

CORPORATE COMMITTEE 27 JANUARY 2022

Report title: Workforce Report - 2021

Wards: All

Portfolio: Cabinet Member for Finance and Performance: Councillor Andy Wilson

Report Authorised by: Fiona McDermott: Strategic Director for Finance and Investment

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REPORT SUMMARY

The Council publishes its workforce data every 6 months to review management actions and their impact, and to identify future interventions that will improve how it manages and supports employees.

The report notes progress on absence and talent management, areas of work to focus on in exit interviews and EDI monitoring, and how this data will help shape the Council's future OD Strategy.

FINANCE SUMMARY

None arising from this report.

RECOMMENDATIONS

1. To note the workforce data for April to September 2021 and actions being undertaken.

1. CONTEXT

1.1 The information relates to April to September 2021.

2. PROPOSAL AND REASONS

2.1 The Council reviews its workforce information and statistics to identify actions to improve how it manages and supports employees.

3. FINANCE

None arising from this report.

4. LEGAL AND DEMOCRACY

4.1 There were no comments from Democratic Services.

5. CONSULTATION AND CO-PRODUCTION

5.1 This information is shared with Management Board, Directors, Trade Unions and Staff Groups.

6. RISK MANAGEMENT

6.1 No potential risks have been identified associated with the recommendations set out in this report.

7. EQUALITIES IMPACT ASSESSMENT

7.1 The Council has robust processes in place for collecting and reporting on a range of employee data as it relates to appointment and severance for staff with protected characteristics.

8. COMMUNITY SAFETY

8.1 None.

9. ORGANISATIONAL IMPLICATIONS

Environmental

9.1 Not applicable.

Health

9.2 Not applicable.

Corporate Parenting

9.3 Not applicable.

Staffing and accommodation

9.4 None.

Responsible Procurement

9.5 Not applicable.

10. TIMETABLE FOR IMPLEMENTATION

10.1 Not applicable.

AUDIT TRAIL

Name and Position/Title	Lambeth Directorate	Date Sent	Date Received	Comments in paragraph:
Councillor Andy Wilson	Cabinet Member for Finance and Performance	12.01.22	13.01.22	
Fiona McDermott, Strategic Director	Finance and Investment	29.12.21	07.01.22	
Sian Hedger, Finance	Finance and Property	29.12.21	07.01.22	
Andrew Pavlou, Legal Services	Legal and Governance	29.12.21	07.01.22	
Chloe Morris, Democratic Services	Legal and Governance	29.12.21	13.01.22	
Martin Cox, Interim Director HR of OD	Finance and Property	29.12.21	29.12.21	

REPORT HISTORY

Original discussion with Cabinet Member	
Report deadline	14.01.2022
Date final report sent	13.01.2022
Part II Exempt from Disclosure/confidential accompanying report?	No
Key decision report	No
Date first appeared on forward plan	N/A
Key decision reasons	N/A
Background information	None
Appendices	Appendix A - Workforce Report