

Request for Further Information Scrutiny Board (Strategy and Resources)

- Following their meeting on 24th April the Board asked for some supplementary information regarding Item 10 on Workforce issues. The following is provided.

Use of Overtime

- The table below shows the use of overtime in LCC.

Year	14/15	15/16	16/17
Overall Spend	£9.946m	£8.744m	£8.987m

- Use is concentrated in the following areas of work: Waste, Property Services, Adults Provider Services and Children's Social Care. As with agency work, these high use services are supported via regular "Challenge" meetings. These are used to find more effective ways to organise work and the link between agency use and sickness absence is considered alongside overtime. We also pay attention to groups of workers who regularly undertake high amounts of overtime. A trade union representative also attends these meetings and this is also an opportunity to consider whether there issues with excessive hours in terms of employee wellbeing and health and safety.

Redundancy in Schools

- The position regarding employment policies and redundancy was described and members asked how many staff have been affected. This is shown by headcount below:

Year	14/15	15/16	16/17
Teachers	11	17	3
Non-teaching Staff	69	95	34

- Where non-teaching staff are concerned figures reflect multiple employment – e.g. where an employee may hold several jobs in a school – for example as a teaching assistant and as mid-day supervisor. This has inflated overall numbers of formal redundancies. Finally, increased levels of redundancy in 15/16 related to changes in SiLCs that year.

Employee Engagement Results 2016

6. A summary breakdown of these are attached separately. This shows:
 - a. An increased response rate - 80% plus
 - b. A sustained level of engagement on our key question of whether an employee would recommend working for the council to a friend - with a 7.5/10 score
 - c. Responses to a range of specific question – most of which are increased or sustained
 - d. The top 5 areas where we feel we must work harder to create improvements – this is shown in terms of where there the highest proportion of staff disagreeing with the statements.
7. All services are working on action plans to explore these issues with staff and take steps to further improve employee engagement