

**Report to:** People and Standards Committee  
**Date:** Wednesday 30 April 2014  
**Agenda Item:** 11  
**Subject:** Annual Executive People Report  
**Author:** Lucy Yasin  
**For:** Information

---

The Forum  
5th Floor North  
74-80 Camden Street  
London NW1 0EG

T: 020 7383 0259  
F: 020 7383 2655

[www.btpa.police.uk](http://www.btpa.police.uk)

## 1. Purpose of paper

1.1 This paper gives an update on the following areas of the Authority's people work -

- Recruitment and retention
- Disputes and Employment Tribunals
- Sickness

## 2. Recruitment and retention

2.1 In 2013/14 the Authority recruited three new members of staff -

- Senior Policy Officer
- Communications Manager
- Charging Model Management Accountant

2.2 The Communications Manager is a full-time post and replaced the departing Communications Officer who had been working for the Authority on a part-time basis whilst studying. The Charging Model Management Accountant post had been filled by a contractor who would now begin to hand this over to the permanent appointee. The Senior Policy Officer is a new post which is focused on identifying and developing key policy areas for the Authority.

2.3 The Authority continues to have a very low turnover rate with just one employee leaving the Executive team in 2013/14.

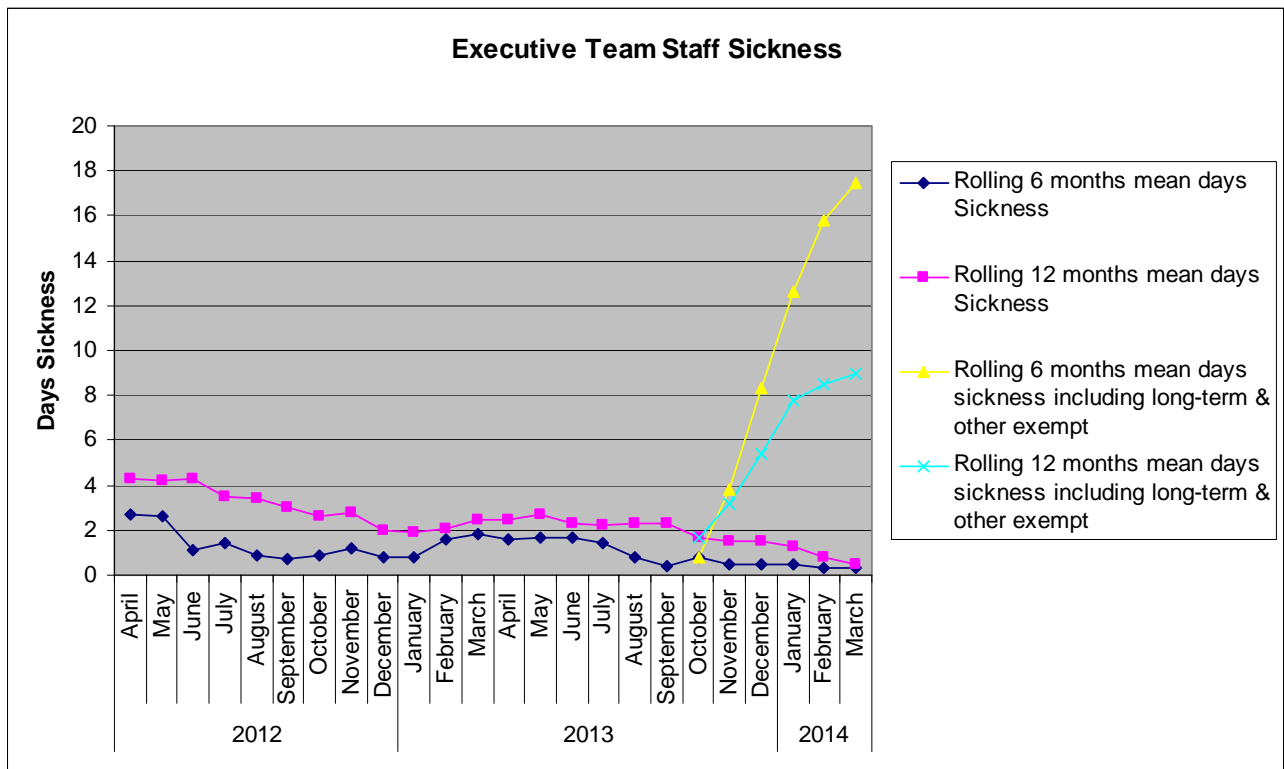
## 3. Disputes and Employment Tribunals

3.1 No disputes have been raised with the Authority in 2013/14 and there are no open dispute cases.

3.2 The Authority does not have any current Employment Tribunals involving its directly appointed employees<sup>1</sup>.

## 4. Sickness

4.1 The sickness levels in the Authority’s Executive Team continue to be low with an average of 0.5 and 0.6 days per person<sup>2</sup> in the last 6 months and 12 months respectively, as at the end of March. This compares favourably against a 1.3 and 2.4 average for the same 6 and 12 month periods for the previous year. The yellow and blue lines within the chart include the long-term sickness and other sickness exempt from standard counting, such as that falling within DDA. These lines only begin from October as prior to this there was no sickness falling within these categories to report and there is none so far in 2014/15.



## 5. Recommendations

5.1 The Committee to note the report.

<sup>1</sup> Executive team staff, chief officers and staff equivalents

<sup>2</sup> Long term sickness and exempt sick leave, such as that under DDA, has been stripped out of this data