



Board of Management Students, Staff and Equalities Committee

Date of Meeting	Wednesday 25 October 2017
Paper No.	SSEC1-L
Agenda Item	15
Subject of Paper	HR Metrics Quarterly Report
FOISA Status	Disclosable
Primary Contact	Joanne Maguire
Date of Production	10 October 2017

1. Key Points

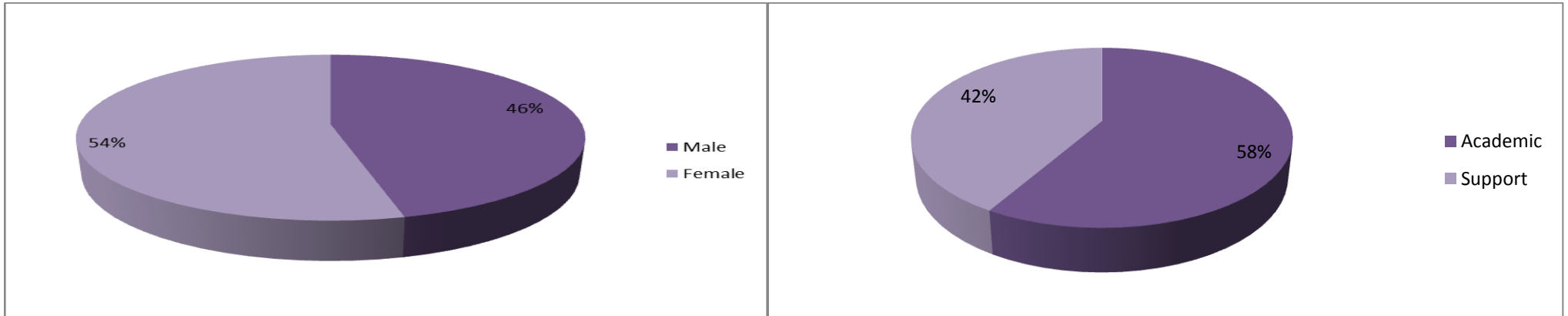
This report covers the period May 2017 to September 2017.

- A total of 1341 staff were employed during the period 01 February 2017 until 30 April 2017.
- 75 new hires and 72 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.
- Data cleanse exercise underway in preparation for migration to new HR system.

Future reporting to include

- HRIS Updates – new system
- Employee Relations
- Benchmarking

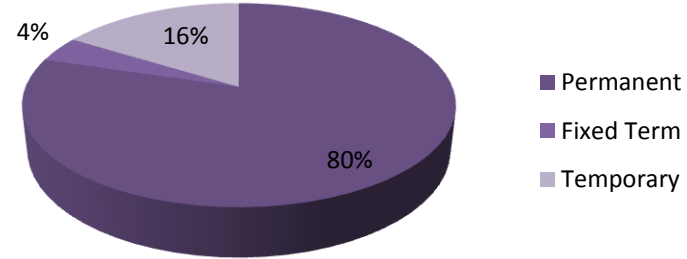
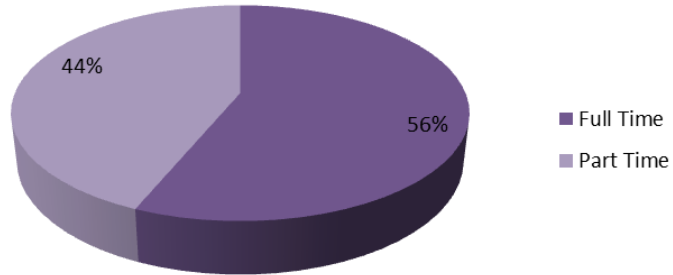
2. Staff Headcount



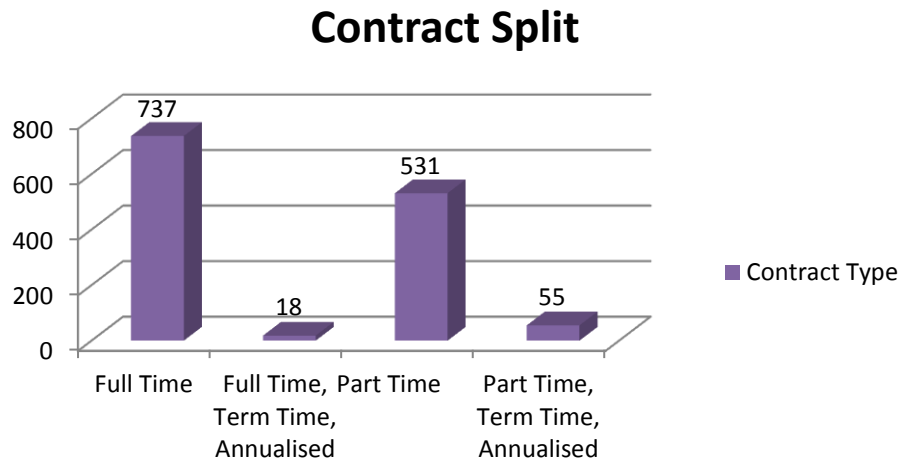
Comment

A total of 722 female staff and 618 male staff, consistent with previous reporting

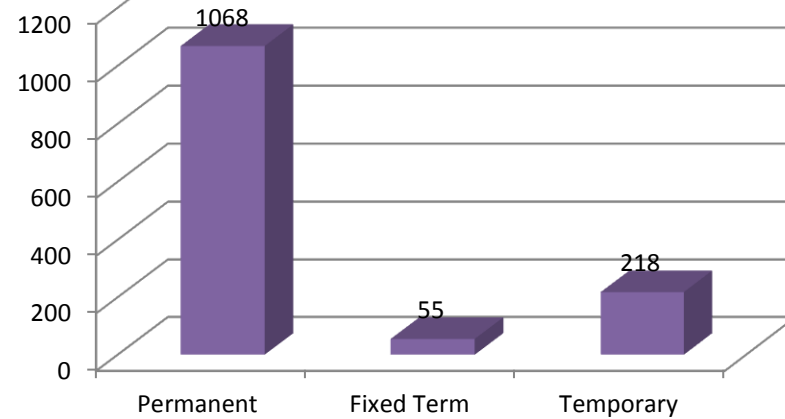
3. Staff Contractual Arrangements



Full/Part time Split



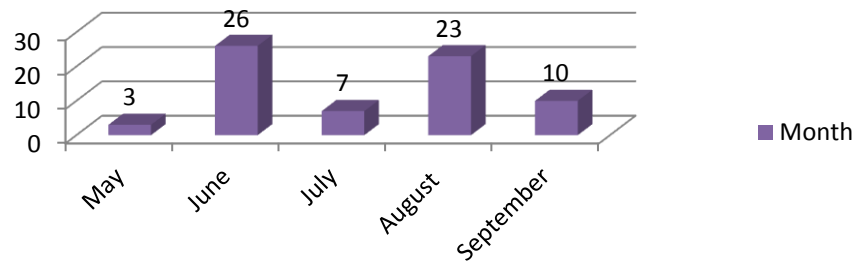
Contract type – February 2017 to April 2017



4. Turnover

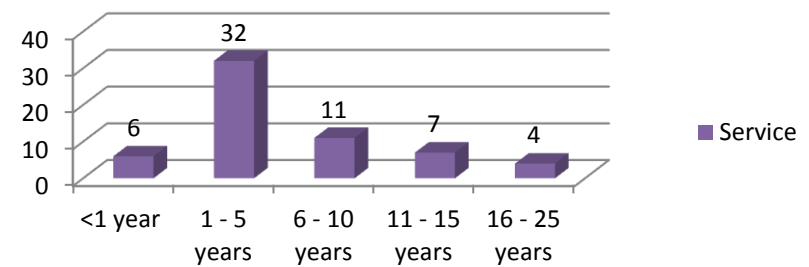
Leavers by Month

Month



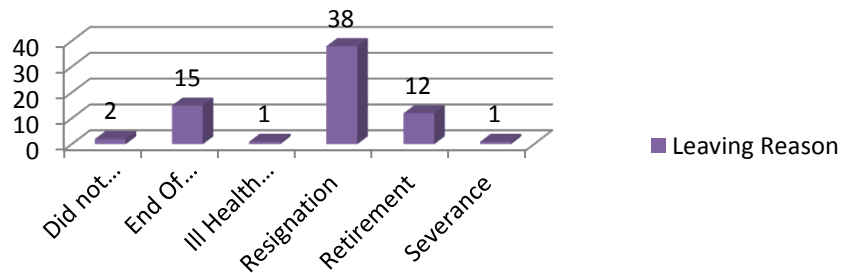
Leavers by Length of Service

Service



Leavers by Reason

Leaver Reason



Comment

During the period a total of 69 employees left. Our opportunity is to analyse resignations. Over the period may – September we lost 558 years of experience from the College –with 207 of those being through resignation and 301 years through retirement. There were 75 new starts over the same period.

5. HR Metrics – Future Plans

- Current HR System not fit for purpose and also non compliant spend.
- Tender has been conducted and new systems provider appointed - Midland HR.
- Project plan spanning from June 2017 - April 2018.
- Resourced by:
 - Cross College Project Board
 - Academic staff
 - Support Staff
 - HR
 - Payroll
 - IT
- Project being delivered locally by HR Systems Analyst and Payroll Supervisor

Benefits:

- Procurement compliance
- Recruitment, HR and Payroll systems integration
- Improved data capture (opportunity to data cleanse)
- Improved reporting and analysis allowing targeted focus
- Enhanced capability of self service (MyHR) - enabling managers and employees