

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 22 NOVEMBER 2016

WORKFORCE DATA REPORT

REPORT BY SHARON FAULKNER, HEAD OF HR, IT & OD

ABSTRACT

This report provides information to members with regard to a change in the frequency and manner in which workforce data will be reported to committee.

1. RECOMMENDATION

The committee considers the changes to reporting arrangements regarding council workforce data and notes the terms of this report.

2. ALIGNMENT TO THE COUNCIL PLAN

This report contributes to the achievement of the following priority contained within the Council Plan:

Transformational Change

- review our workforce to ensure it is led and managed effectively, is the right size and shape, is motivated and has the skills, knowledge and tools needed.

3. BACKGROUND

- 3.1** Historically the HR service has provided a number of separate reports to committee covering a range of information regarding the council's workforce including sickness absence statistics and headcount information. This and further additional information has now been brought together into a single, more comprehensive Workforce Data Report (Appendix 1). It is intended to produce this report bi-annually for services and for reporting to committee twice each year, covering the periods 1 April – 30 September and 1 October – 31 March. Future reports will include figures in relation to vacant posts and turnover statistics and we will continue to build on different data sets where these are considered useful. Appendix 2 provides analysis highlights in relation to each of the data sets.

4. FINANCIAL IMPLICATIONS

- 4.1** There are no direct financial implications associated with the terms of this report.

5. CONSULTATION

- 5.1** The Chief Executive, Strategic Director – Resources, Strategic Director – Communities, Strategic Director – Children and Learning, Head of Corporate Improvement & Finance and Head of Legal & Democratic Services have been consulted on the terms of this report.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:

Appendix 1: Workforce Data

Appendix 2: Workforce Data Analysis