

Employee Resourcing

Mark Potter has been successfully appointed following advertising in August to the post of CPD Communications Manager in the Communications Department. He had previously filled the role on a secondment basis. His substantive post of Customer Services Manager in the Registrations Department has now been advertised on a permanent basis and interviews are scheduled for the end of September.

The vacancy for a Finance Officer was advertised in August and interviews are scheduled for 23 September 2008.

Katherine Lock, Education Officer in the Education – Approvals and Monitoring Department has resigned to take up a post as a Quality Assurance Officer. Her post will be advertised in September.

Larissa Foster, Director of Human Resources, has resigned after four years in post, in order to return to her home of Perth, Australia as she wishes to be closer to her family. She will be working out her three month notice period and therefore her last Finance and Resources Committee meeting will be in November. The post will be advertised in the Sunday Times newspaper in September (the date is still to be confirmed). The interview panel will consist of Keith Ross, Anna van der Gaag, Marc Seale and Larissa Foster.

Niamh O’Sullivan, Secretary to Council has resigned after over seven years in post. She is taking up an opportunity with the General Dental Council. Advertising arrangements and the

interview panel are still being confirmed at the time of writing this paper.

Information and Consultation of Employees (ICE) Regulations 2004

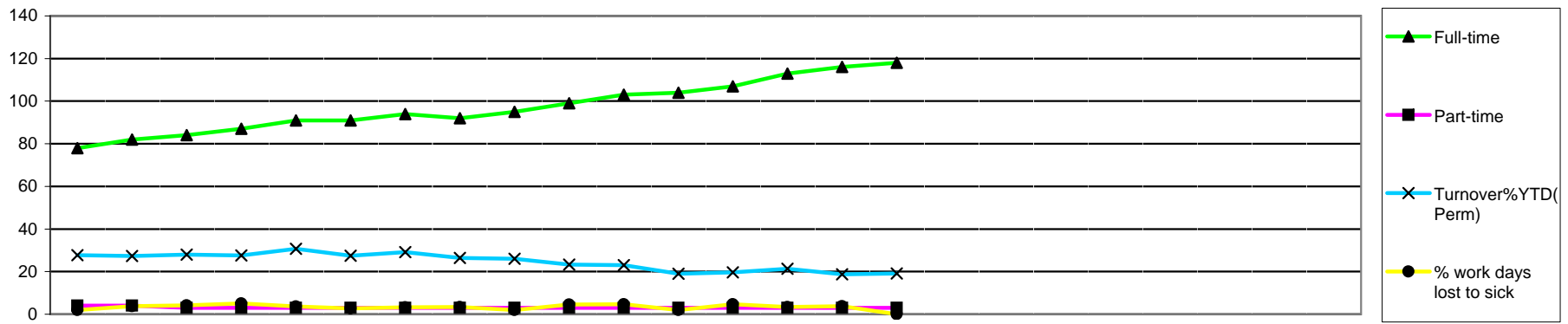
Following approval by the Finance and Resources Committee in its June meeting to adopt a pre-existing agreement if 25 per cent of employees voted to implement a consulting group, and a presentation given to all employees by the Director of Human Resources about this on 8 July, employees have voted. From a total of 121 employees, results were as follows;

- Yes: 37 votes (31%)
- No: 15 votes (12%)
- No response: 69 people (57%)

Therefore, as over 25 per cent of employees voted with a “yes” response, we will be drafting a pre-existing agreement. Work on this has commenced, with a draft agreement to start the process due to be considered by the EMT in September, and then employee consulting representatives elected in October.

Employee Attitude Survey

Due to the need for various departments to compile their responses to trends within the employee attitude survey the results will now be released to employees in October and provided to the Finance and Resources Committee in November.



	2007												2008												2009												2005/6	2006/7	2007/8	2008/9																																																																		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD																																																																		
EMPLOYEES																																																																																																										
Total Employees	82	86	87	90	94	94	97	95	98	102	106	107	110	116	119	121													78	79	107	121																																																																										
Full-time	78	82	84	87	91	91	94	92	95	99	103	104	107	113	116	118													73	75	104	118																																																																										
Part-time	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3													5	4	3	3																																																																										
FTE	80	84	85	89	93	93	95.5	93.5	96.5	100.5	101.5	106	109	115	118	120													76	77	105.5	120																																																																										
Permanent	79	81	87	79	90	90	93	90	90	96	96	101	106	110	113	116													74	78	101	116																																																																										
Starters (Permanent)	5	4	2	5	3	3	4	0	3	4	7	2	6	7	4	3													6	46	42	20																																																																										
Leavers (Permanent)	2	1	3	0	3	1	2	3	1	0	1	0	3	3	1	1													3	20	17	8																																																																										
Turnover%YTD(Perm)	27.71	27.27	27.97	27.57	30.7	27.41	29.18	26.37	26.09	23.32	22.97	19.03	19.65	21.28	18.72	19.14													*	30	26	20																																																																										
Fixed-Term Contracts	3	3	0	1	4	4	4	5	8	8	7	5	4	6	8	5													4	1	5	5																																																																										
Starters (Fixed-Term)	1	0	0	1	4	0	0	1	3	1	0	2	0	3	2	0														1	2	0																																																																										
Leavers (Fixed-Term)	0	0	2	1	0	0	0	0	0	0	1	4	1	0	0	1														1	4	1																																																																										
Agency Days	129	169	304	282	353	253	200	251	174	189	192	246	199	253	0	0													95	2,590	2,742	452																																																																										
% work days lost to sick	2	4	4	5	4	3	3	3	2	5	5	2	5	3	4	0													*	4	3	3																																																																										
O.H. Refs	0	1	0	2	2	2	1	3	2	4	1	1	2	1	2	1													0	18	19	1																																																																										
CONTRACTORS																																																																																																										
TOTAL	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2													2	2	2	2																																																																										
Full-time	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2													2	2	2	2																																																																										
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0																																																																										
FTE	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2													2	2	2	2																																																																										
Starters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0																																																																										
Leavers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0																																																																										
TOTAL C & E	84	88	89	92	96	96	99	97	100	104	108	109	112	118	121	123													80	81	109	123																																																																										

FTE: Full-time equivalent O.H.Refs: Occupational health referrals NOTE: Contractors are NOT included in the total number of employees
 For "FYE" and "YTD" sick-days total is for whole year or year to date
 Fixed-Term Contract employees are not included in the overall turnover figure so it accurately reflects the number of permanent employees leaving
 * Changes to report data requested from April 2006 onwards