



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# WORKFORCE INFORMATION REPORT

Data set out in this report relates to Quarter 4 2023/24

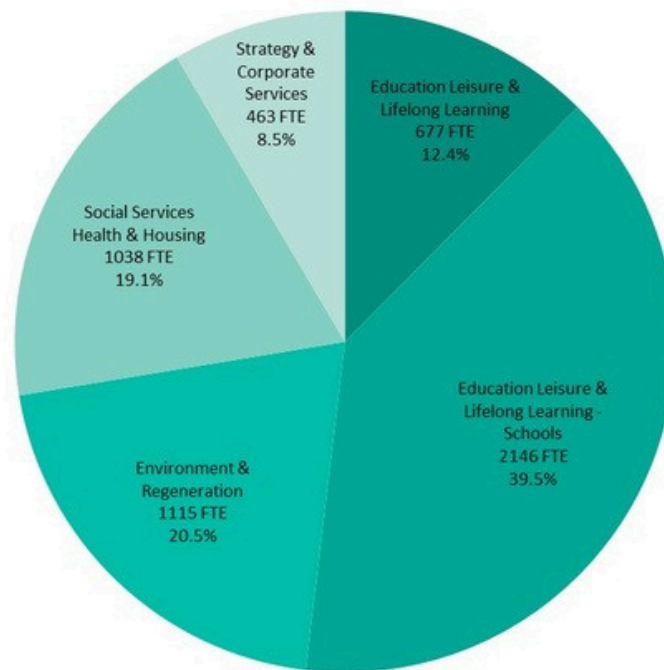
## Overview of the Council's Workforce

6,553 Headcount

Staffing costs account for  
46 % or £262 million of <sup>YTD</sup>  
gross expenditure\*



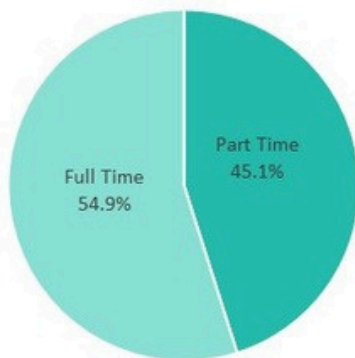
# Employees - FTE by Directorate



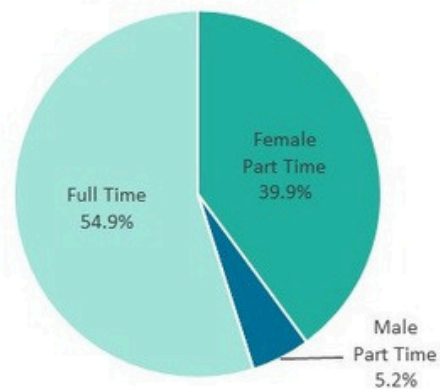
(FTE - Full-time equivalent)

## Working Patterns

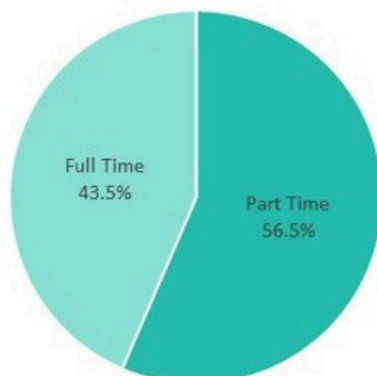
Total Workforce



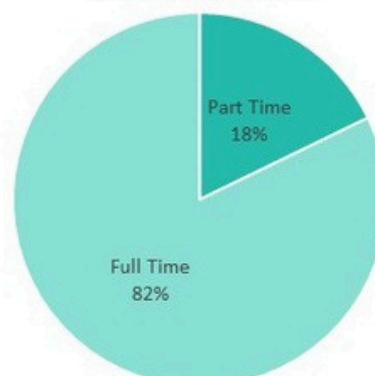
Total Workforce



Female Employees

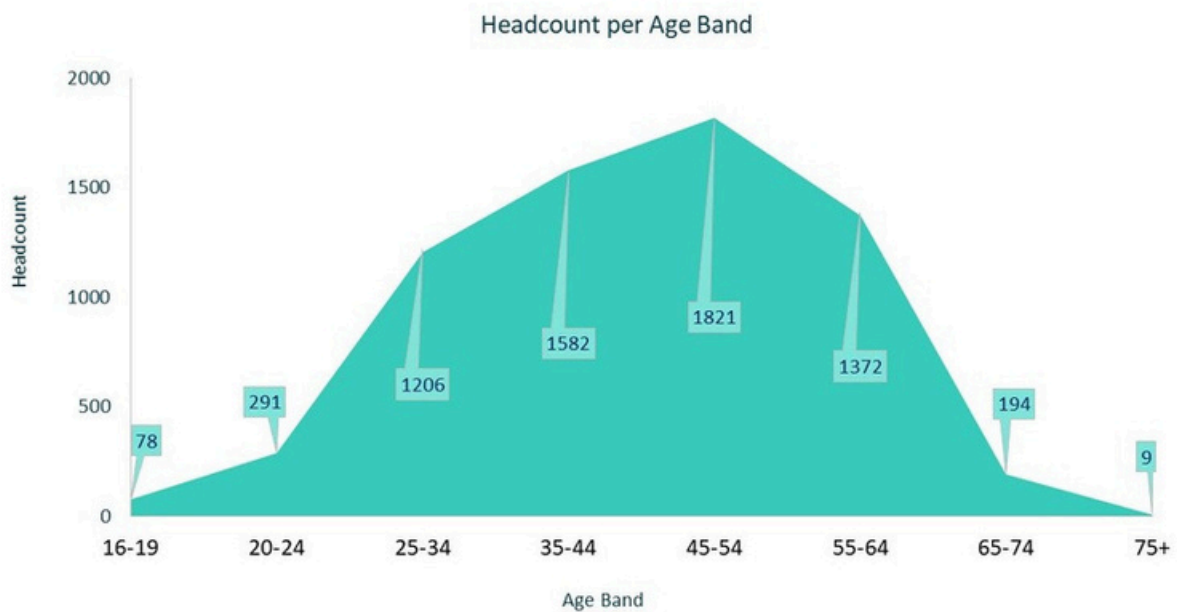


Male Employees



# Protected Characteristics - Employees

## Sex



3%

of employees have identified themselves as having a Disability

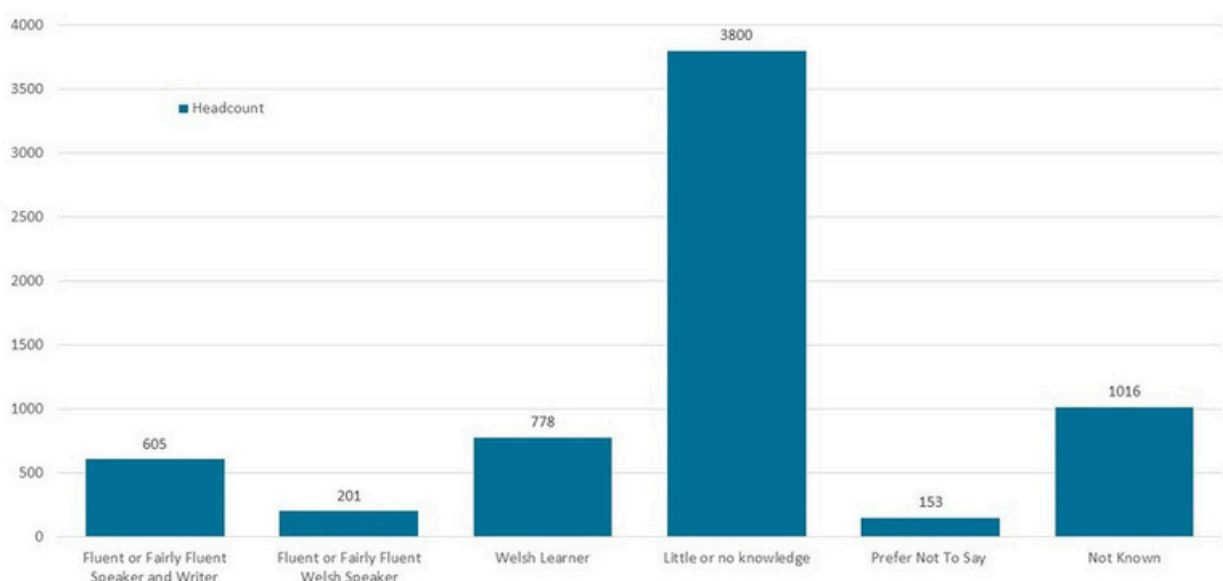
The overall proportion of Black, Asian & Minority Ethnic employees is

1.6%

2.1%

of employees identify as being Lesbian, Gay, Bisexual, Transgender or other

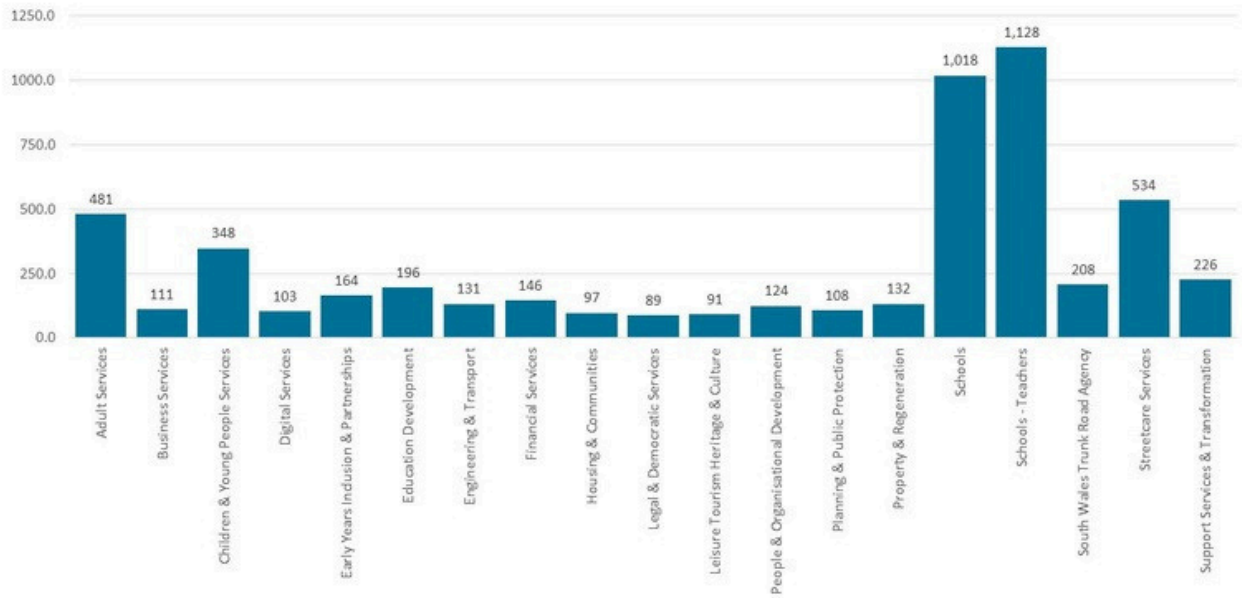
## Employees' Welsh Language Ability



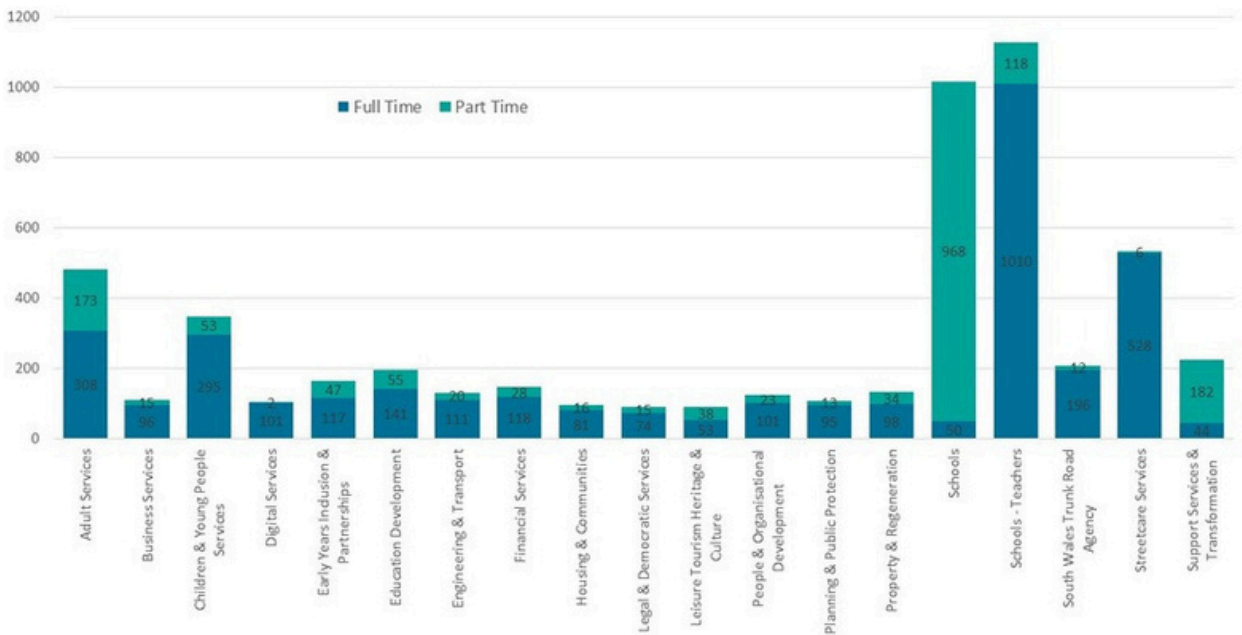
- These figures are self-reported by employees

# Employees by Service Area

Full Time Equivalent Per Service Area



Full Time/Part Time FTE Per Service Area



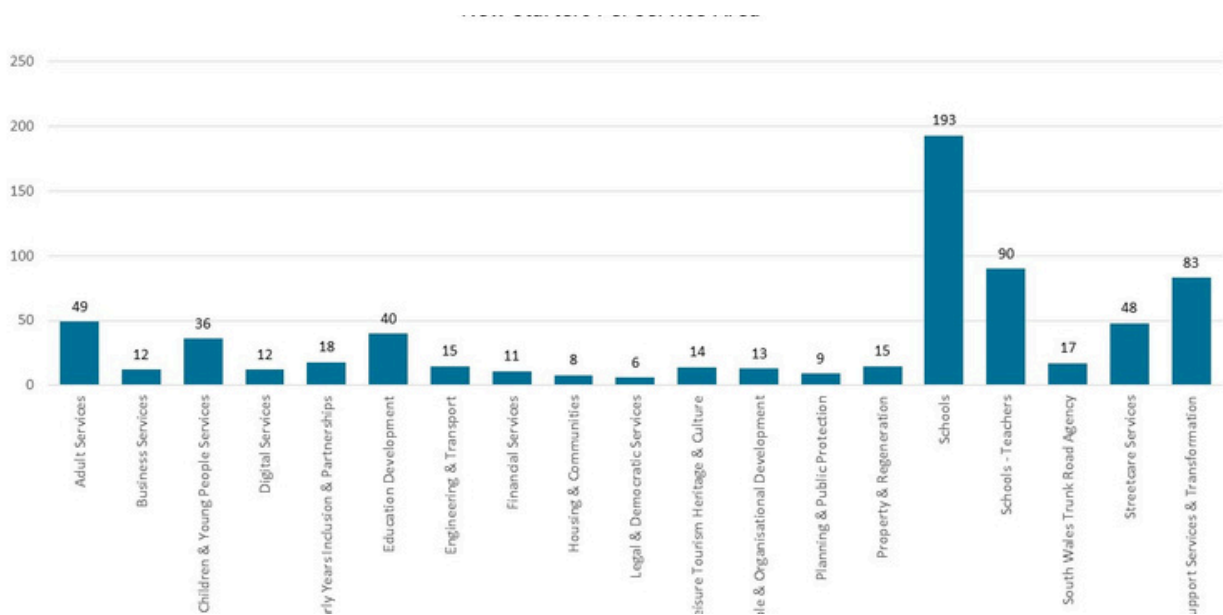
# Joiners

679 employees have joined the Council between 1st April 2023 and 31st March 2024

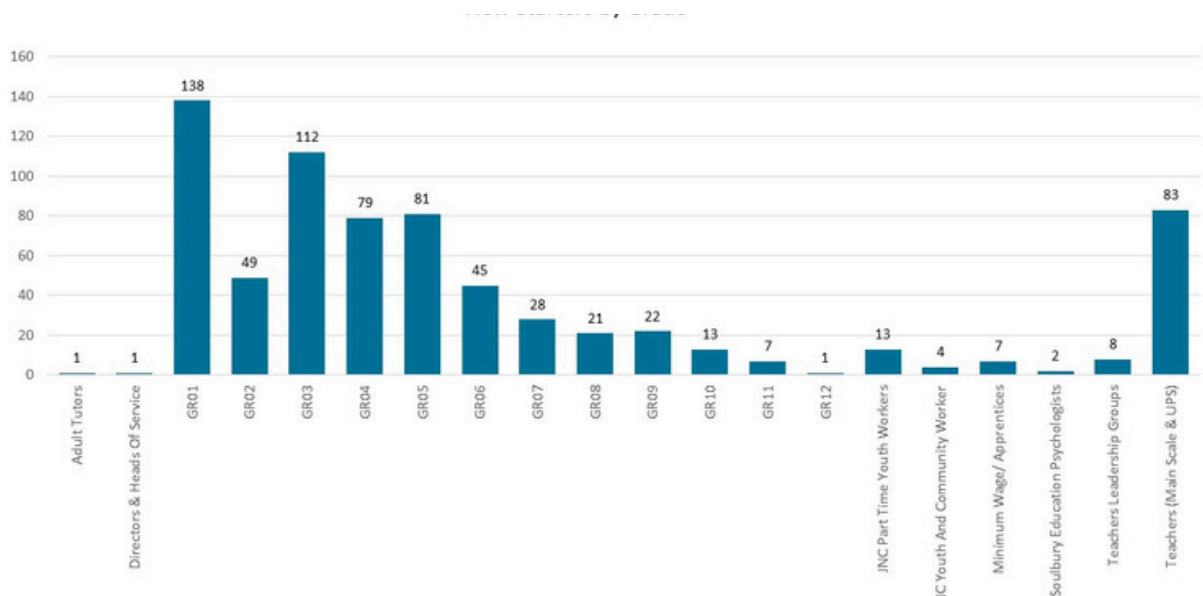
Joiners - these are employees new to the Authority

Headcount of Joiners may vary from the totals shown under service area and grade as some employees had multiple posts

## Joiners per Service Area



## Joiners by Grade



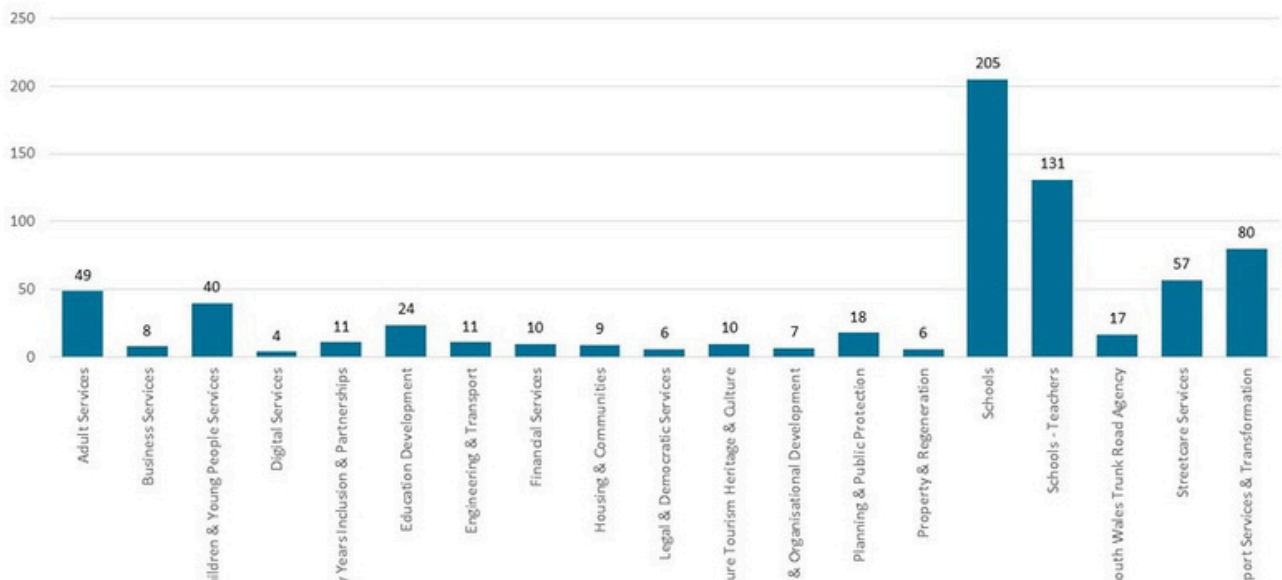
# Leavers

693 employees have left the Council  
between 1st April 2023 and 31st March 2024

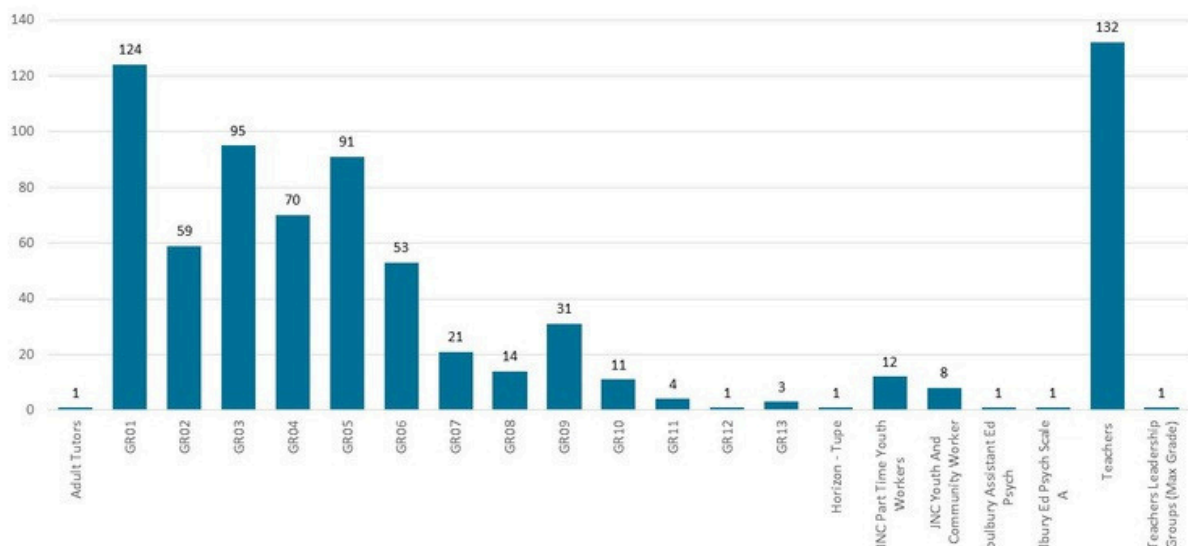
Leavers - these are people who have left all jobs with the Authority

Headcount of Leavers may vary from the totals shown under service area and grade  
as some employees had multiple posts

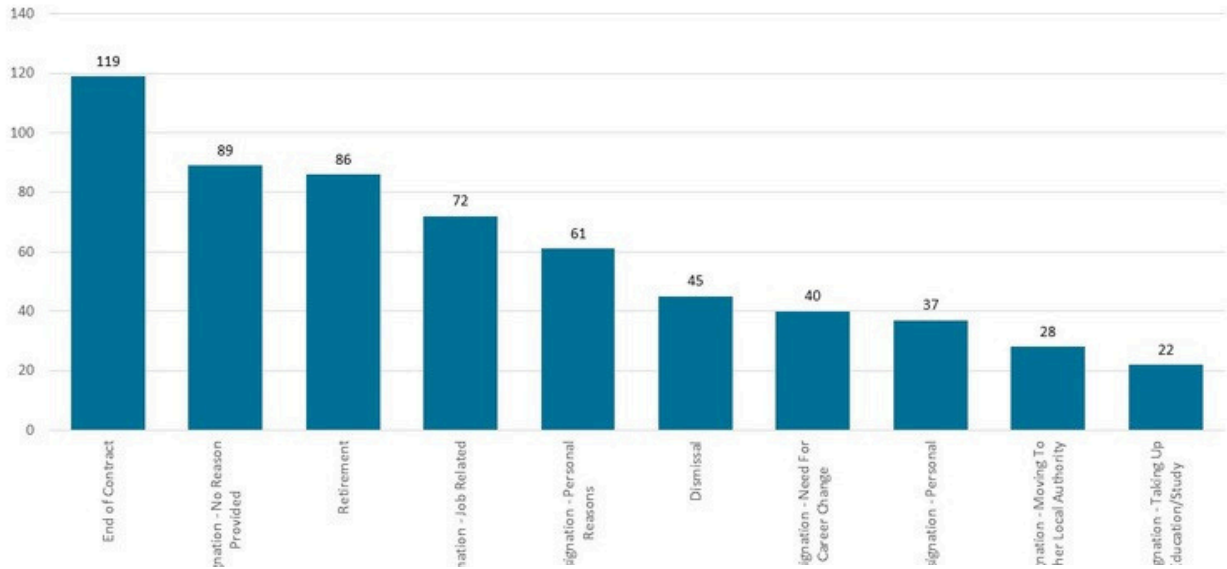
## Leavers per Service Area



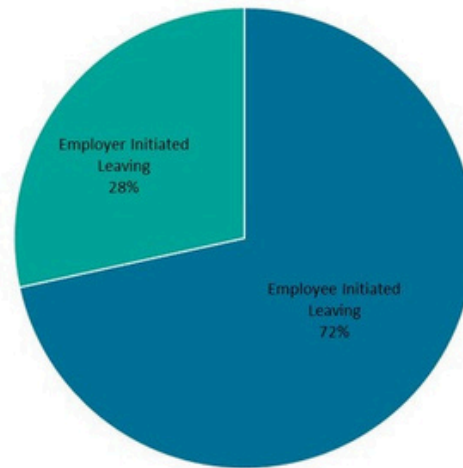
## Leavers per Grade



## Leavers by top 10 Leaving Reasons



### Employer / Employee initiated Leaving Reasons



Between 1st April 2023 and  
31st March 2024

- 5 Voluntary Redundancy
- 8 Voluntary Redundancies (Schools)
- 1 Compulsory Redundancies (Schools)



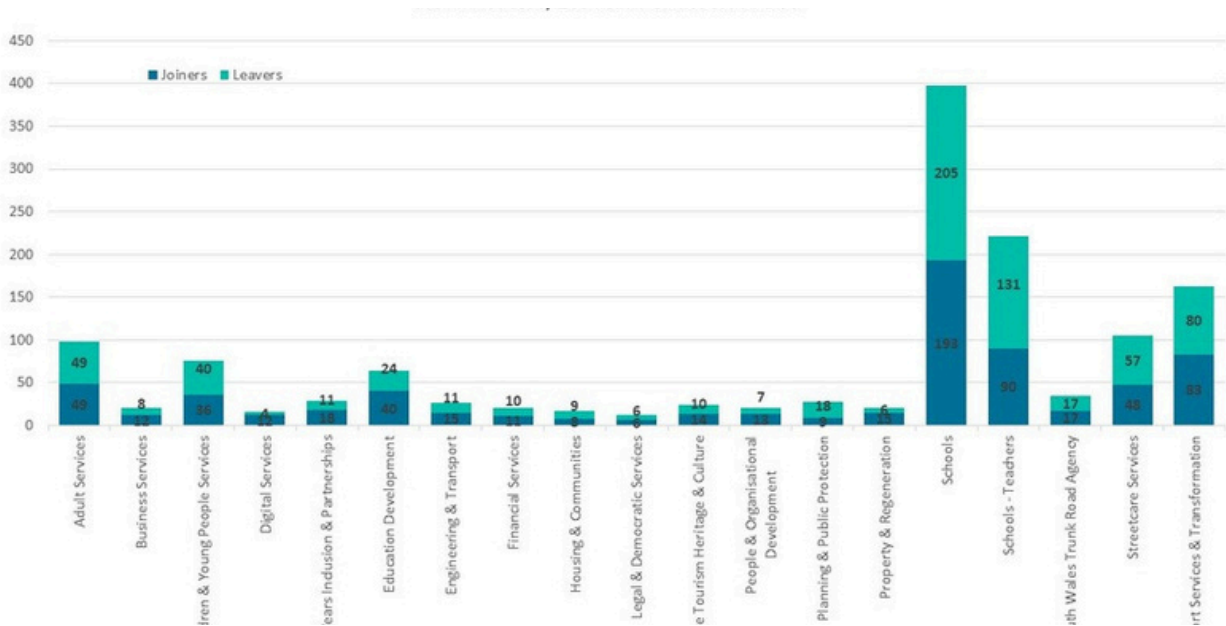
# Joiners/Leavers

Joiners - employees who are new to the authority \*

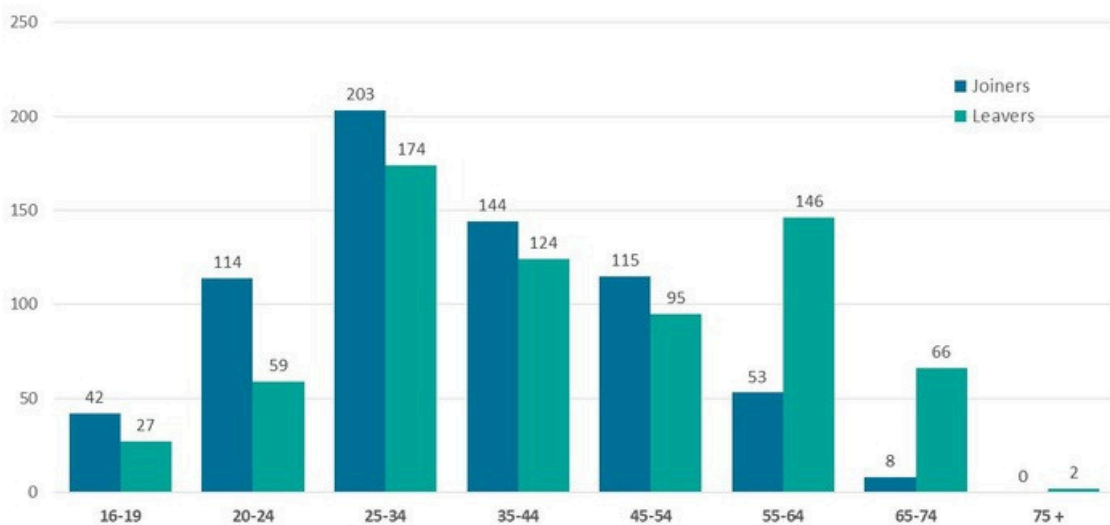
Leavers - employees who have left all jobs with the authority

*\*employees with multiple roles will be counted per role*

## Joiners/Leavers per Service Area



## Joiners / Leavers per Age Band





## Sickness Absence Quarter 4 2023/24

Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q4 2023/24	All staff Q4 2022/23
PAM/001	Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year	Number of working days/shifts lost to short-term sickness absence during the year	16498.54	4267.88	20766.42	25865.67
		Number of working days/shifts lost to long-term sickness absence during the year	42230.24	5871.25	48101.49	42438.6
		Number of working days/shifts lost to sickness absence during the year	58728.78	10139.13	68867.91	68304.27
		Average number of full-time equivalent (FTE) employees	4268.38	1142	5410.38	5346.09
		PI Value				12.73

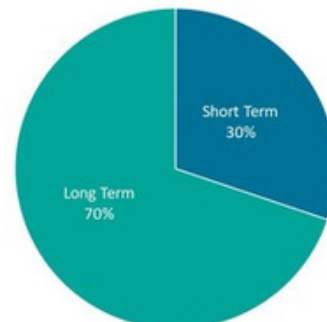
Ratio of short and long term sickness - number of FTE days lost  
(Including teachers)

### Quarterly Comparisons

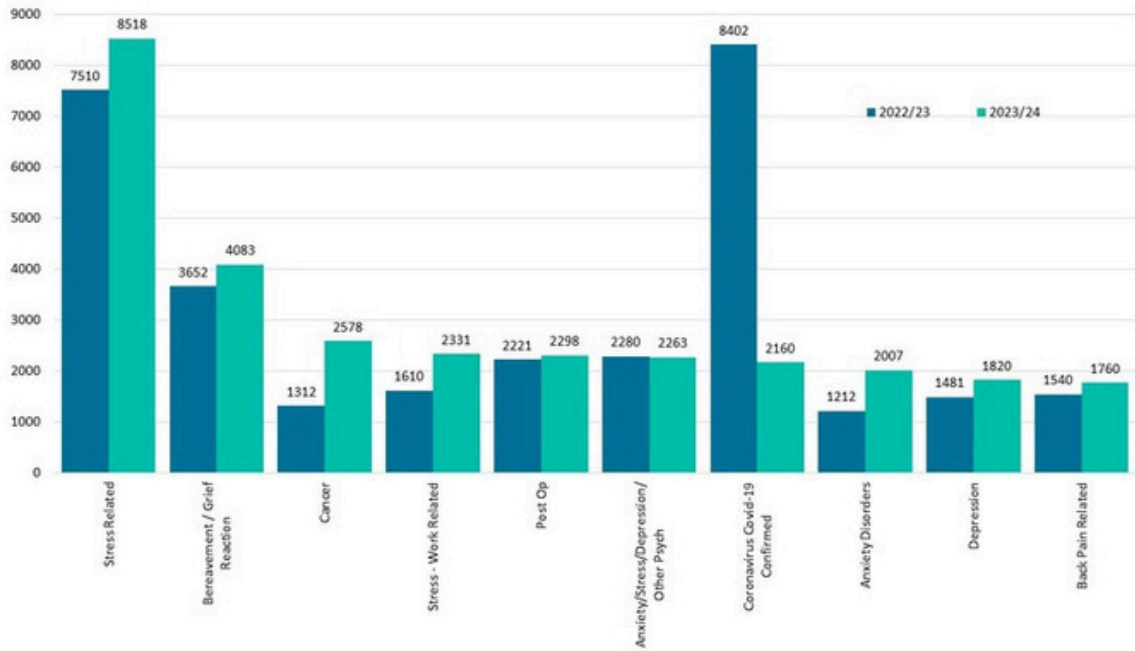
1st April 2022  
to  
31st March 2023



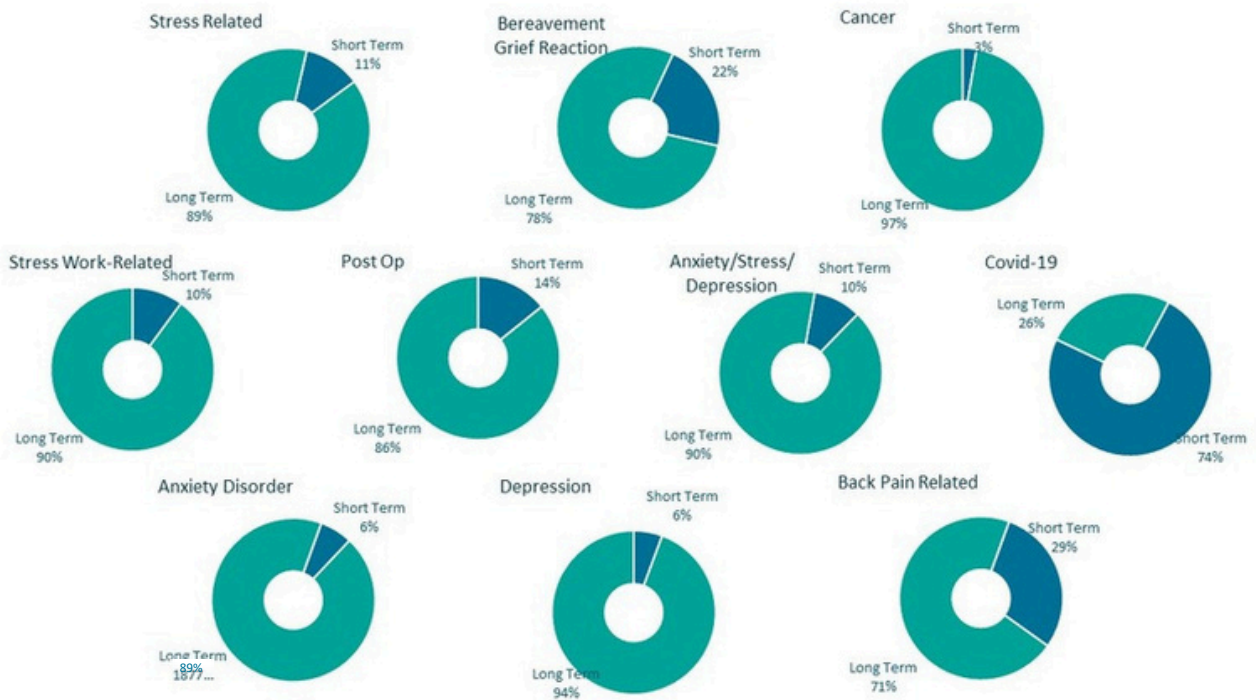
1st April 2023  
to  
31st March 2024



## Sickness Absence Reasons - Top Ten



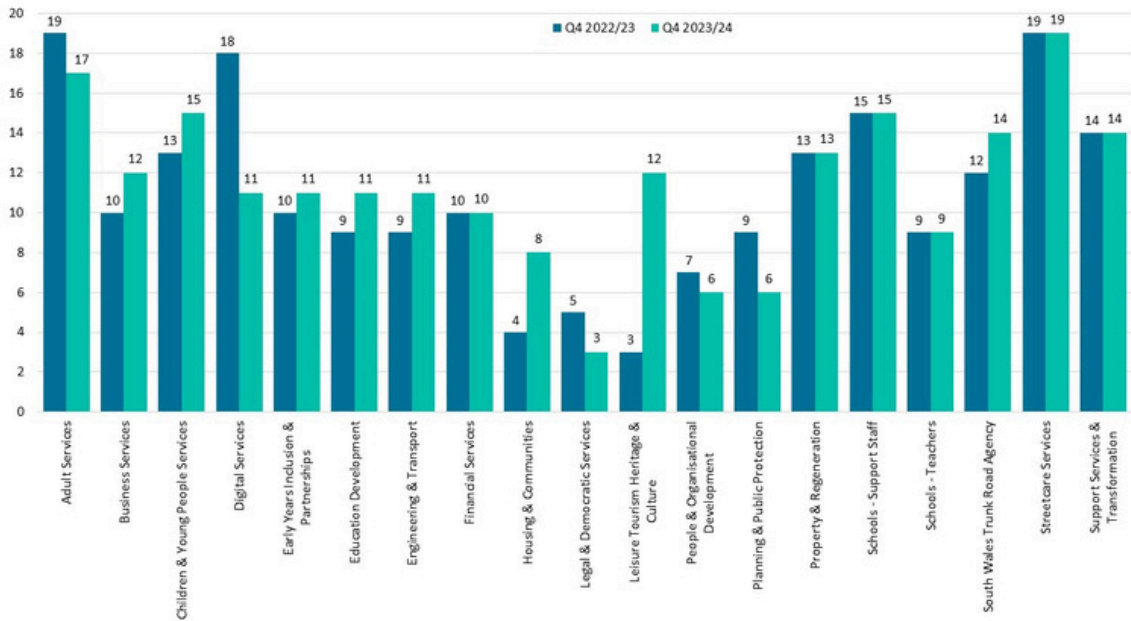
## Long Term / Short Term Comparison (Top 10 reasons)



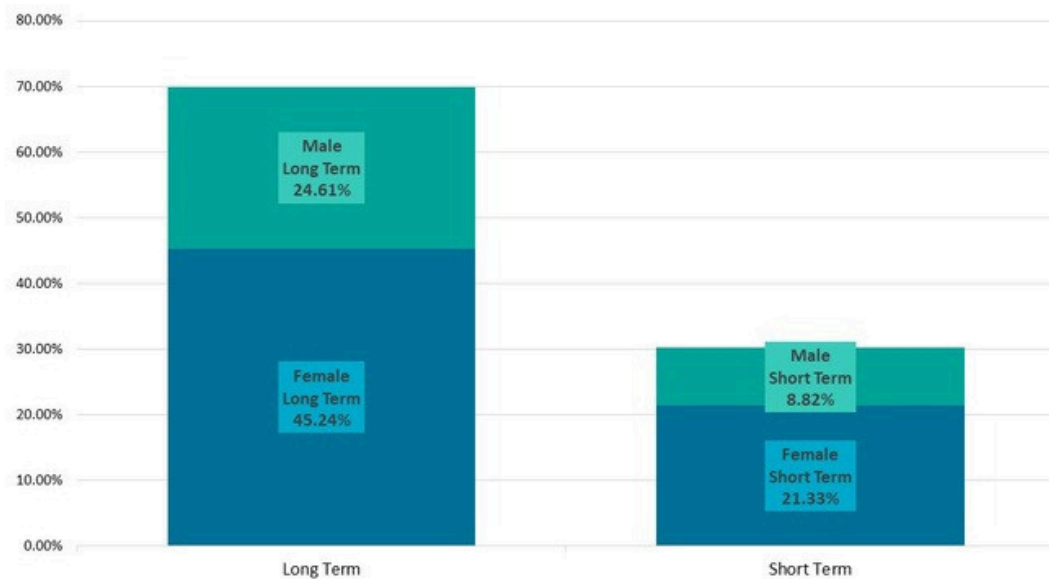
# Overview of Sickness per Service Area

Average number of Sick days per Full Time Equivalent Employee

Quarter 4 2022/23 and 2023/24 comparison



## Long Term / Short Term Sickness per Gender



# COVID - 19 Sickness Absence

## Total number of FTE Working Days Lost

