



Report to: People and Standards Committee
Date: Wednesday 23 October 2013
Agenda Item: 11
Subject: Executive Quarter 2 People Report
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For: Information

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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 The Authority is in the process of recruiting a Senior Policy Officer who will report to the Business Manager. An offer has been accepted and the process is at the vetting and references stage. A new Communications Officer to succeed Michael Daventry, who will leave the Authority at the end of the calendar year, has also been recruited and it is anticipated will start in December allowing a handover period. In the interim Mike is continuing to work for the Authority on a flexible basis.

2.2 The Authority continues to have a very low turnover rate.

3. Disputes and Employment Tribunals

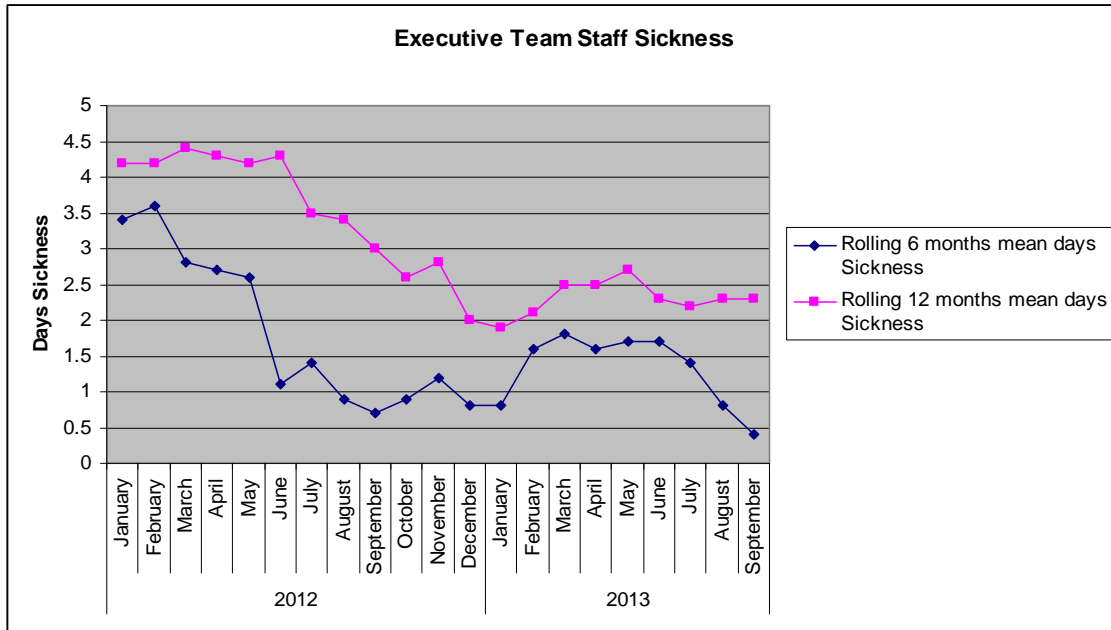
3.1 No disputes have been raised with the Authority in the last quarter and there are no open dispute cases.

3.2 The Authority does not have any current Employment Tribunals involving its directly appointed employees¹.

¹ Executive Team staff, chief officers and staff equivalents

4. Sickness

4.1 The sickness levels at the Authority’s Executive Team continue to be low with an average of 0.4 and 2.3 days per person in the last 6 months and 12 months respectively, as at the end of September. This compares favourably against a 0.9 and 2.9 average for the same 6 and 12 month periods for the previous year.



5. Recommendations

5.1 The Committee to note the report.