



Report title

Human Resources Digest: 6 Months Ending September 2017

Meeting

Date

Resources Committee

12 January 2018

Report by

Document Number

Interim Head of Human Resource Management

FEP 2811

Summary

The 6-monthly HR Digest provides details of the key HR targets and indicators, and monitors performance against these. The report also contains a range of additional information relevant to Human Resources performance.

Recommendation

That the report be noted.

Background

1. This report covers the attached performance outcomes to the end of Q2 2017/18.

Summary

2. With regards to trends since the previous HR Digest (FEP 2752) which covered the period to the end of March 2017 (Q4, 2016/17), the major points to highlight are set out below.
3. There have been continued small increases in the percentages of women and BME operational staff in the last 6 months (up to 7.1% and 13.1% respectively), see page 3 of Appendix 1. In addition there have also been increases in the percentages of FRS women and also FRS and Control BME staff (pages 4 and 5 of Appendix 1).
4. The percentage of BME staff in the Top Earners (Senior Management) group has increased from 12.1% to 12.3%. Operational women in this group has decreased slightly from 6.9% to 6.8% although actual numbers have remained the same at 16, see page 6 of Appendix 1.

5. The percentage of FRS women in the Top Earners group has decreased slightly in the last 6 months (to 43.4%) although the actual number has increased from 61 to 63. The percentage of FRS BME staff has increased from 10.1% to 11.7%, see page 7 of Appendix 1.
6. The percentage of women Control staff in the Top Earners group has decreased slightly to 50% although number of staff remains the same at 5. The number of BME Control staff in the Top Earners group remains zero, see page 8 of Appendix 1.
7. There has been a small decrease in FRS sickness (3.44% to 3.42%). Operational staff sickness has remained static at 5.34%. There has been an increase in Control sickness over the last 6 months from 4.99% to 5.46%, although it is still lower than 12 months ago (5.72%), see pages 11-13 of Appendix 1.
8. At the Resources Committee meeting on 15 September 2017, members requested that further information be provided in this report on operational staff retention, including reasons for leaving. This data is provided at pages 23 and 24.
9. In addition members requested that officers provide benchmarking sickness data against the London Ambulance Service and Metropolitan Police. This data has been gathered and is shown in the table below:

| Organisation | 12 months rolling sickness to Sept 2017 | | |
|-----------------------------|---|-------------------------------------|---------------|
| | All staff | Operational | FRS/Corporate |
| London Fire Brigade | 5.01% | 5.34% | 3.42% |
| London Ambulance Service | 5.1% | 5.41% | 2.46% |
| Metropolitan Police Service | 3.7% | 3.6%: police officers 5.1%: PCSO | 3.7% |

Data held by LAS and MPS is not classified in the same occupational groups as LFB therefore comparisons have been provided as accurately as possible. Control staff are included within Operational for LAS and within FRS/Corporate for MPS.

Head of Legal and Democratic Services comments

10. The Head of Legal and Democratic Services has reviewed this report and has no comments to make.

Director of Finance and Contractual Services comments

11. The Director of Finance and Contractual Services has reviewed this report and has no comments.

Sustainable development implications

12. There are no direct sustainable development implications arising from this report.

Staff Side consultations undertaken

13. No Staff Side consultations undertaken in advance of preparation of this report. Staff Side will be provided with a copy of this report in advance of Resources Committee, and comments received will be reported as appropriate.

Equalities implications

14. This report covers performance on a number of core equalities objectives for the Authority.

List of Appendices to this report:

1. HR Digest 2017-18 to Q2

| | |
|---|---|
| LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 | |
| List of background documents FEP 2525; FEP 2552; FEP 2590; FEP 2664; FEP 2752 | |
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