

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 22 JUNE 2017

WORKFORCE DATA REPORT

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

ABSTRACT

This report provides information to members in relation to the workforce.

1. RECOMMENDATION

The committee considers the council workforce data within 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**). This is the second report of this type to Scrutiny & Audit Committee. This report is produced 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.

The data presented is described in relation to the previous council directorate structure of Chief Executive's Unit, Angus Health & Social Care Partnership, Children & Learning, Communities and Resources. We will amend the data to reflect the new organisational structure for the committee report in November 2017

4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications associated with 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