



Board of Management Students, Staff and Equalities Committee

Date of Meeting	Wednesday 17 May 2017
Paper No.	SSEC3-H
Agenda Item	15
Subject of Paper	HR Metrics Quarterly Report
FOISA Status	Disclosable
Primary Contact	Joanne Maguire
Date of Production	10 May 2017

1. Key Points

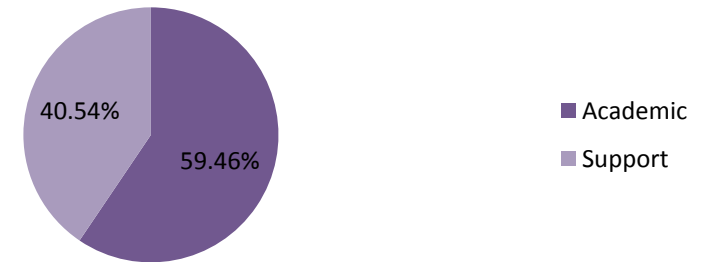
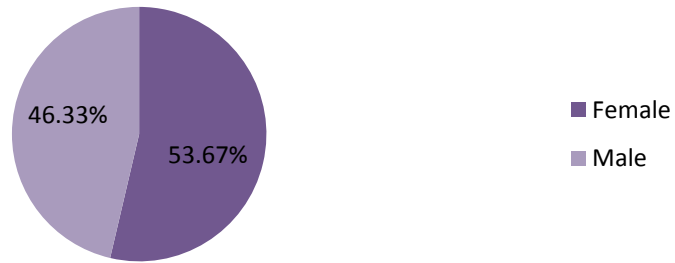
This report covers the period February 2017 to April 2017.

- A total of 1364 staff were employed during the period 01 February 2017 until 30 April 2017.
- 50 new hires and 19 leavers in the period.
- Support staff includes Executive, Director and Heads of Service. Academic staff includes all lecturers and academic staff up to and including Faculty Directors.

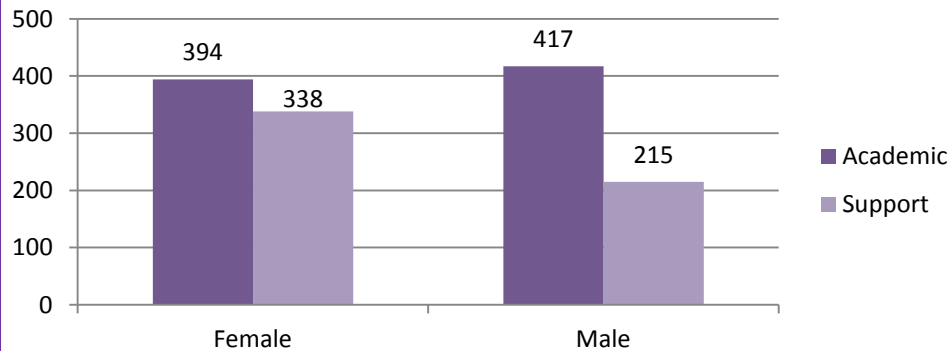
Future reporting to include

- Recruitment activity
- Vacant positions
- Employee Relations
- Benchmarking

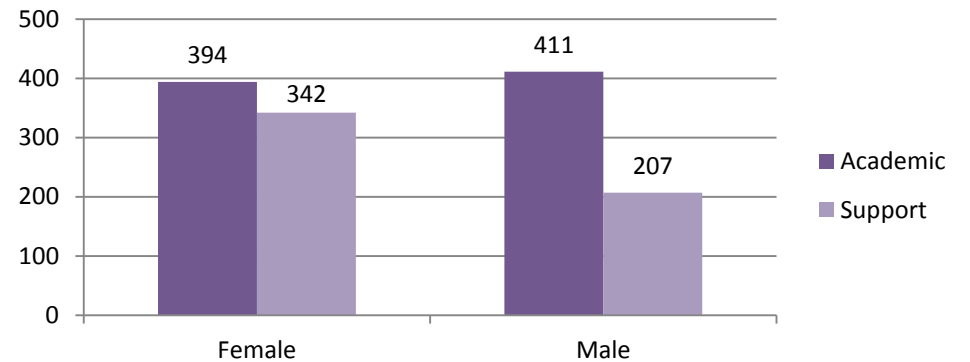
2. Staff Headcount



Headcount – February 2017 to April 2017



Headcount – November 2016 to January 2017

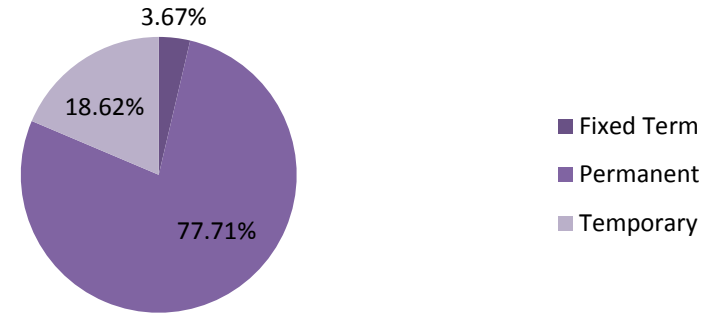
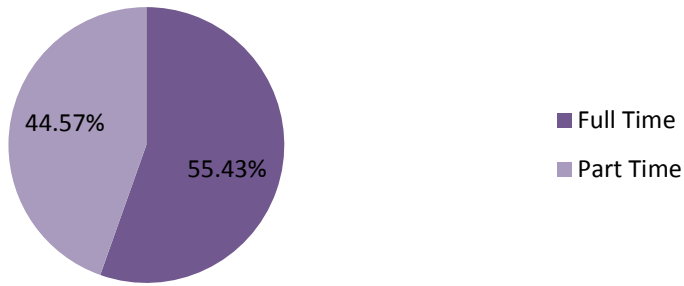


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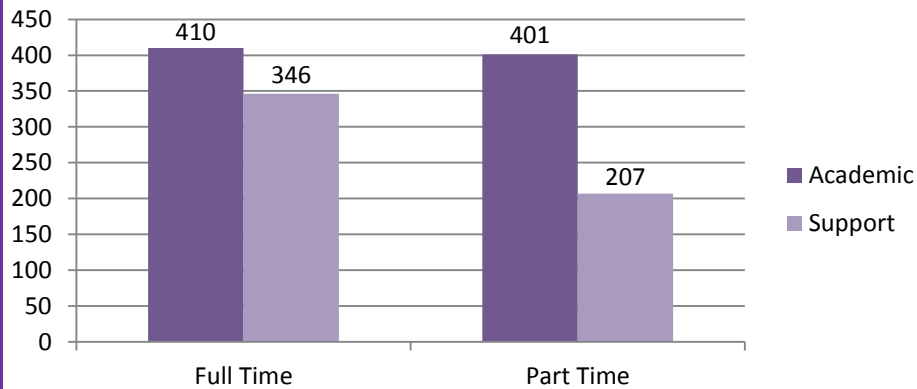
A total of 732 female staff and 632 male staff.

Overall Increase of 10 staff between the two reporting periods.

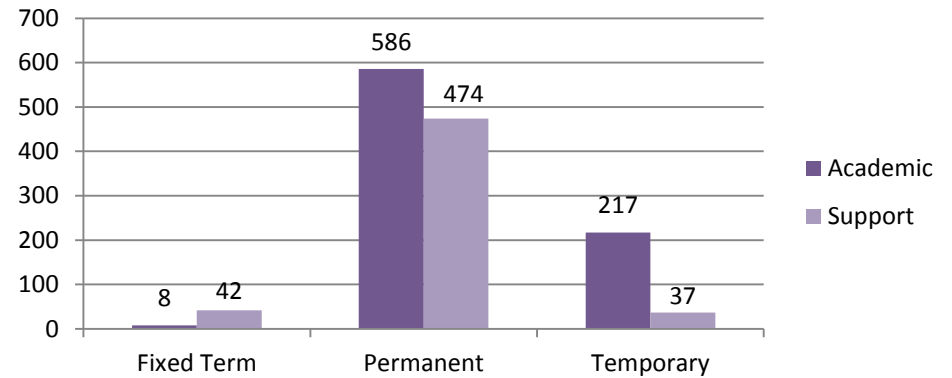
3. Staff Contractual Arrangements



Full/Part time – February 2017 to April 2017



Contract type – February 2017 to April 2017



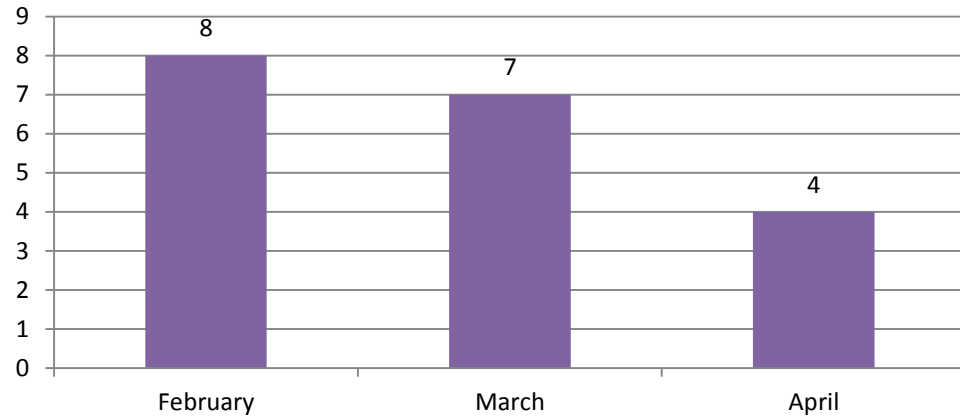
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A total of 756 full time staff and 608 Part time staff.

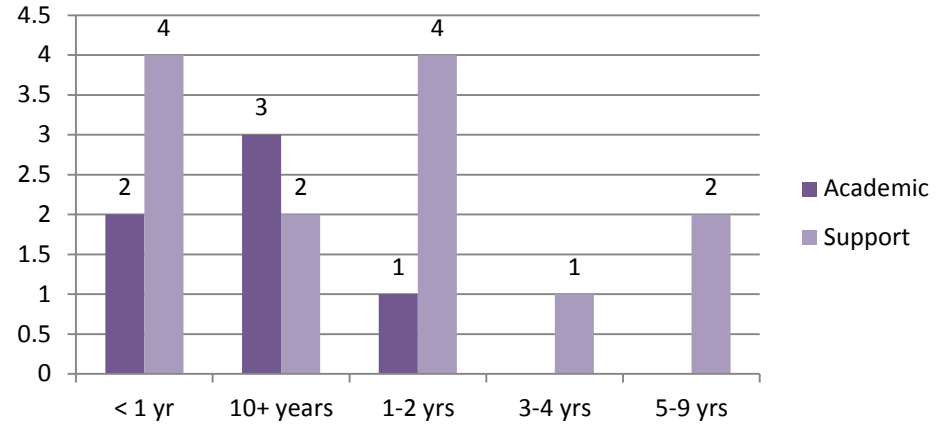
38 of the 50 fixed term contract employees have an anticipated end date within the next six months.

4. Turnover

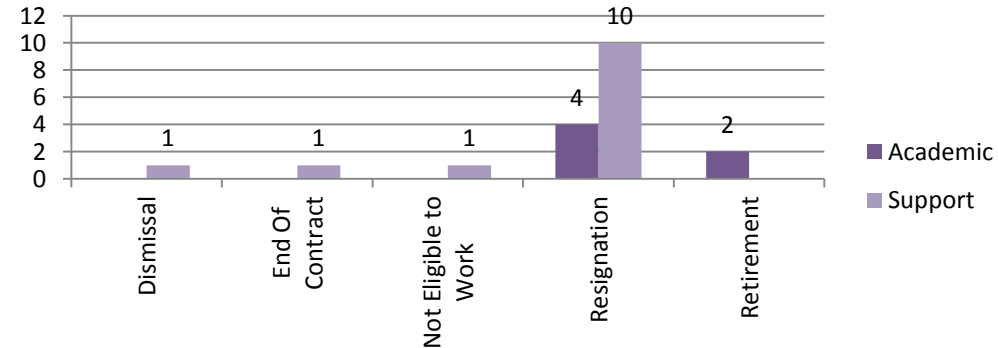
Leavers by Month



Leavers by Staff Group and Length of Service



Leavers by Staff Group and Reason

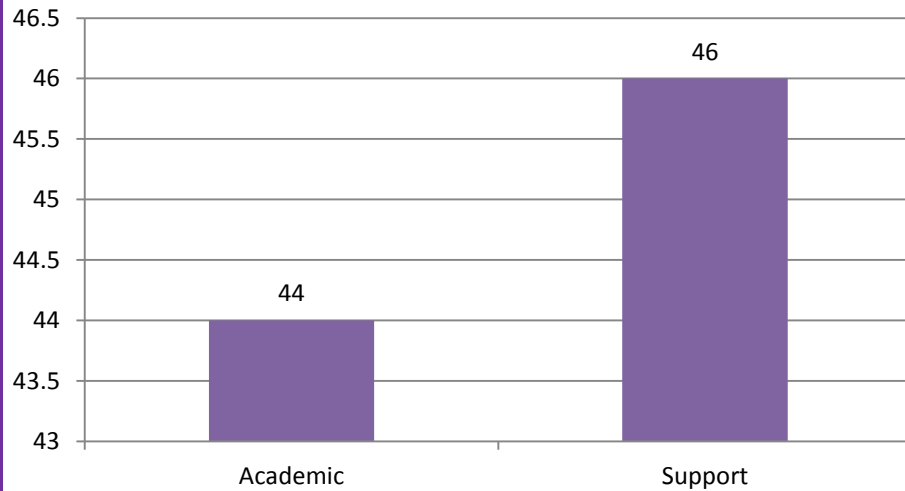


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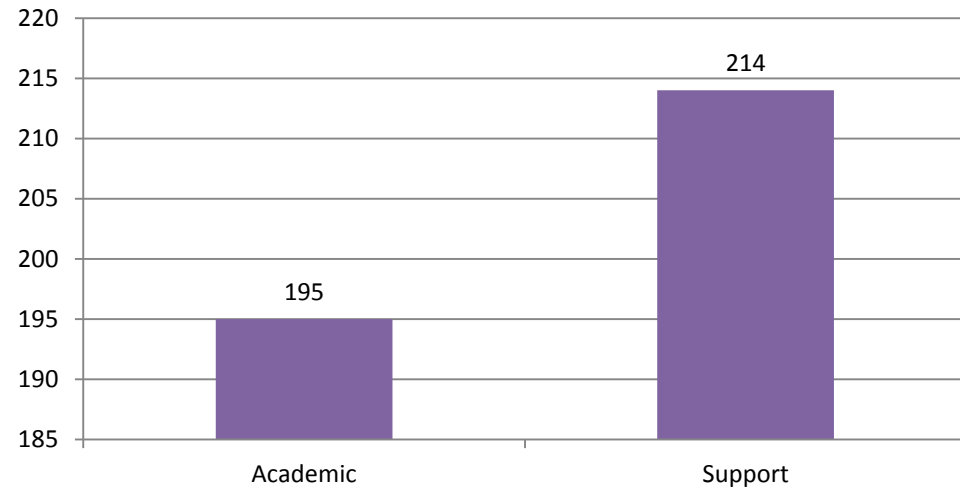
During the period a total of 19 employees left, 6 academic staff and 13 Support staff.

5. Sickness Absence

Long Term Absence (20+ continuous days)



Short Term Absence (less than 20 days)



Top 10 Reasons for Sickness Absence – February 2017 to April 2017

Minor illness
Bereavement
Musculoskeletal
Post op Recovery
Anxiety/Nervous
Other
Hospital
Non work related
Depression
Work Related
Stress
Debility

6. Equality and Diversity Monitoring

Staff Profile by Ethnicity

Ethnic Origin	Female	Male	Total
African, African Scottish or African British	2	5	7
Any Mixed or Multiple Ethnic Group	4	3	7
Any Other Asian Ethnic Group	4	4	8
Any Other Caribbean or Black Ethnic Group		1	1
Any Other Ethnic Group	3	7	10
Any Other White Ethnic Group	32	22	54
Arab, Arab Scottish or Arab British		1	1
Bangladeshi, Bangladeshi Scottish or Bangladeshi British		3	3
Black, Black Scottish or Black British	2	2	4
Chinese, Chinese Scottish or Chinese British	4		4
Indian, Indian Scottish or Indian British	3	5	8
Pakistani, Pakistani Scottish or Pakistani British	5	11	16
Prefer not to say	30	39	69
White - American	2	1	3
White - British	253	199	452
White - English	7	23	30
White - Irish	8	9	17
White - Northern Irish	6	2	8
White - Polish	6	3	9
White - Scottish	361	291	652
White - Welsh		1	1
Total	732	632	1364

Ethnic Origin	Female	Male	Total
African, African Scottish or African British	28.57%	71.43%	100.00%
Any Mixed or Multiple Ethnic Group	57.14%	42.86%	100.00%
Any Other Asian Ethnic Group	50.00%	50.00%	100.00%
Any Other Caribbean or Black Ethnic Group	0.00%	100.00%	100.00%
Any Other Ethnic Group	30.00%	70.00%	100.00%
Any Other White Ethnic Group	59.26%	40.74%	100.00%
Arab, Arab Scottish or Arab British	0.00%	100.00%	100.00%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.00%	100.00%	100.00%
Black, Black Scottish or Black British	50.00%	50.00%	100.00%
Chinese, Chinese Scottish or Chinese British	100.00%	0.00%	100.00%
Indian, Indian Scottish or Indian British	37.50%	62.50%	100.00%
Pakistani, Pakistani Scottish or Pakistani British	31.25%	68.75%	100.00%
Prefer not to say	43.48%	56.52%	100.00%
White - American	66.67%	33.33%	100.00%
White - British	55.97%	44.03%	100.00%
White - English	23.33%	76.67%	100.00%
White - Irish	47.06%	52.94%	100.00%
White - Northern Irish	75.00%	25.00%	100.00%
White - Polish	66.67%	33.33%	100.00%
White - Scottish	55.37%	44.63%	100.00%
White - Welsh	0.00%	100.00%	100.00%
Total	53.67%	46.33%	100.00%

Staff Profile by Nationality

Nationality	Female	Male	Total
American	2	2	4
Angolan	1		1
Bangladeshi		2	2
Bolivian	1		1
British	407	337	744
Canadian	1		1
Congolese	2		2
Czech	2	1	3
Egyptian		1	1
English	3	11	14
French	1	2	3
German	1		1
Greek		3	3
Indian	1	3	4
Iranian		2	2
Irish	5	6	11
Irish (Northern)	3		3

Nationality Cont.	Female	Male	Total
Italian	4	4	8
Latvian	1		1
Other		1	1
Pakistani	2	3	5
Philippines	1		1
Polish	16	3	19
Portuguese		1	1
Romanian	1		1
Russian	1		1
Scottish	271	247	518
Serbian	1		1
South African	1		1
Spanish	2	1	3
Swiss	1		1
Syrian		1	1
Welsh		1	1
Total	732	632	1364

Staff Profile by EU Status

EU/Non EU	Academic	Support	Total
British	768	524	1292
EU	20	24	44
Non EU	17	11	28
Total	805	559	1364

EU/Non EU	Academic	Support	Total
British	59.44%	40.56%	100.00%
EU	45.45%	54.55%	100.00%
Non EU	60.71%	39.29%	100.00%
Total	59.02%	40.98%	100.00%