WORKFORCE PROFILE INFORMATION – MARCH 2022

The data below reflects the organisation as a snap shot in time in March (please note this data does move on daily basis which reflects the movement of staff during the course of business as usual).

Staffing Levels

The council headcount and FTE are shown below (in the below table), currently the organisation has a 25% vacancy factor.

|	
Employees headcount	1005 (918.46 FTE)
Vacancies	254 (255 FTE)

Agency Numbers

Below is a summary of active agency workers either covering vacant posts or undertaking project work who are active as at March 17th 2022.

|	
Agency Workers (Inside IR35)	202
Agency Workers (Outside IR35)	49

Gender Profile of the workforce

Gender	Total
Females	616
Males	389
Grand Total	1005

Gender Profile of Workforce

39% 61%

■ Female ■ Male
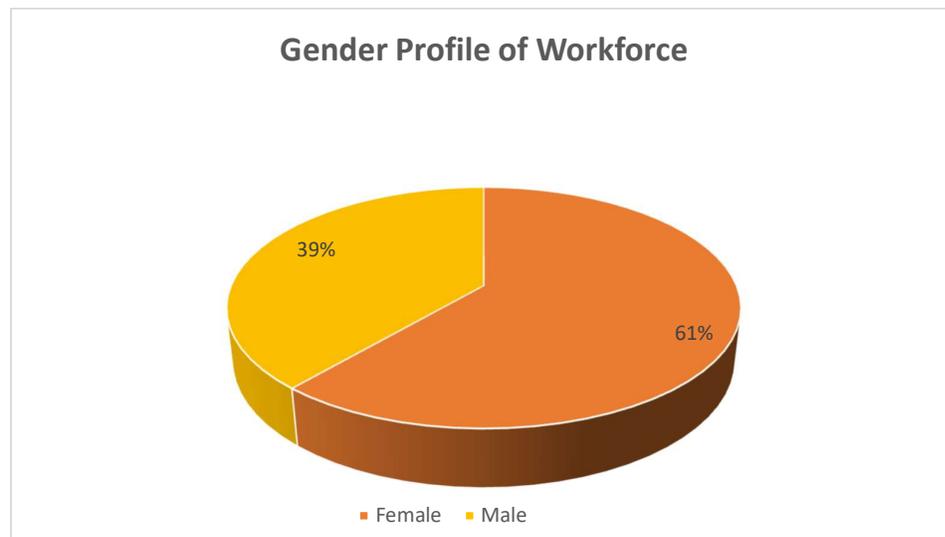
Pay Grade by Gender Profile

Pay Grade by Gender

Staff Count

	NJ02	NJ03	NJ04	NJ05	NJ06	NJ07	NJ08	NJ09	NJ10	SML + Others
Female	19	39	119	114	122	99	54	20	14	16
Male	5	13	105	84	60	50	34	17	8	13

Ethnicity Profile of the workforce

Ethnicity Profile of the Workforce

	Asian or Asian British	Black or Black British	Chinese or Other ethinic Group	Mixed	White	Undisclosed
Total	158	58	5	9	197	578
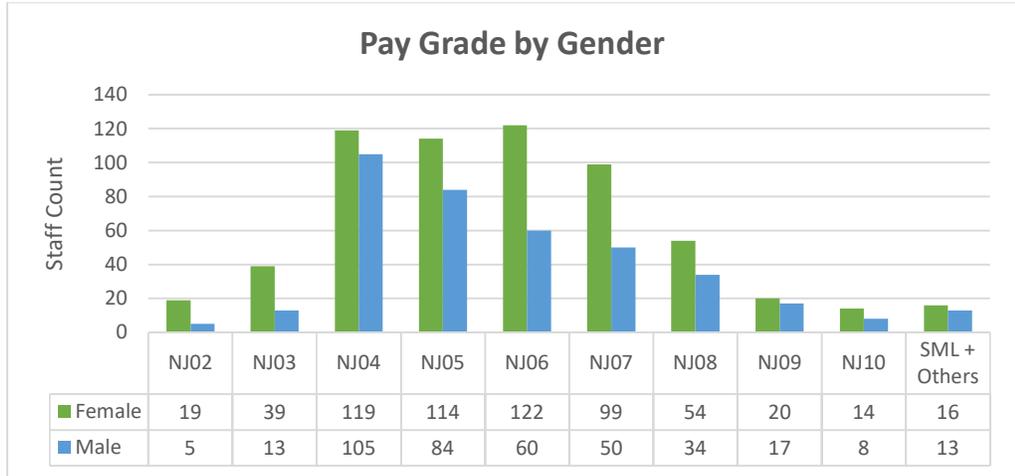
Disability Profile of the workforce

Disability Profile of Workforce

- Disabled — 7%
- Non-disabled — 22%
- Prefer not to say — 5%
- Not disclosed — 66%
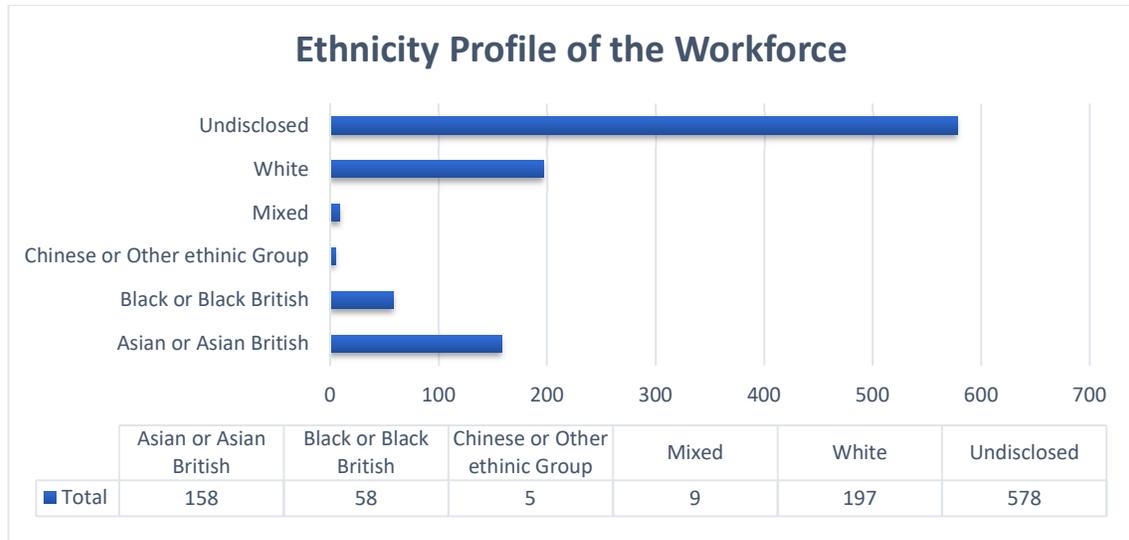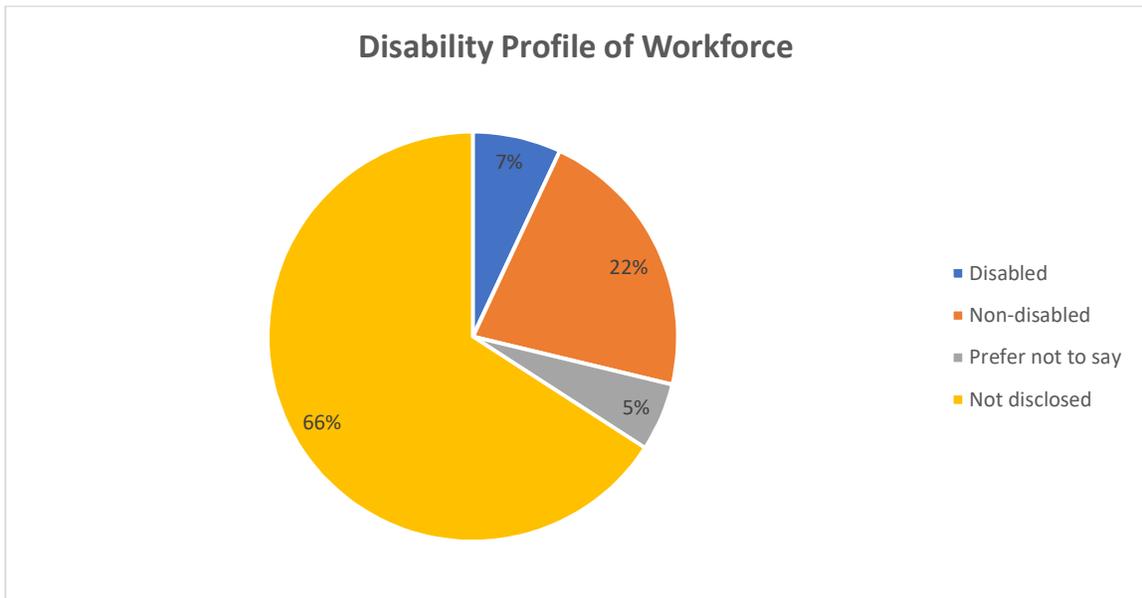
Patterns of work

Working Pattern	Total
Full time	769 (77%)
Part time	236 (23%)
Grand Total	**1005**

Patterns of Work

	Full time	Part time
Total	769	236
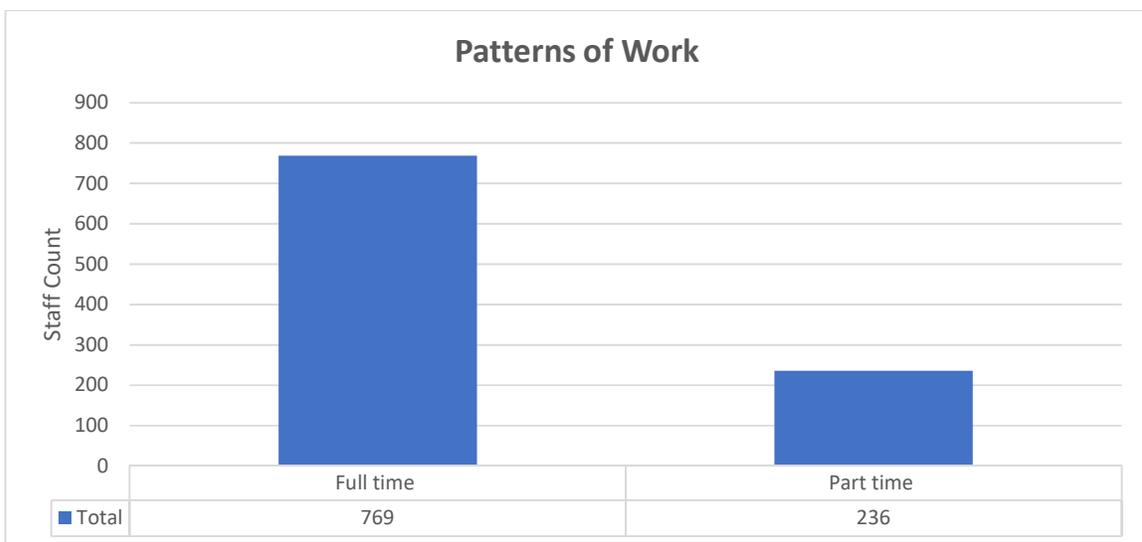
Age Profile of the organisation

Age Profile of Organisation

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 +
Total	35	135	270	296	259	10

Age by Pay Level Profile

Age by Level

	NJ02	NJ03	NJ04	NJ05	NJ06	NJ07	NJ08	NJ09	NJ10	SML & Other
16 - 24	1	4	16	11	3					
25 - 34	4	11	35	38	18	20	6			3
35 - 44	8	17	56	43	57	46	26	9	4	4
45 - 54	3	11	63	62	51	41	32	10	9	14
55 - 64	5	9	52	42	53	40	23	18	9	8
65 +	3		2	2		2	1			0
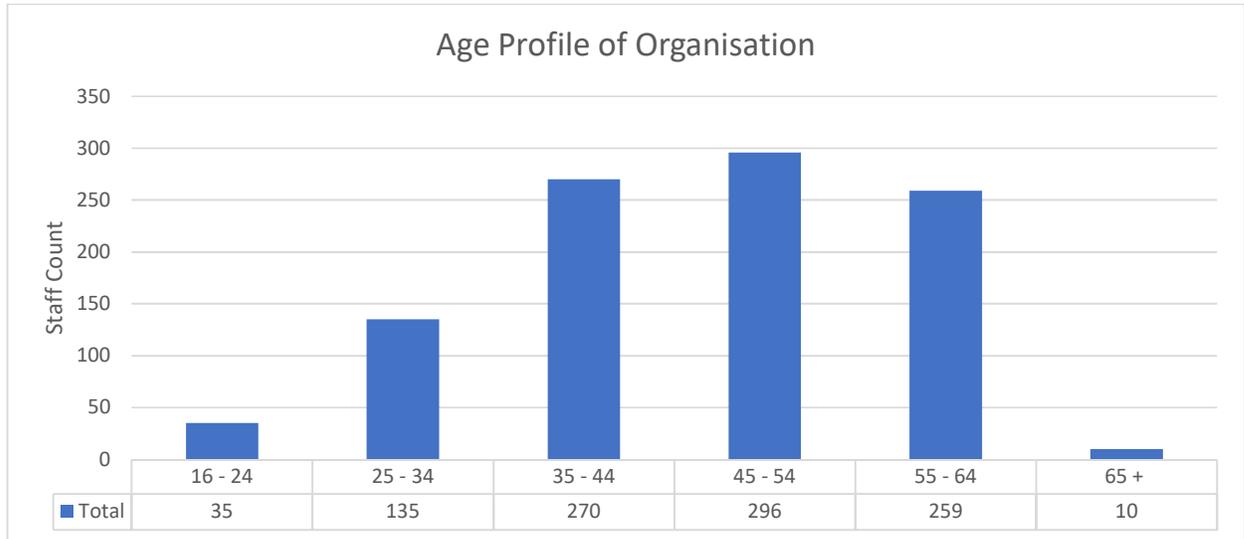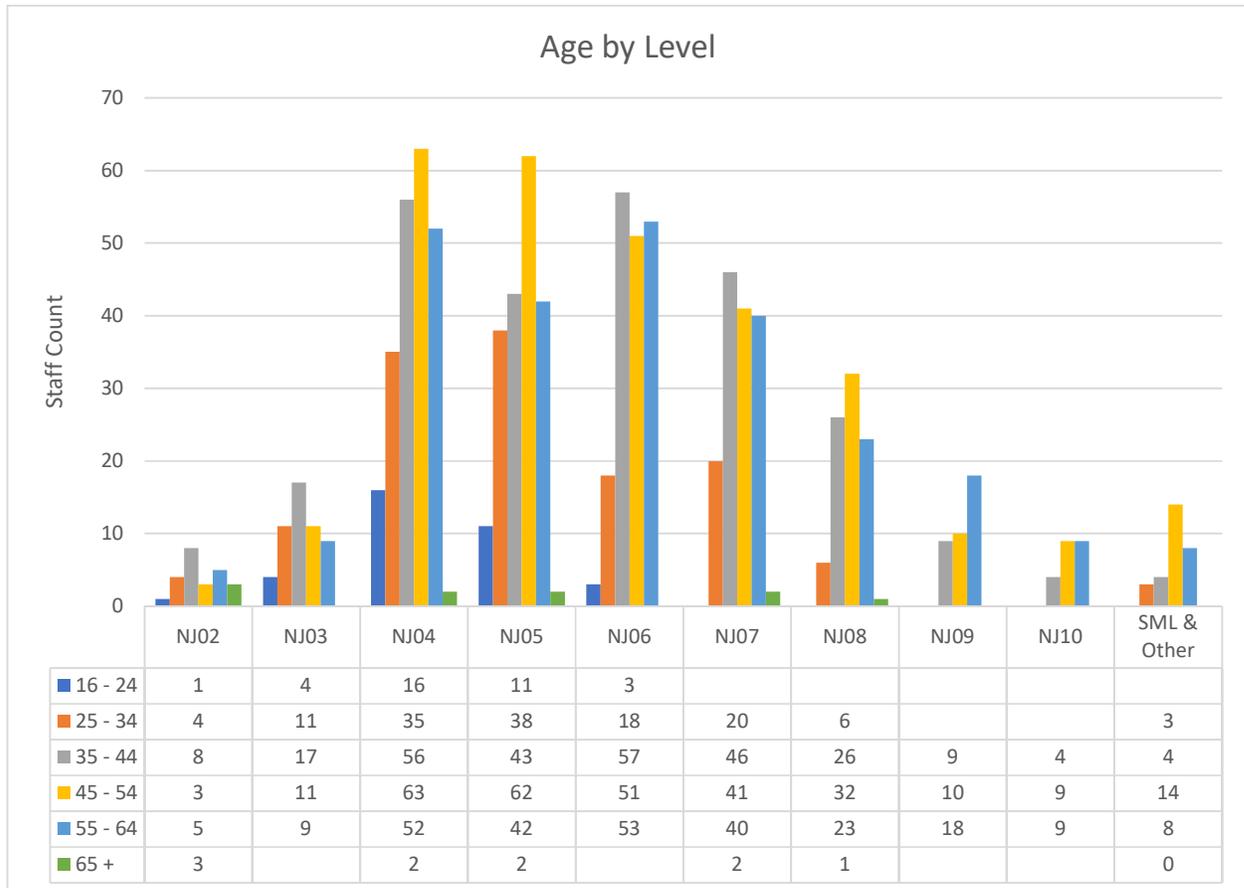
Leavers 2021 - Reasons for Leaving
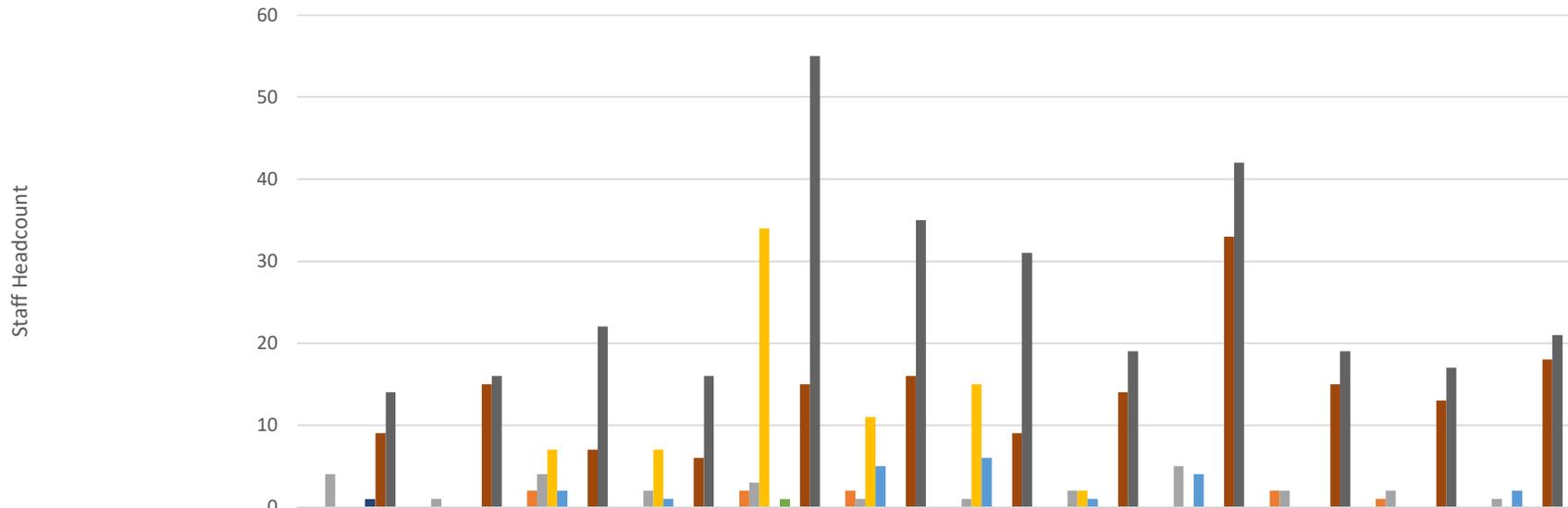
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
■ Death In Service												
■ Dismissal			2		2	2				2	1	
■ Expiry Of Fixed Term Contract	4	1	4	2	3	1	1	2	5	2	2	1
■ Redundancy			7	7	34	11	15	2				
■ Retirement			2	1		5	6	1	4			2
■ Transfers (TUPE)					1							
■ Unsuccessful Probation	1											
■ Voluntary resignation	9	15	7	6	15	16	9	14	33	15	13	18
■ Grand Total	14	16	22	16	55	35	31	19	42	19	17	21

Leaver Information - Further details (2021)

■	Career change
■	Career progression
■	Carer responsibilities
■	Change in industry/sector
■	Change in personal circumstances
■	Compulsory redundancy
■	Death In Service
■	Dismissal following formal procedure
■	Early Retirement (below State Pension Age)
■	Expiry Of Fixed Term Contract
■	Family health
■	Ill-health Retirement
■	Moving away
■	Normal Retirement (at or above State Pension Age)
■	Personal health
■	Resigned during Management process
■	Summary Dismissal
■	Transfers (TUPE)

Pie chart percentages: 10%, 27%, 1%, 1%, 7%, 22%, 0%, 2%, 4%, 9%, 0%, 1%, 3%, 3%, 3%, 1%, 0%, 0%, 3%, 1%

Leavers

The table below shows a snapshot of leavers between January 2022 to March 2022 and the reasons for leaving with a further details of the reason

No of Leavers	Reasons for leaving	Further details of reason
64	Voluntary resignations	Career progression (31) Change in career (15) Change in personal circumstances (7) Carer responsibilities (2) Moving away (4) Family / Health (1) Personal health (2) Resigned due to management process (2)
5	Dismissed	Dismissal following formal procedures
7	Retirement	4 x Normal age retirement, 2 X ill-health 1 x Early retirement
5	Fixed Term Contract ended	Expiry of FTC
78	**Total**	

Apprenticeship Programmes

The table below shows information in relation to the Apprenticeship programme.

Current Apprentices on Programme	TOTAL 22 in Flight as@ 17/3/2022
People Adults	11
Place & Community	6
People Children	5
Corporate Operations	0

No. of Completed Programmes	TOTAL 16 as @ 17/3/2022	Completed 2019-2020	Completed 2020-2021	Completed 2021-2022
People Adults		3	4	3
Place & Community		0	0	0
People Children		0	5	0
Corporate Operations		0	0	1

MANDATORY TRAINING

This is a breakdown on Mandatory training information as at March 2022.

	MANDATORY MODULES	COMPLETED % AT 6/12/2021	COMPLETED % AT 18/3/2022
	Overall %	**77.8**	**82.26**
1	Information Security including GDPR	77.2	81
2	Whistleblowing with Confidence	78.2	84.1
3	Introduction to Health & Safety	77.9	82.6
4	Display Screen Equipment	76.6	79.6
5	Equality in the Workplace	77.7	83.2
6	Prevent	79.4	82
7	Modern Slavery & Exploitation	76.6	82.5
8	Joint Safeguarding Awareness	79.1	83.1