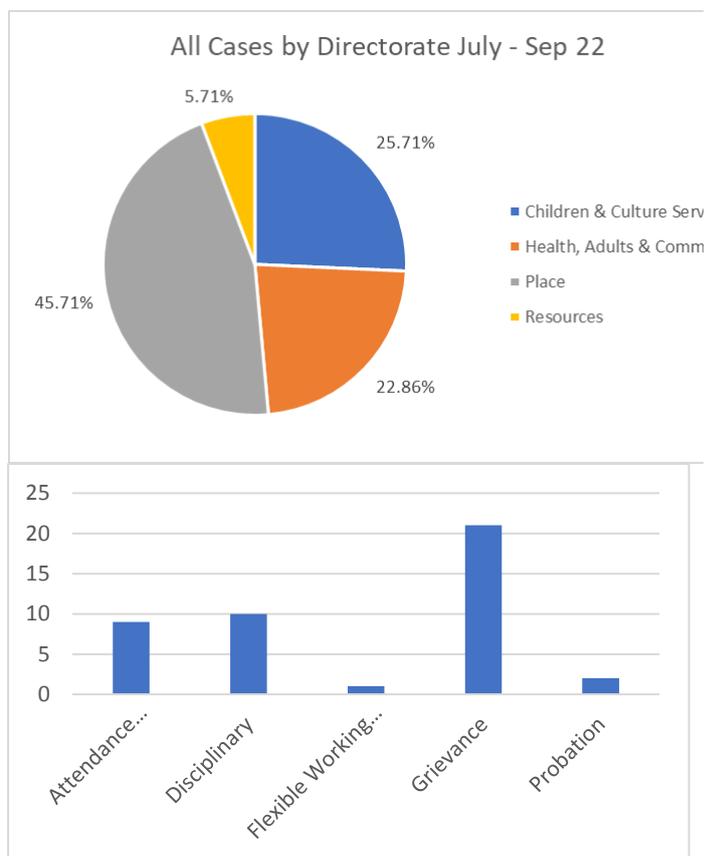
Summary of Quarter 2 Casework Data (1 July 2022 to 30 September 2002)

- There were 43 cases in this period (an increase of 2 in quarter 1). This includes open cases and those closed during the period. The breakdown by Directorate shows they were highest in Place (2), 6 of which are individuals in one collective grievance. Looking at all cases by type 21 grievances are the highest (21), followed by disciplinaries (10) and then attendance management (9).
- At the end of this quarter by 30 September there were 25 open cases (an improvement on quarter 1 case numbers which ended with 41 open cases).
- During this period there were 5 suspensions (an increase of 1 since quarter 1). These are for agreed cases of alleged gross misconduct where alternative duties are not possible, and these are kept under review.
- During this period there were 32 long term cases (those open for 90 days or more).
- The average length of cases which were closed in this period is 139 calendar days (which is an improvement on quarter 1 where the average was 187 days).
- During this quarter, 19 cases were closed (an improvement from quarter 1 which was 15).
- Outcomes for cases closed show that of the 7 closed grievances in the quarter, only 3 were partially upheld. Of the 4 disciplinaries, one led to a written warning and one led to a final written warning.
- In this quarter alone ER received 132 general enquiries through our in box. 75 (57%) of these were about attendance management matters. The majority of overall queries were from Place (45), followed by Resources (44).
- Equalities data is reported annually.

Policy Development

- In the pipeline is a review of the Organisational Change Policy, the Redeployment Guide and the Reference Policy.