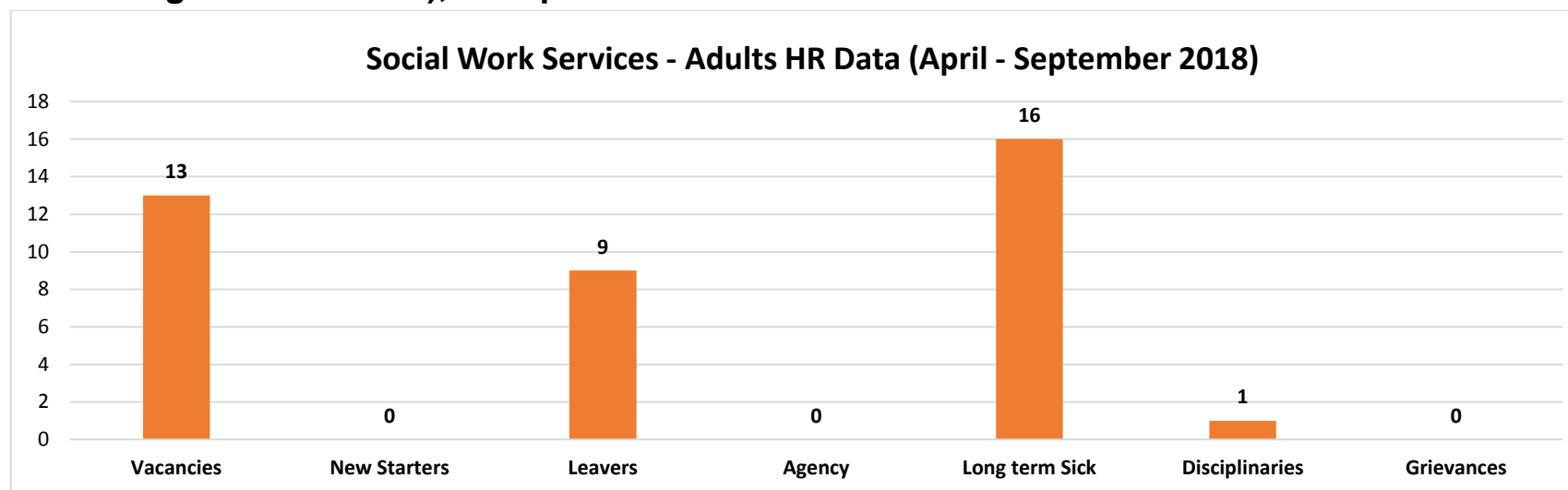


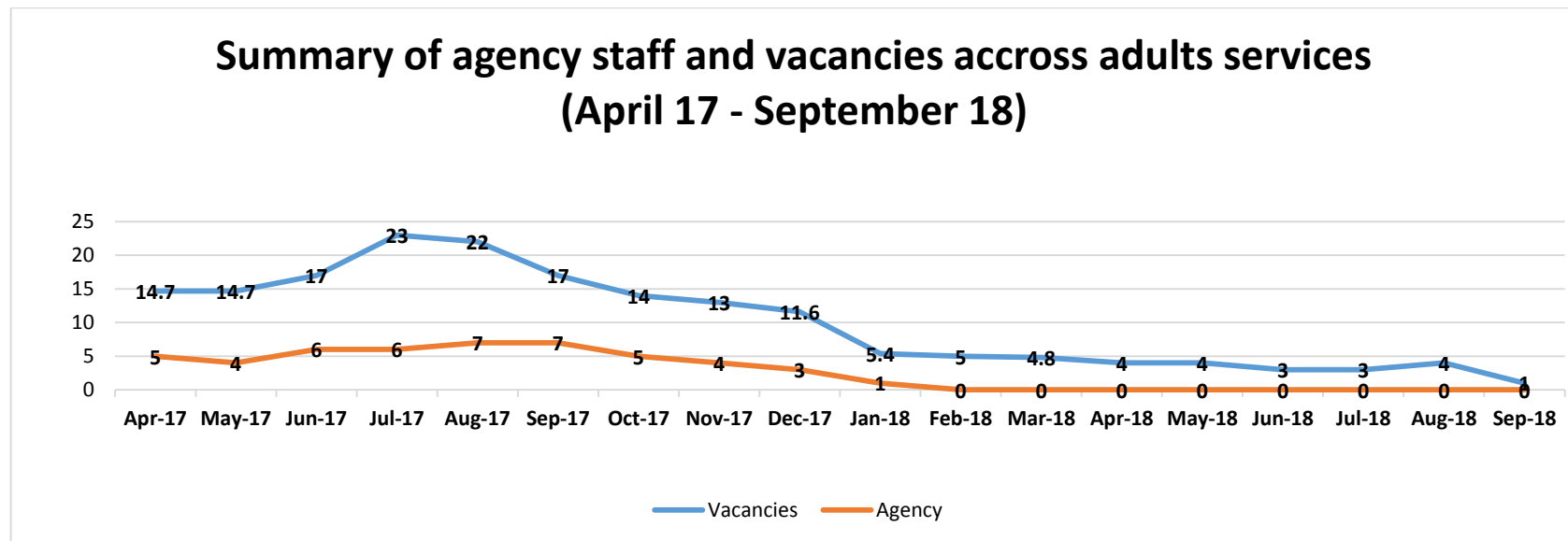
## Adult Services HR Measures

- **HR1 - Priority Indicator – The Number of Vacancies (including number of starters/leavers/agency staff/long-term sickness), Disciplinarys and Grievances across the Service**

[illegible]

Sickness levels have increased within the Social Work Network Teams and Reablement Team during this quarter. However, all of these cases are being managed in line with the Maximising Attendance Procedure. The predominant reason for long term absence within Adult Services at this time remains to be “Personal Stress/Anxiety” and “Muscular Skeletal” conditions.

## HR2 – Priority Indicator – Summary of Agency Staff and Vacancies across the service from April 2017– September 2018



NB. A significant increase in vacancies in 2017 was linked to additional 6x peripatetic Social Workers being created and additional posts following the re-structure of the Safeguarding Team.

The vacancies also include the Reablement Service from Apr 17 onwards and they weren't included in the initial measures. However, are now holding 5 vacancies as additional savings.

There continues to be a steady number of vacancies during this period, the majority of which are in the Social Work Teams and Safeguarding. These vacancies have arisen due to leavers in the previous quarter, employees accessing flexible working arrangements and the release of additional funding.