

Employee Relations Quarterly Report on Casework and Policy Development

Q3 2022/23 (1 October 2022 to 31 December 2022)

Employee Relations Dashboard

Case Type by Directorate Oct - Dec

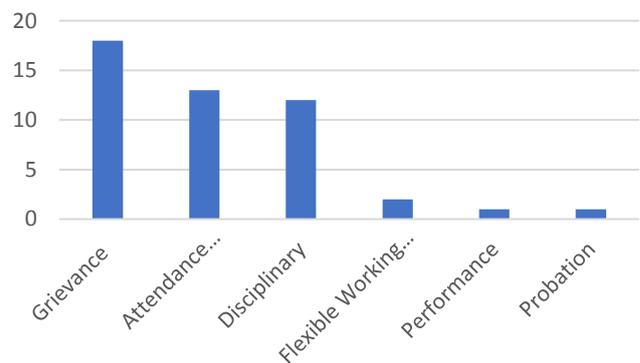
Children & Culture Services	11
Attendance Management	4
Disciplinary	3
Flexible Working Appeal	1
Performance	1
Grievance	2
Health, Adults & Community	7
Attendance Management	3
Disciplinary	2
Grievance	1
Probation	1
Place	23
Attendance Management	4
Disciplinary	5
Grievance	14
Resources	6
Attendance Management	2
Disciplinary	2
Flexible working	1
Grievance	1
Grand Total	47

All Cases by Type & Directorate Oct – Dec

Total Cases by Directorate



Case Type



Summary of Key Quarter 3 Casework Data (1 October 2022 to 31 December 2022)

- There were 47 cases handled in total in this period (an increase of 4 from quarter 2). This includes cases that remained open in this period and those closed during the period.
- The breakdown by Directorate shows they were highest in Place, with 23 cases, 2 of which were collective grievances.
- Looking at all cases by type grievances are the highest (18), followed by attendance management (13) and disciplinaries (12). Of the 18 grievances, 12 concern the conduct/decisions of managers; 2 involve career opportunities and restructures, 2 involve terms and conditions, 2 concern the conduct of colleagues.
- At the end of this quarter by 31 December there were 28 open cases (4 more than the total in quarter 2).
- During this period there were 2 suspensions (there were 5 in quarter 2).
- During this period there were 22 long term cases (those open for 90 days or more).
- The average length of cases which were closed in this period is 141 calendar days (which is a slight increase on quarter 2 when the average was 139 days). We have amended our recording system for Q4 and will be able to provide a more detailed breakdown of time taken to conclude each type of casework against target timescales in our next report.
- During this quarter 19 cases were closed (19 were closed in quarter 2), 8 of these related to attendance management/sickness and 6 to grievances. Of the 6 closed grievances, 1 was upheld and 2 were partially upheld. Of the 2 disciplinaries, 1 led to a final written warning and the other did not progress to a formal hearing stage.
- In this quarter ER received 92 general enquiries through our in box. 34 of these were about attendance management matters. The majority of queries were from Place (40), followed by Resources (28).
- Equalities data is reported annually.

Policy Development

Consultations are to commence on a review of the Organisational Change Policy, the Redeployment Guide, and the accompanying Managers Guide. The Reference Policy and Maternity Policies have been consulted on and have not been subject to any significant changes.