



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

WORKFORCE INFORMATION REPORT

Data set out in this report relates to Quarter 2 2024/25

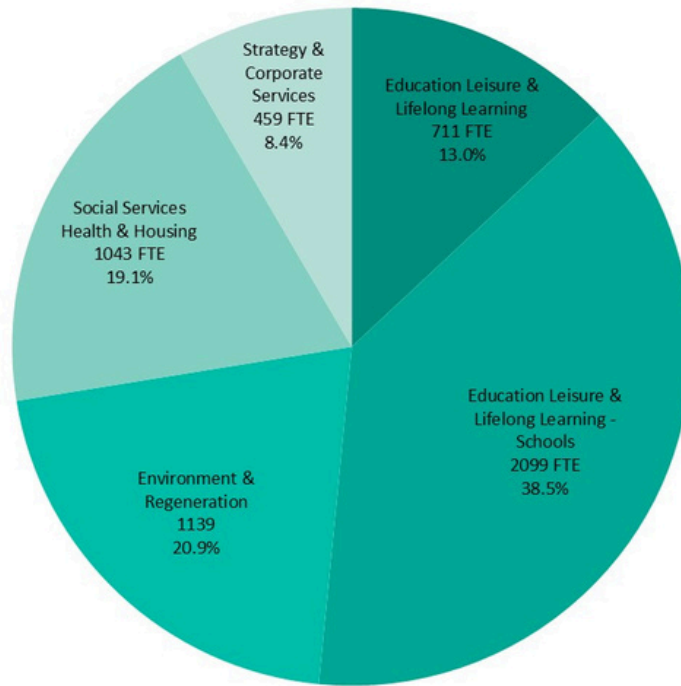
Overview of the Council's Workforce

Headcount 6549

Staffing costs account
for 49% or £134million ^{YTD}
of gross expenditure



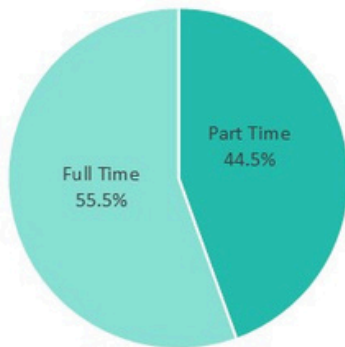
Employees - FTE by Directorate



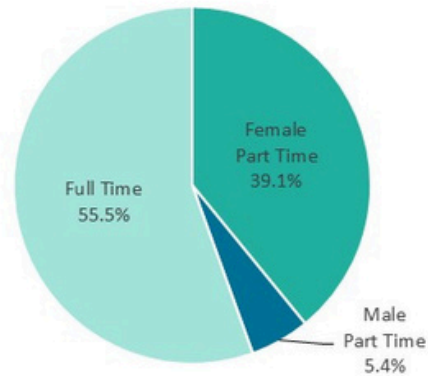
(FTE - Full-time equivalent)

Working Patterns

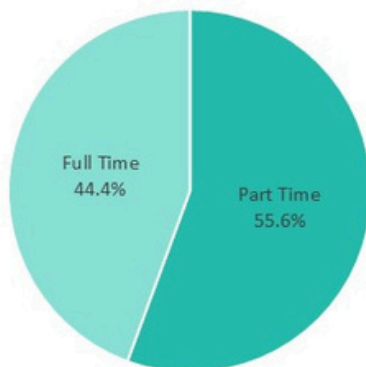
Total Workforce



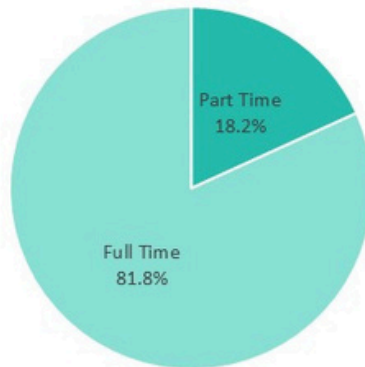
Total Workforce



Female Employees



Male Employees

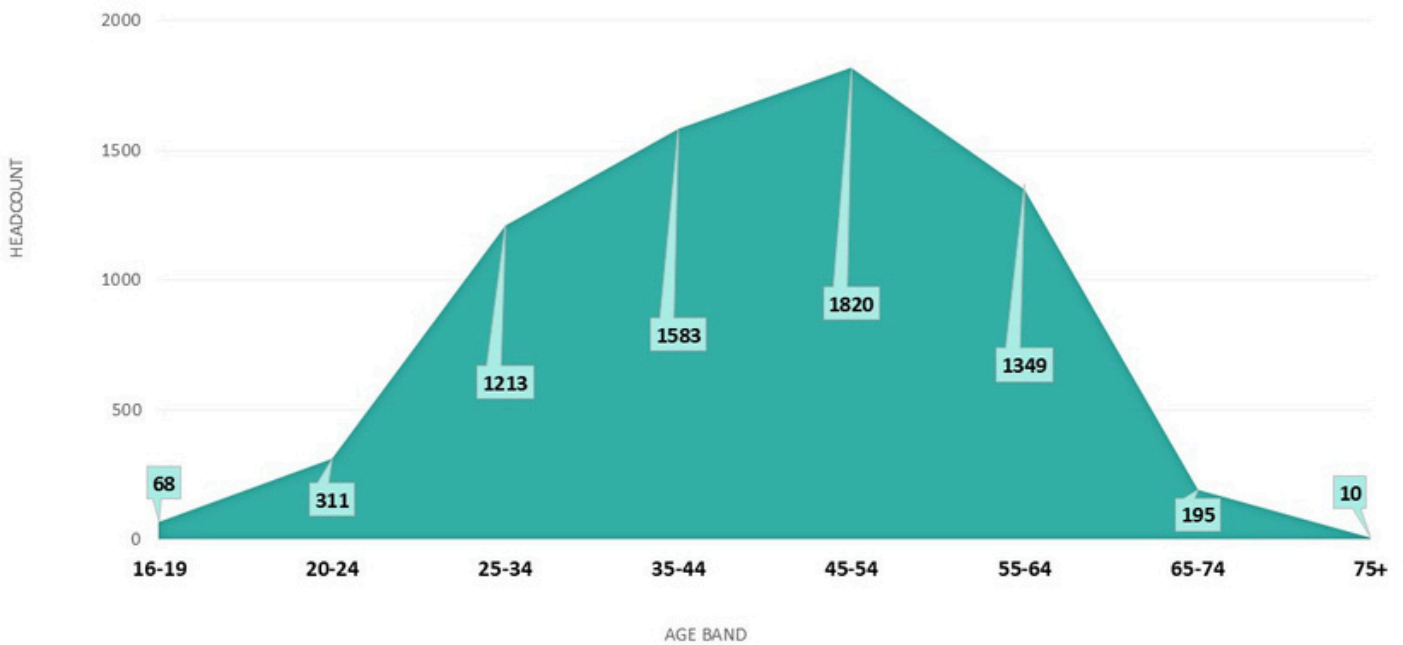


Protected Characteristics - Employees

Sex



HEADCOUNT PER AGE BAND



3 %

of employees have identified themselves as having a Disability

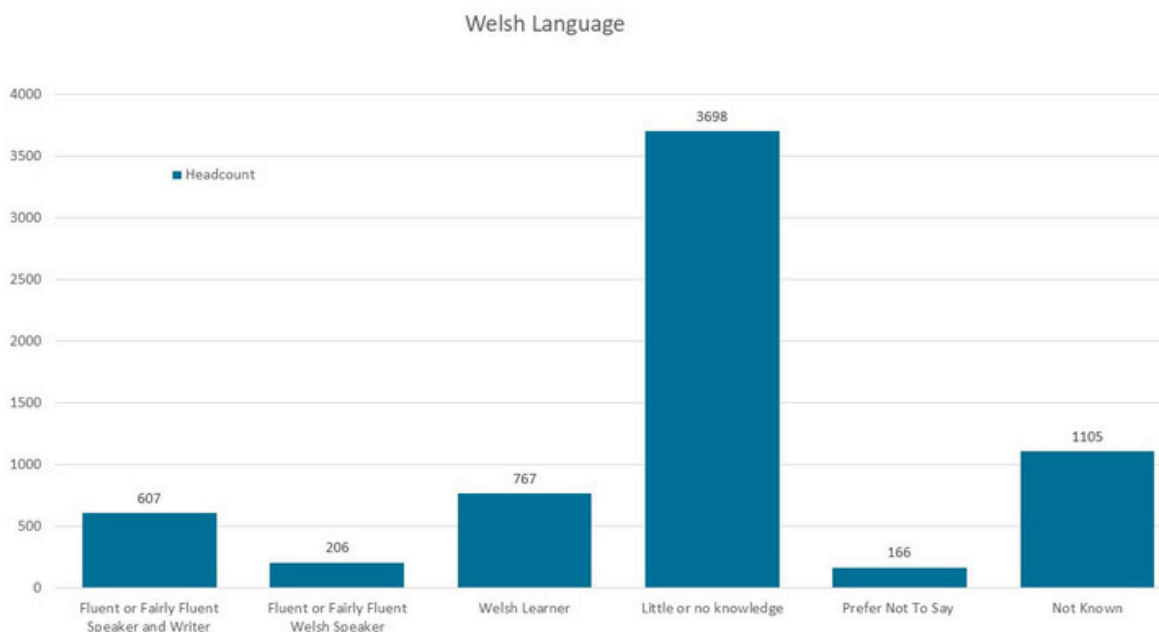
The overall proportion of Black, Asian & Minority Ethnic employees is

1.6%

2.3%

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

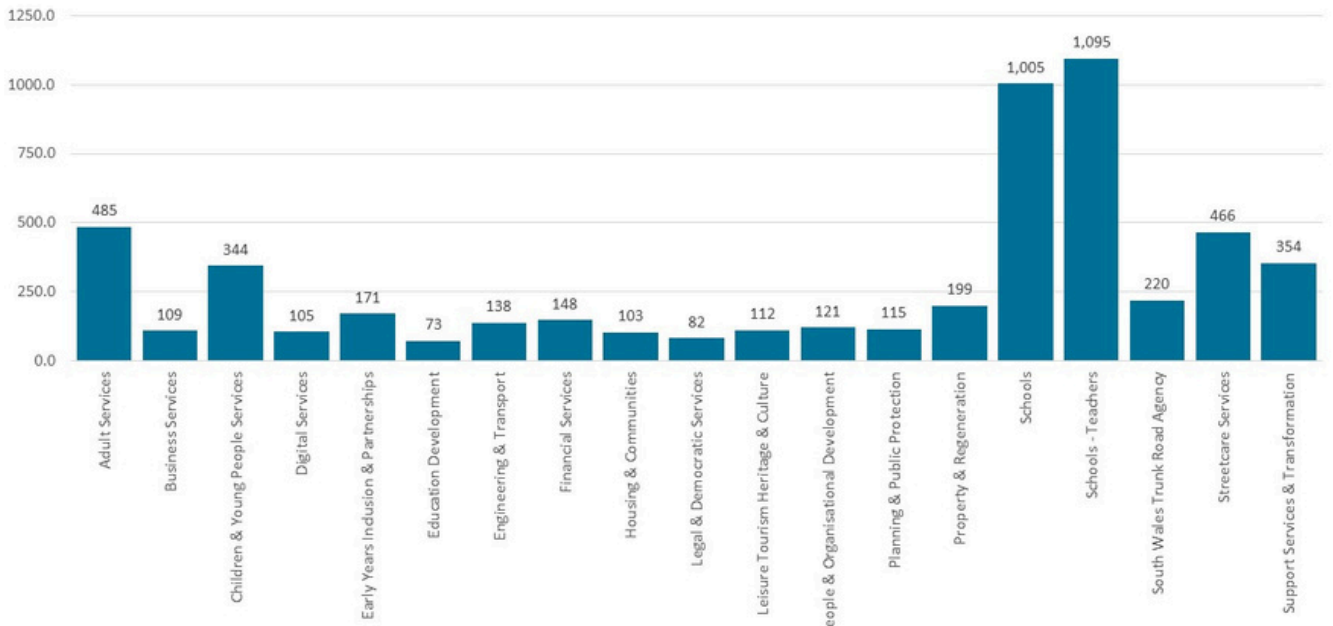
Employees' Welsh Language Ability



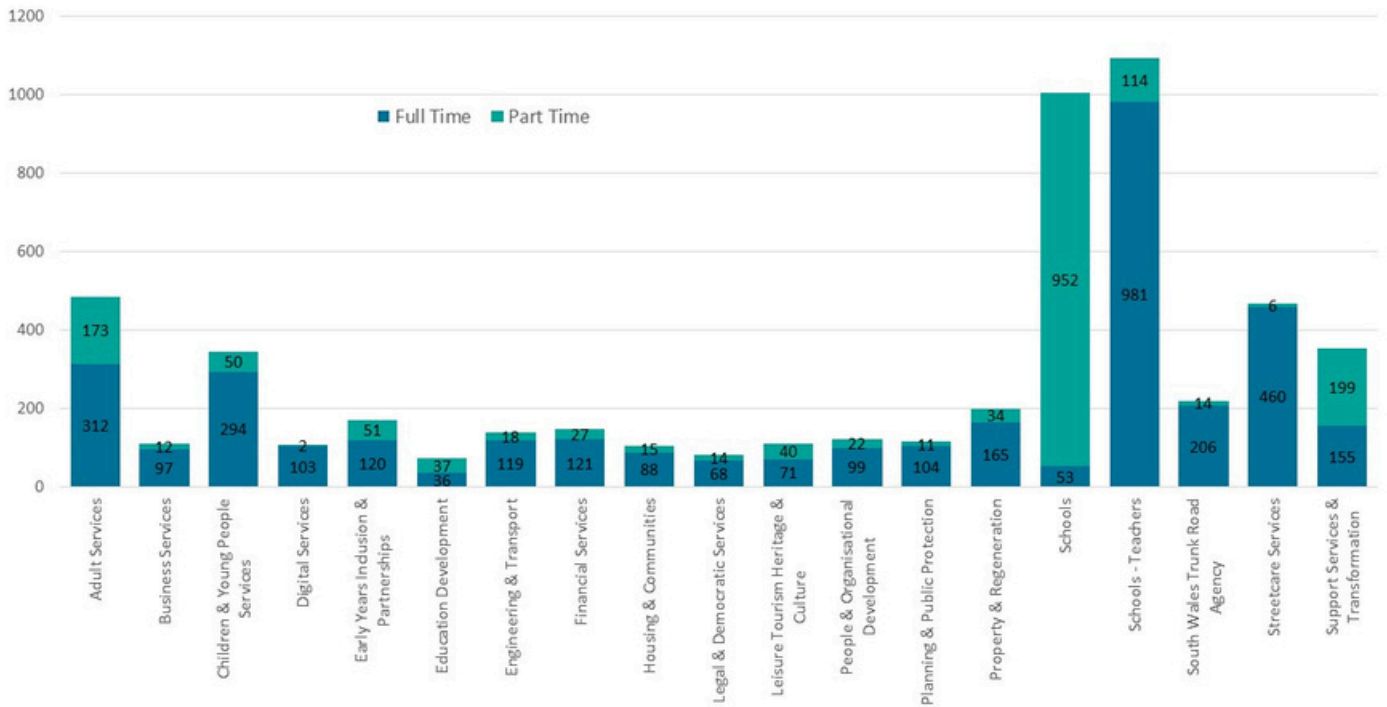
These figures are self-reported by employees

Employees by Service Area

Full Time Equivalent Per Service Area



Full Time/Part Time FTE Per Service Area



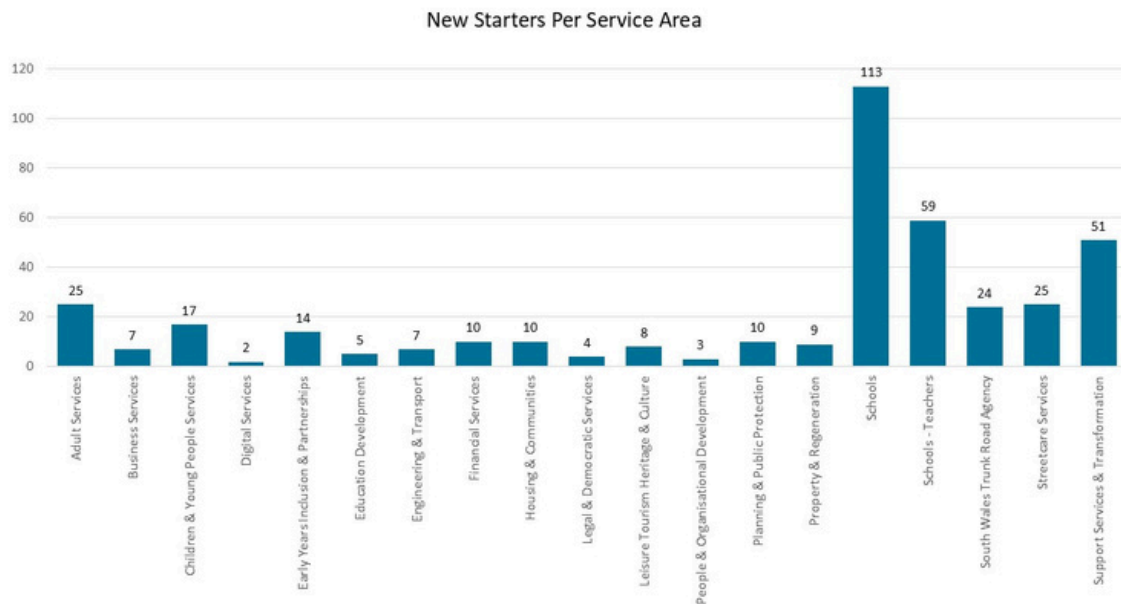
Joiners

403 employees have joined the Council between 1st April 2024 and 30th September 2024

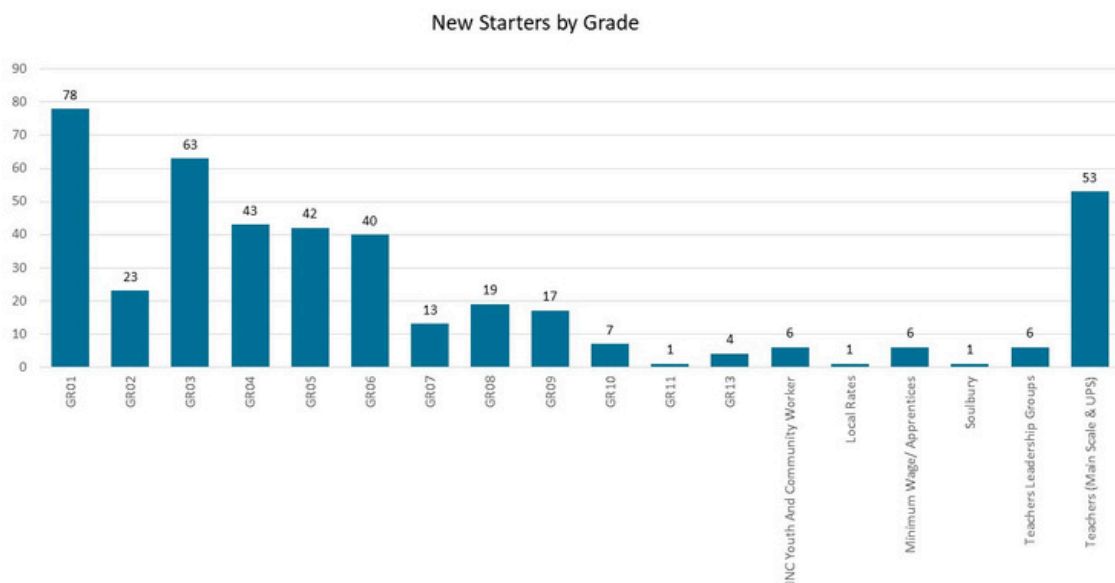
Joiners - these are employees new to the Authority

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



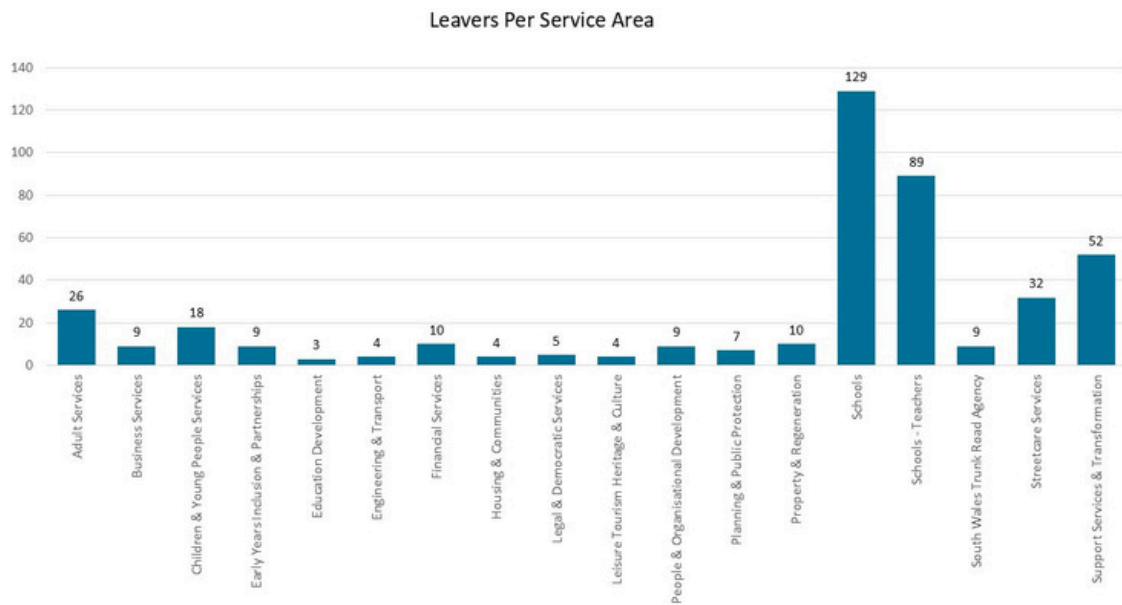
Leavers

425 employees have left the Council
between 1st April 2024 and 30th September 2024

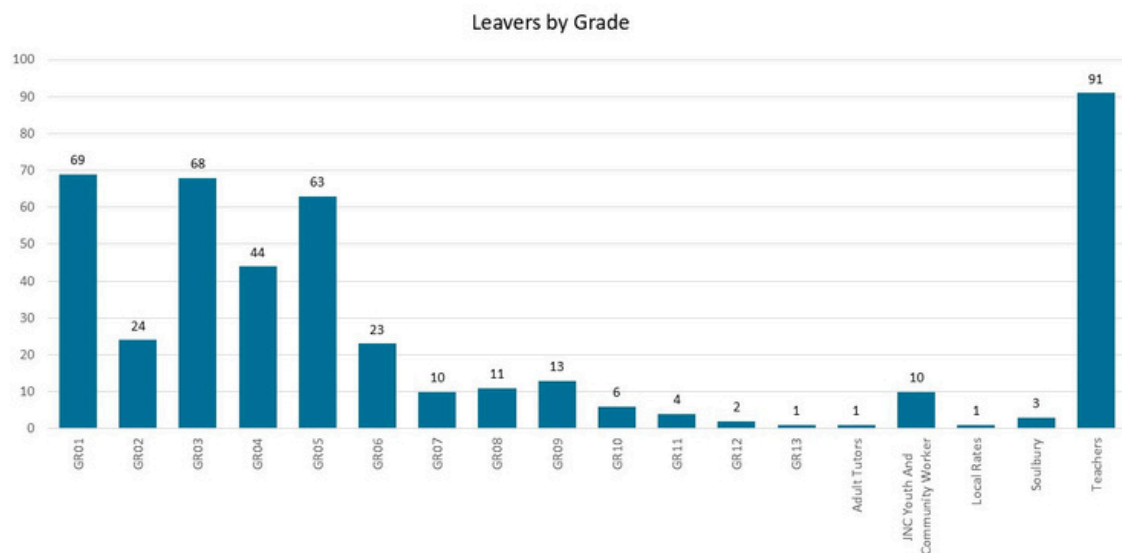
Leavers - these are people who have left all jobs with the Authority

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

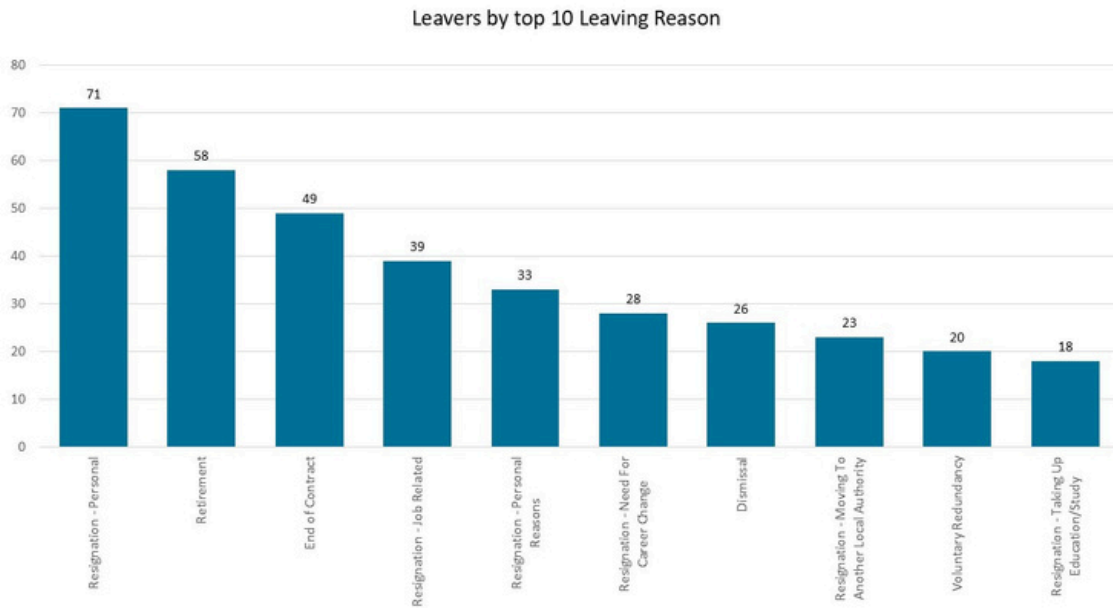
Leavers per Service Area



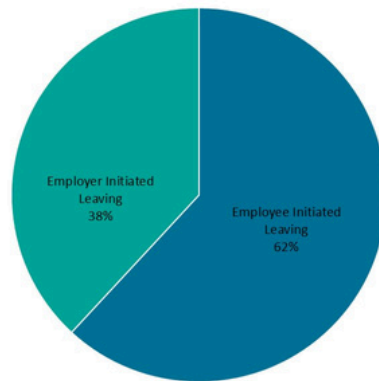
Leavers per Grade



Leavers by top 10 Leaving Reasons



Employer / Employee initiated Leaving Reasons



Between 1st April 2024 and
30th September 2024

- 1 Voluntary Redundancy
- 19 Voluntary Redundancies (Schools)
- 6 Compulsory Redundancies (Schools)

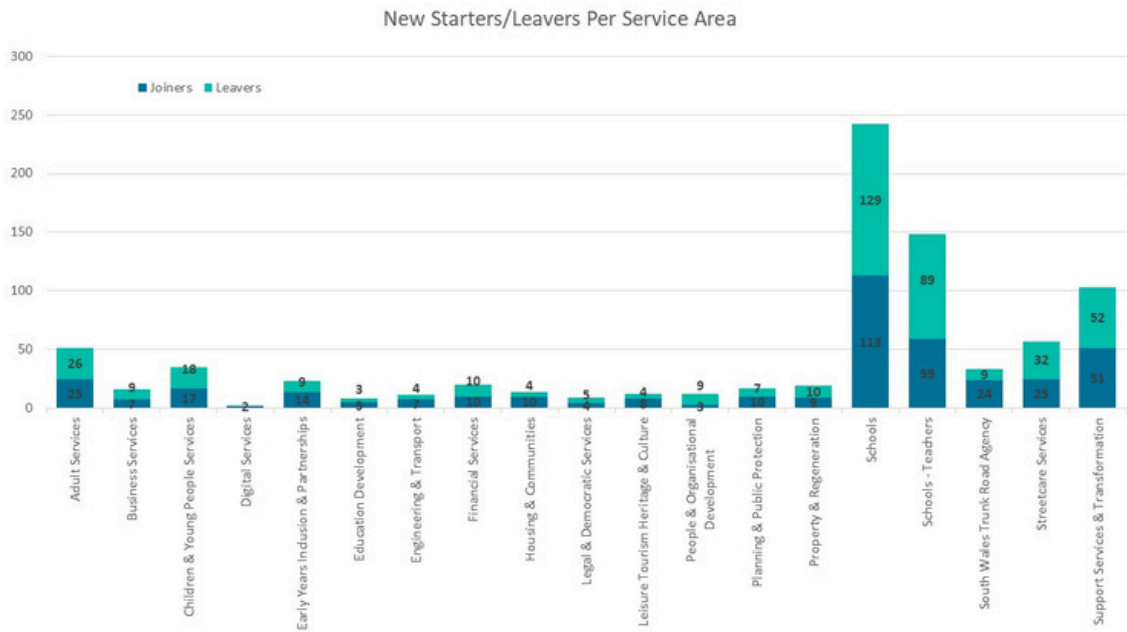
Joiners/Leavers

Joiners - employees who are new to the authority *

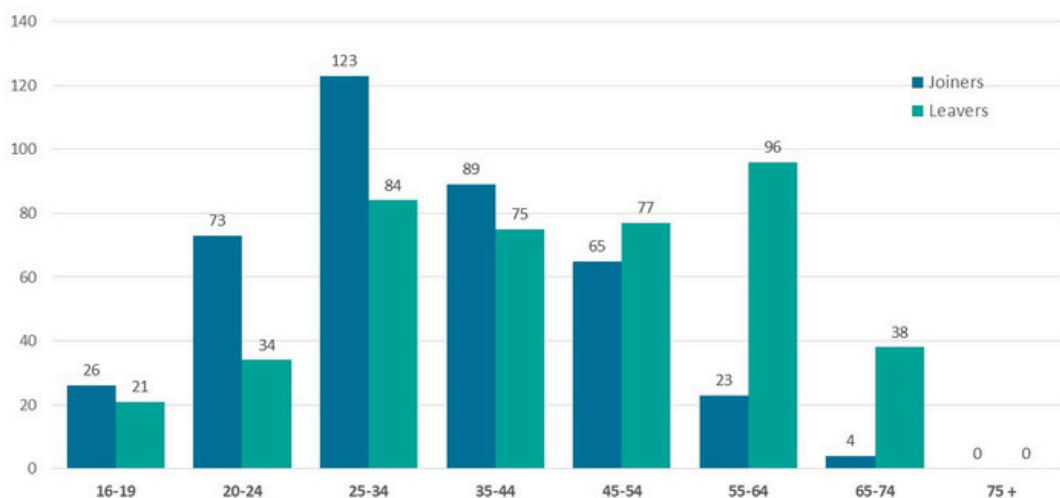
Leavers - employees who have left all jobs with the authority

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

Joiners/Leavers per Service Area



Joiners / Leavers per Age Band





Sickness Absence Quarter 2 2024/25

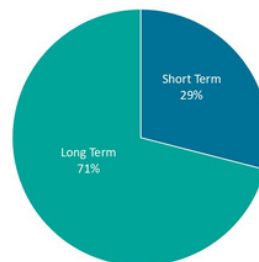
Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q2 2024/25	All staff Q2 2023/24
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	8217.5	1823.51	10041.01	9044.19
		Number of working days/shifts lost to long-term sickness absence during the year	22341.55	2365.21	24706.76	22603.64
		Number of working days/shifts lost to sickness absence during the year	30559.05	4188.72	34747.77	31647.83
		Average number of full-time equivalent (FTE) employees	4325.30	1109.31	5434.61	5388.56
		PI Value			6.39	5.8

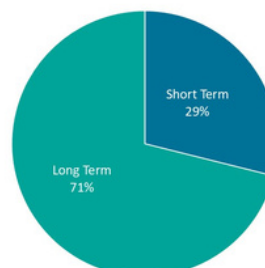
Ratio of short and long term sickness - number of FTE days lost (Including teachers)

Quarterly Comparisons

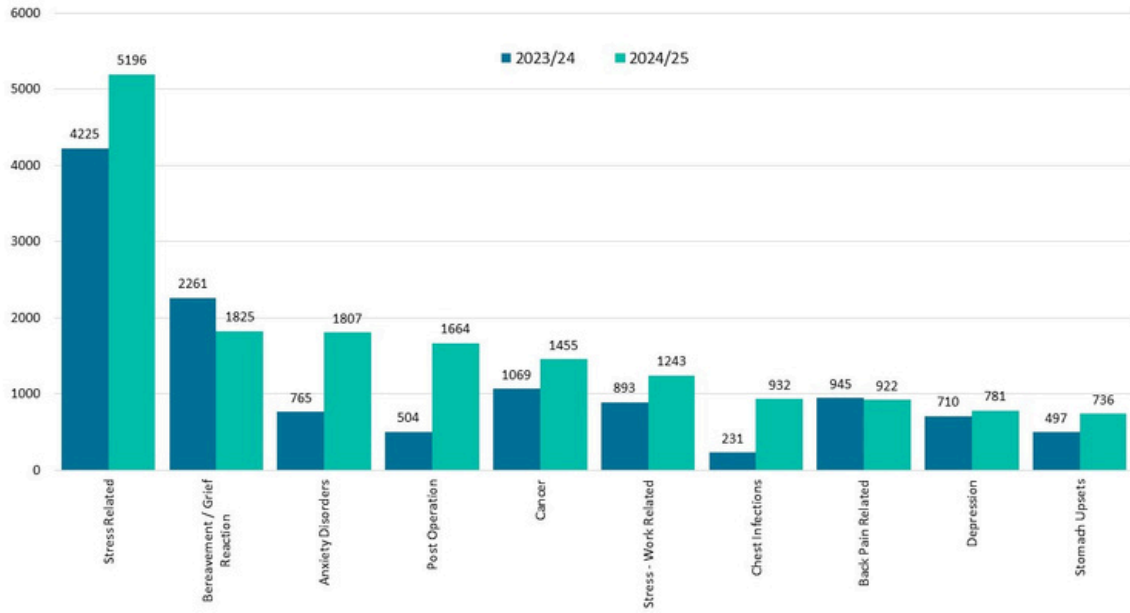
1st April 2023
to
30th September 2023



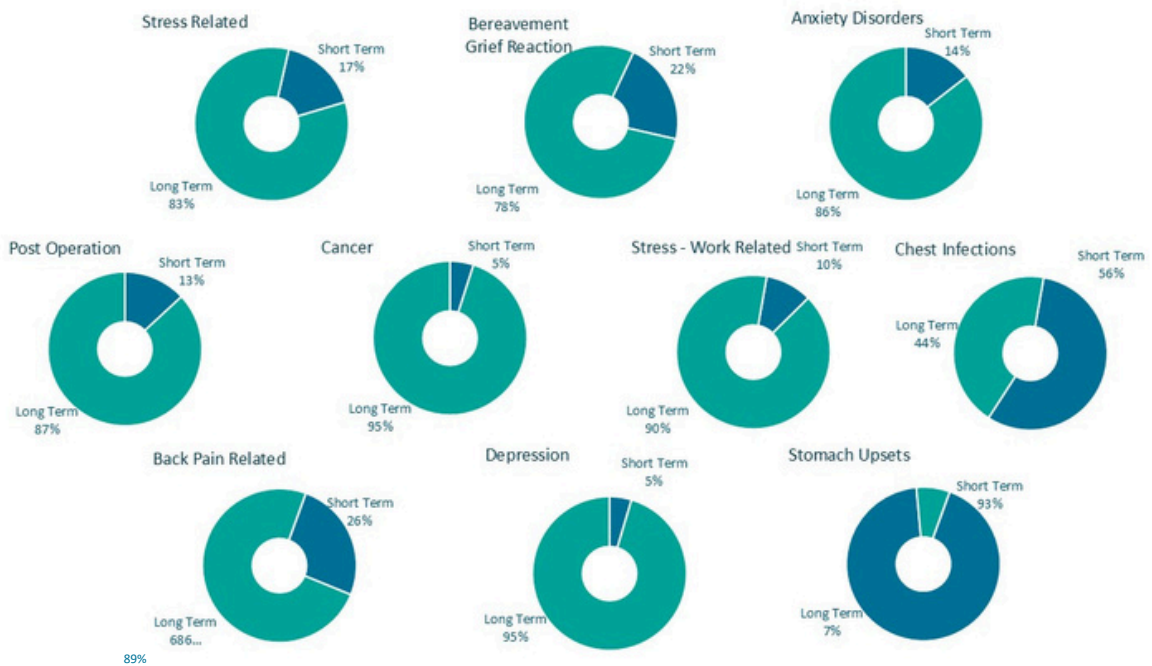
1st April 2024
to
30th September 2024



Sickness Absence Reasons - Top Ten



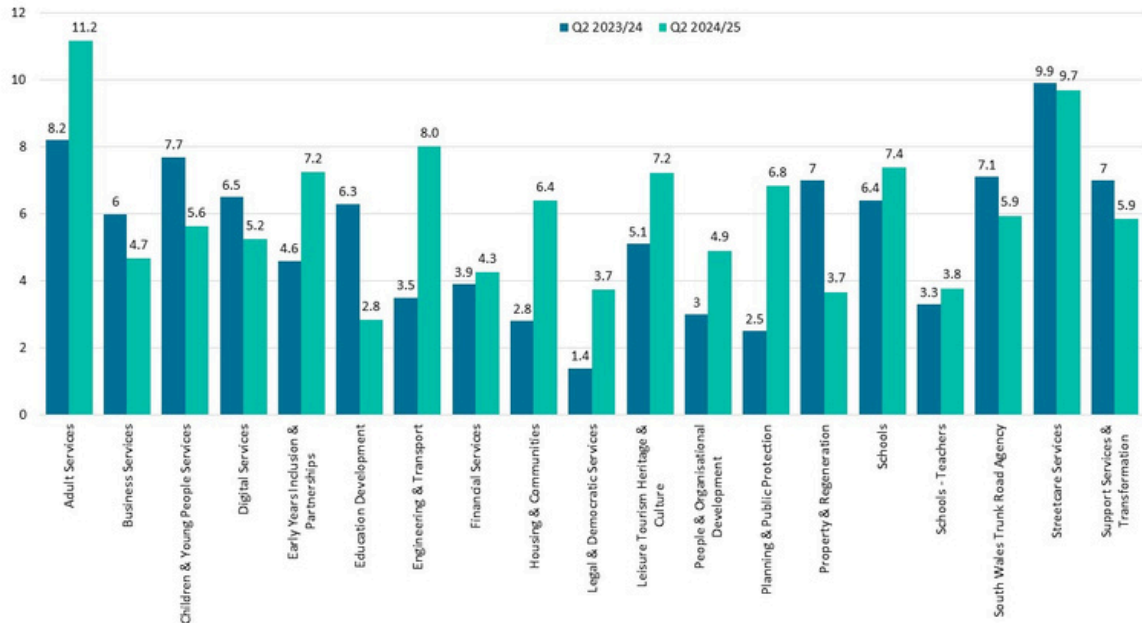
Long Term / Short Term Comparison (Top 10 reasons)



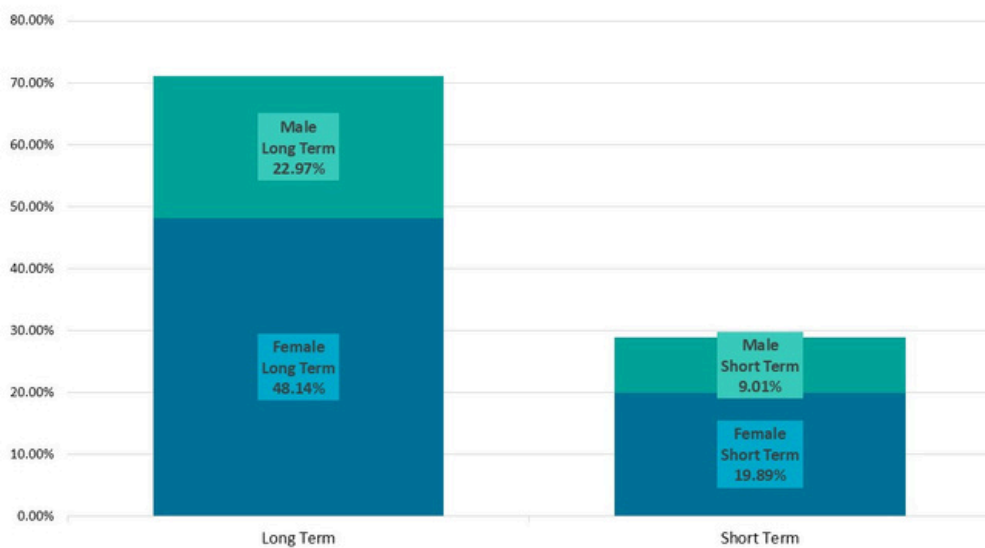
Overview of Sickness per Service Area

Average number of Sick days per Full Time Equivalent Employee

Quarter 2 2023/24 and 2024/25 comparison



Long Term / Short Term Sickness per Gender



Total FTE Working Days Lost Per Service Area

Total number of FTE Working Days Lost Per Service

