

ELECTORAL OFFICE FOR NORTHERN IRELAND MANAGEMENT BOARD

Date of Meeting: 24 June 2010

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PERSONNEL REPORT

The purpose of this Personnel Report is to provide information to the Management Board on:

- Sick absence analysis
- Staff Appraisals
- Recruitment/Monitoring
- Staff Survey
- Job Exchange

Sick Absence (Annex A)

The average sick absence rate to date is 2.5%. Compared to the same period over the past couple of years the average days sick per person during the month of May has increased. There were 30 days absence in May 2010.

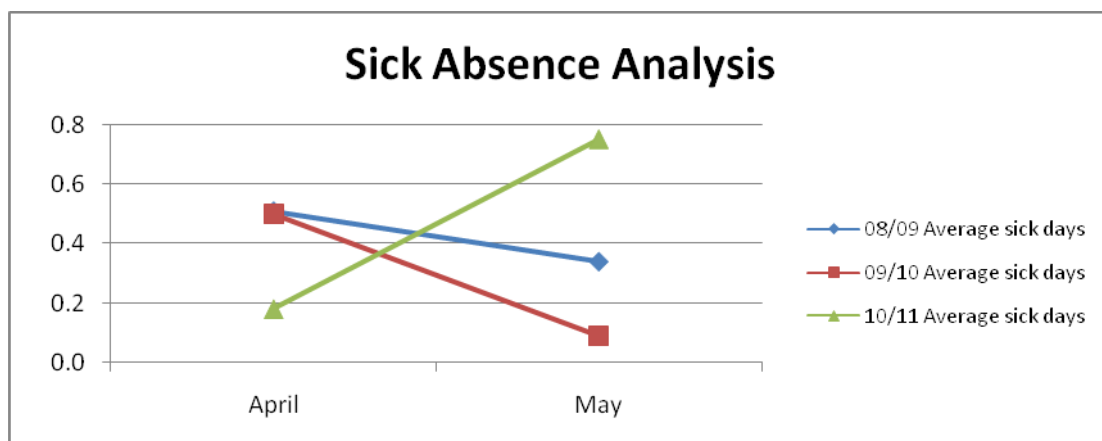


Table 1

Staff Appraisals

Despite a reminder being issued to staff, 15 appraisal reports still remain outstanding and a number of PDPs.

Recruitment/Monitoring

A staff notice has been issued to all staff in relation to the public sector recruitment freeze and its impact on EONI. A business case is being prepared for current recruitment exercises in relation to the IT Officer and Assistant Finance Officer.

Table 2 shows the result of the 2010 recruitment monitoring for the Parliamentary Election. EONI circulated the advertisement for staff as widely as possible ie supplemented national advertising with local advertising, circulated to public sector departments, council staff, local banks, building societies and schools. The result shows an under-representation of male applicants ie, there were 1213 female compared to 821 female; however the community background stats are almost evenly balanced ie 958 from the Roman Catholic community and 965 from the Protestant community. There were approx 100 applicants who were non-determined. The HR Section is currently processing the monitoring stats for those who actually worked at the election.

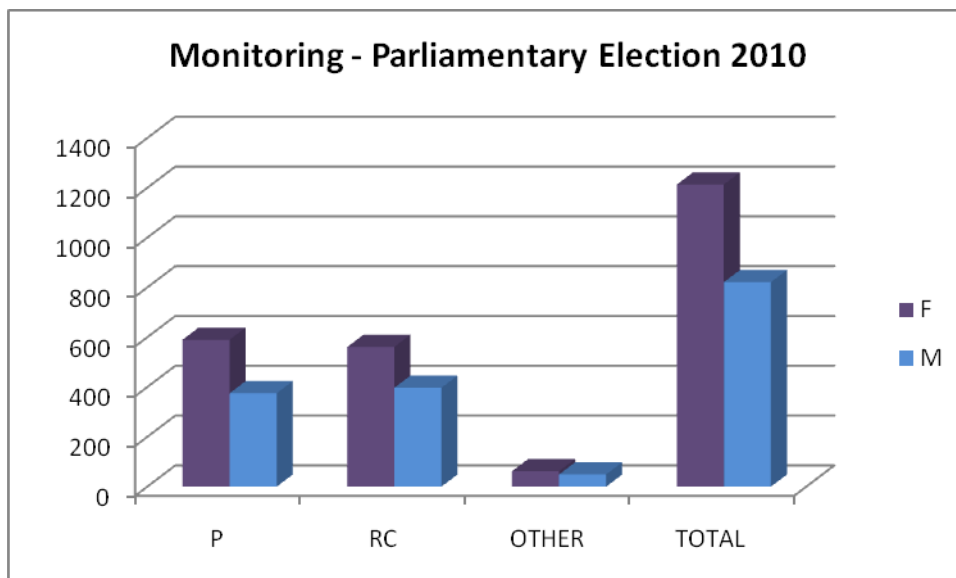


Table 2

Staff Survey

The working group met on 16th June to take forward a number of issues identified on the action plan, particularly with a view to implementation of a reward and recognition scheme to improve morale and employee engagement. The Board will be kept advised of developments.

Job Exchange

The HR Officer met with Don Leeson of the Human Rights Commission on 18th June on taking forward the protocol paper on the proposal. It is hoped the draft will be circulated by Don at the end of June to Probation Board, Police Ombudsman's Office and the Equality Commission with a view to agreeing the final draft before submission for approval to all bodies concerned.

Recommendation

It is recommended that the report be noted.