

PLYMOUTH CITY COUNCIL

Subject: CIPFA School HR Benchmarking Club 2012
Committee: Employment Liaison Committee
Date: 21 January 2012
Cabinet Member: Councillor Peter Smith
CMT Member: Mark Grimley, Assistant Director for HR and OD
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Ref:

Key Decision: No

Part: I

Purpose of the report:

To present benchmarking data collated by the national benchmarking body – CIPFA, comparing school data with peer organisations to provide an insight into whether the HR function is providing value for money, how the department is performing against comparators and whether the function is performing in a number of areas.

Corporate Plan 2012 – 2015:

Embeds the Council's vision of constantly raising the bar and challenging ourselves to perform better.

Implications for Medium Term Financial Plan and Resource Implications:

Including finance, human, IT and land

None

Other Implications: e.g. Child Poverty, Community Safety, Health and Safety, Risk Management and Equality, Diversity and Community Cohesion:

None

Recommendations & Reasons for recommended action:

For noting purposes only

Alternative options considered and reasons for recommended action:

N/A

Background papers:

N/A

Sign off:

Fin		Leg		HR		Corp Prop		IT		Strat Proc	
Originating SMT Member											
Have you consulted the Cabinet Member(s) named on the report? Yes											

CIPFA 2012 HR BENCHMARKING

Human Resources and Organisational Development

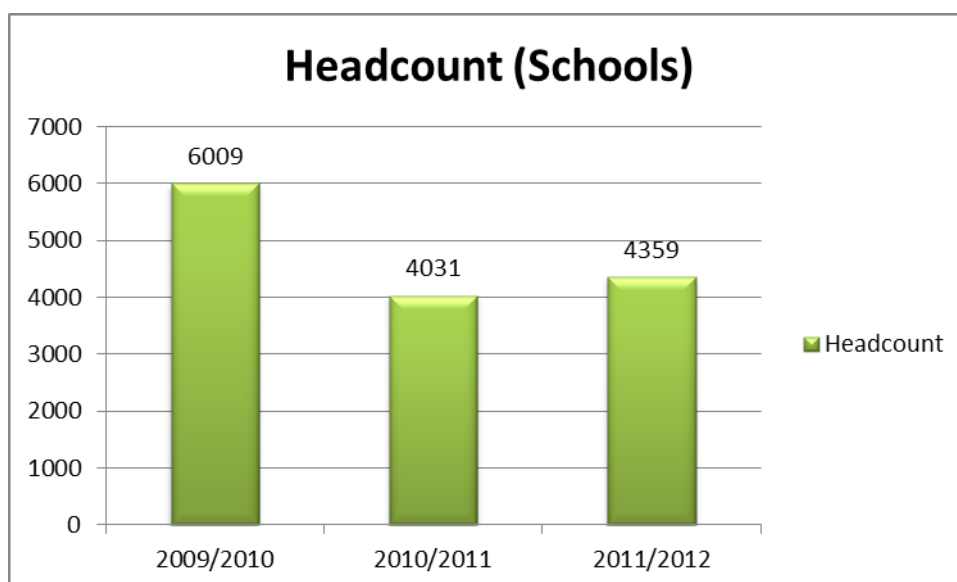


Data for 2011/2012

Organisational Numbers

Schools – Headcount

Headcount for schools has increased from previous financial year due to CIPFA amending the way they wished for the headcount to be reported (previously a sum of permanent part time and full time employees now including all staff barring agency).



Turnover and Redeployment

Recruitment and retention in schools is positive with leavers being under the average of 19.1% and joiners being higher than the benchmarked average of 11.4%.

	N	% 2012	Avg
Head count 31/03/11	4,031		
Leavers	637	16.0%	19.1%
Joiners	580	14.6%	11.4%
Head count 31/03/12	3,974	98.6%	94.4%

Schools employees are currently not eligible to enter the redeployment pool, hence no employees being redeployed from schools during 2011/2012.

Staff redeployed	-	0.0%	1.0%
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Employee and contract numbers

There are less f/t employees than the average of 55% in schools (schools = 31%). P/t figures stand at 69% compared to the average of 45%.

Schools are approximately in line with the average number and FTE for permanent and fixed term contracts.

Service Length: Schools

The length of service of leavers fell approximately in line with the average as detailed below.

	Leavers	%	Avg
Less than a year	123	19%	20%
More than a year	514	81%	80%

Grievance and disciplinary*

Grievances: 8 formal grievances lodged.

Disciplinaries: 18 formal disciplinary investigations undertaken.

(* not all schools use PCC HR to advise on or manage cases, so this will not be the complete picture.)