

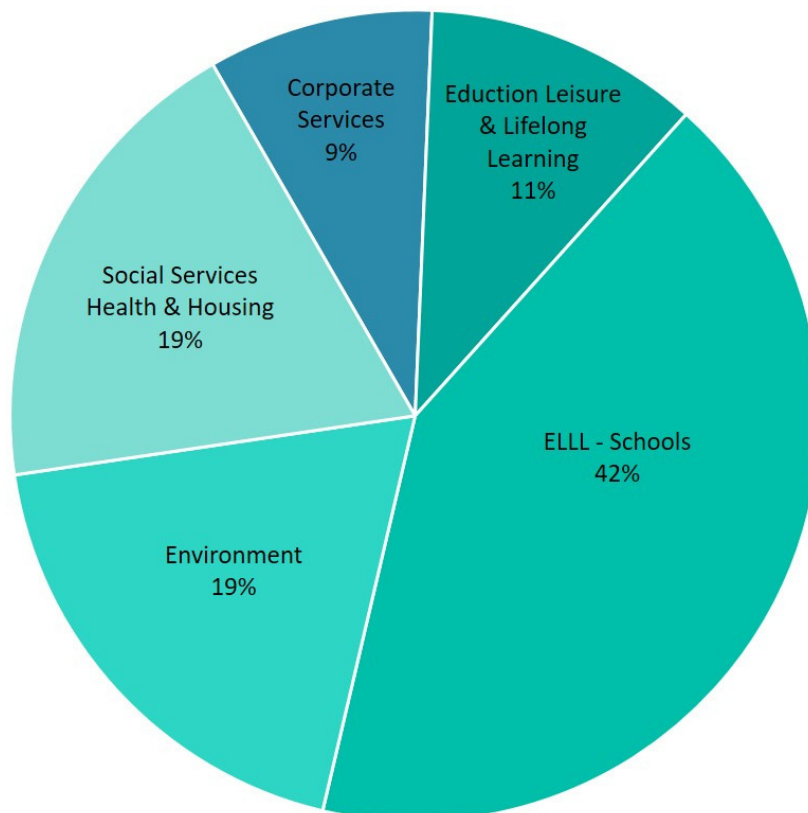


Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

WORKFORCE INFORMATION REPORT

Overview of the Council's Workforce

Data set out in this report relates to Quarter 1 2019/20



6,843 employees

£ 47 million

49% of gross expenditure

54%

of employees work
Part Time

18%

of employees are
teachers

76%

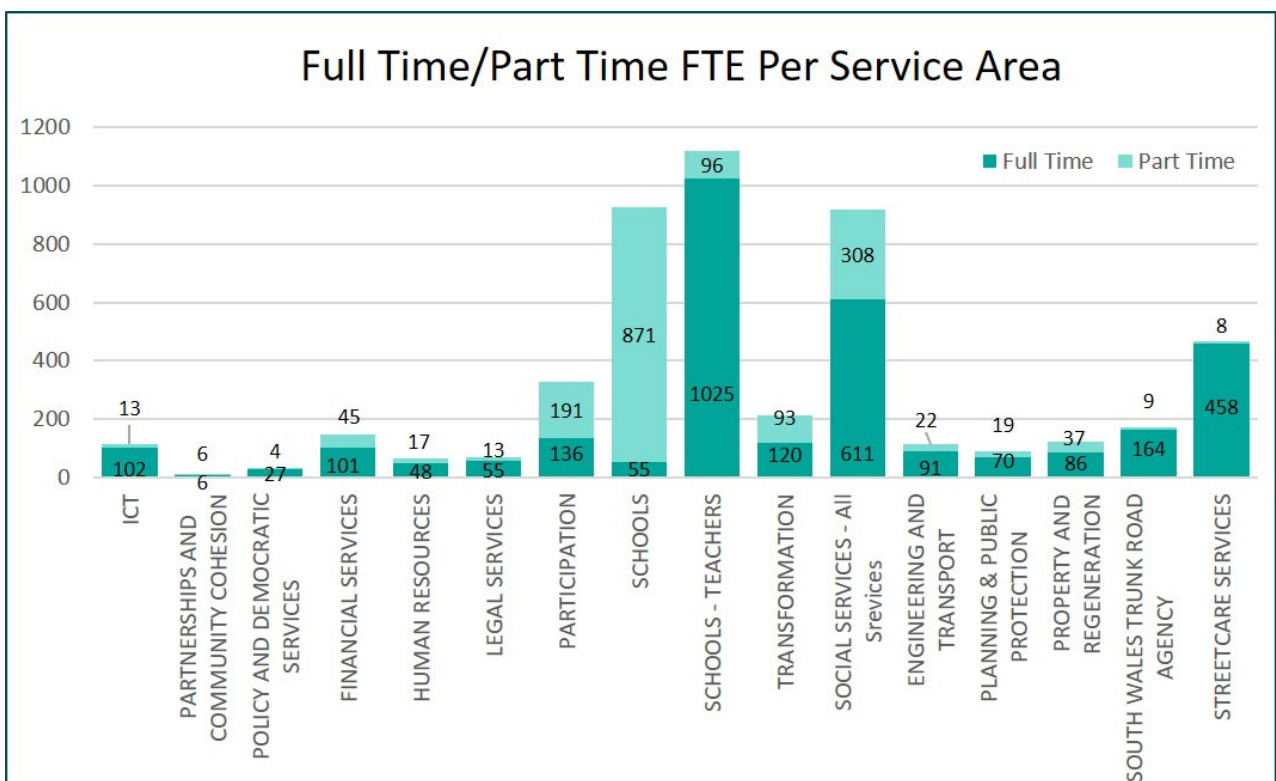
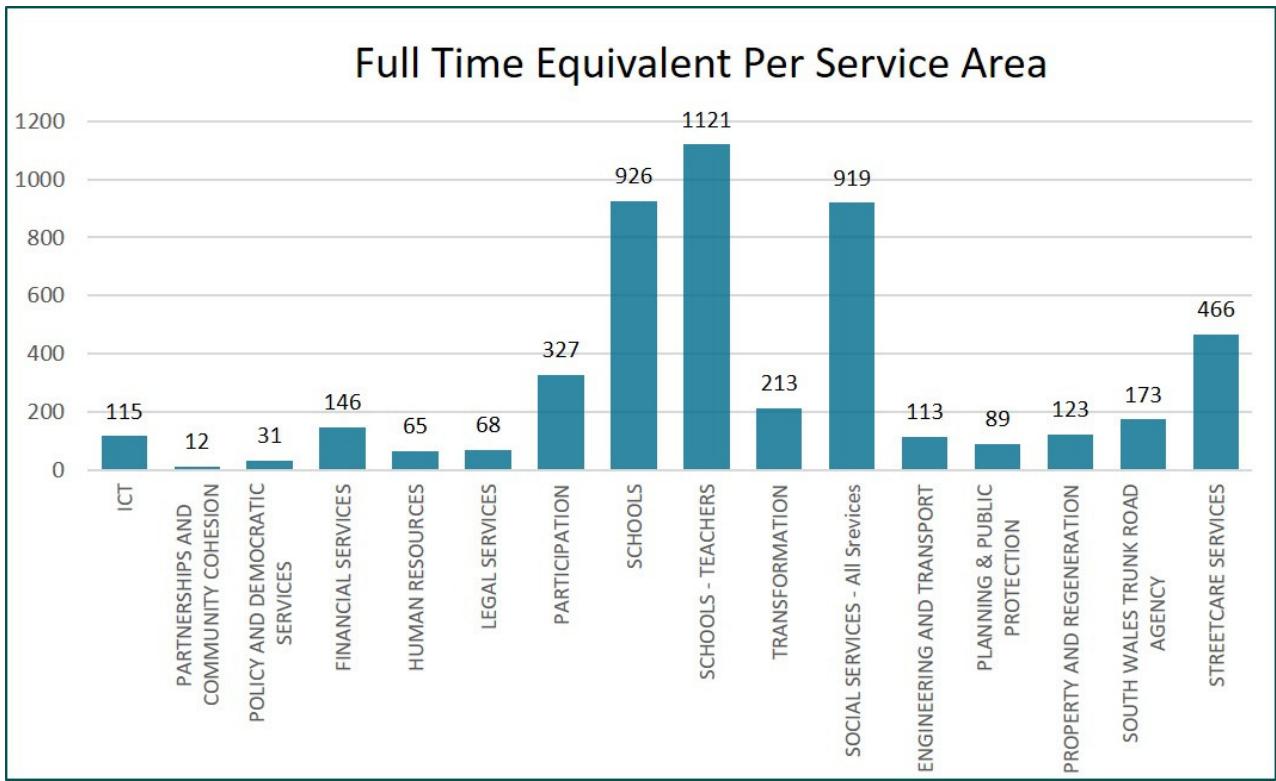
of employees are
LGS/Green Book

42%

of employees are
employed in our
Schools

Employees by Service Area

Chart 3



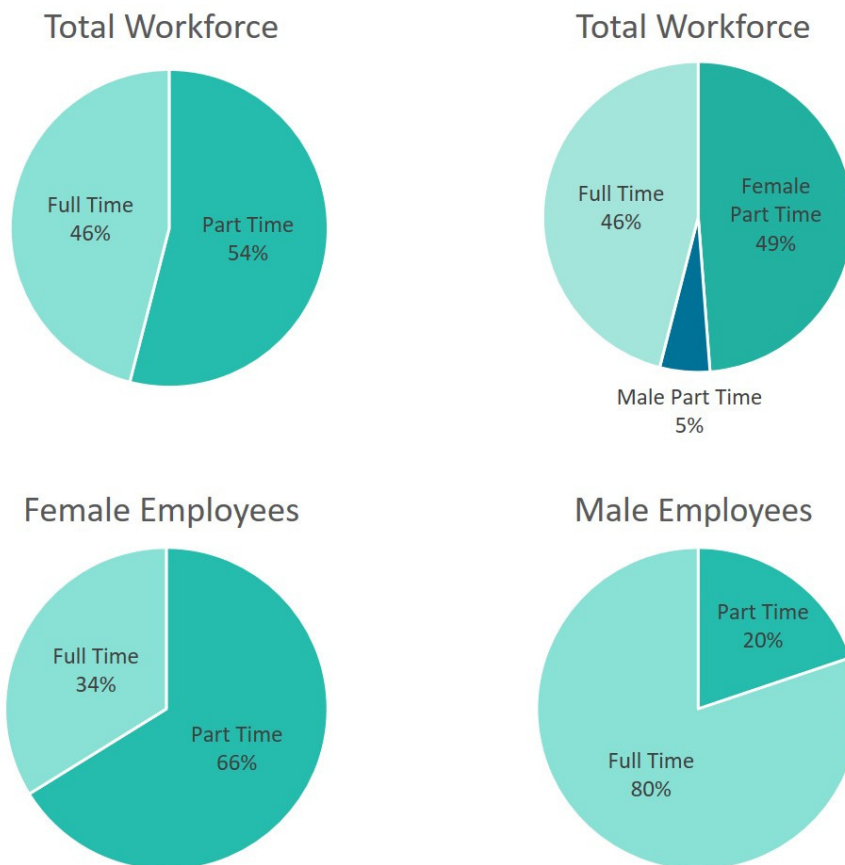
Protected Characteristics - the Workforce

Sex

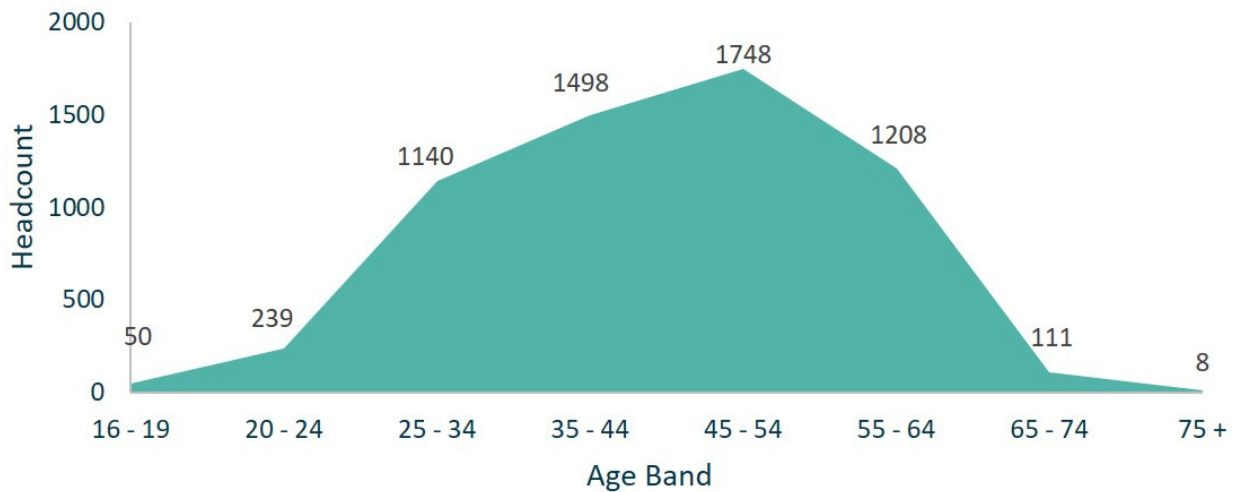
Chart 4



Working Patterns



Headcount per Age Band



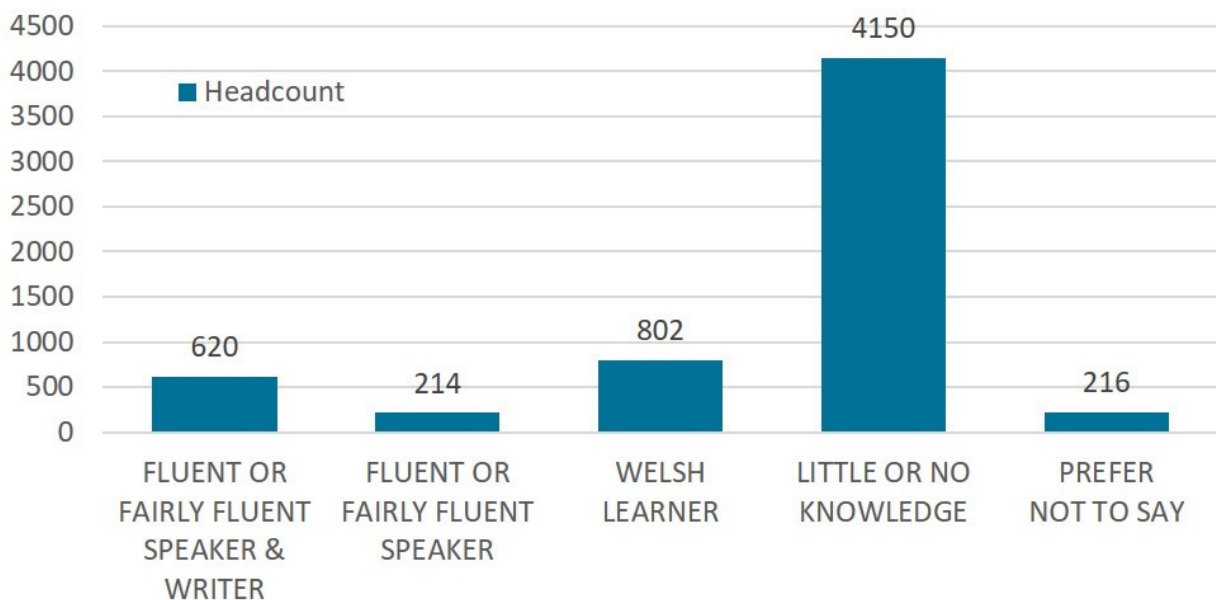
2.4%

of employees have identified themselves as having a Disability

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

1%

Welsh Language

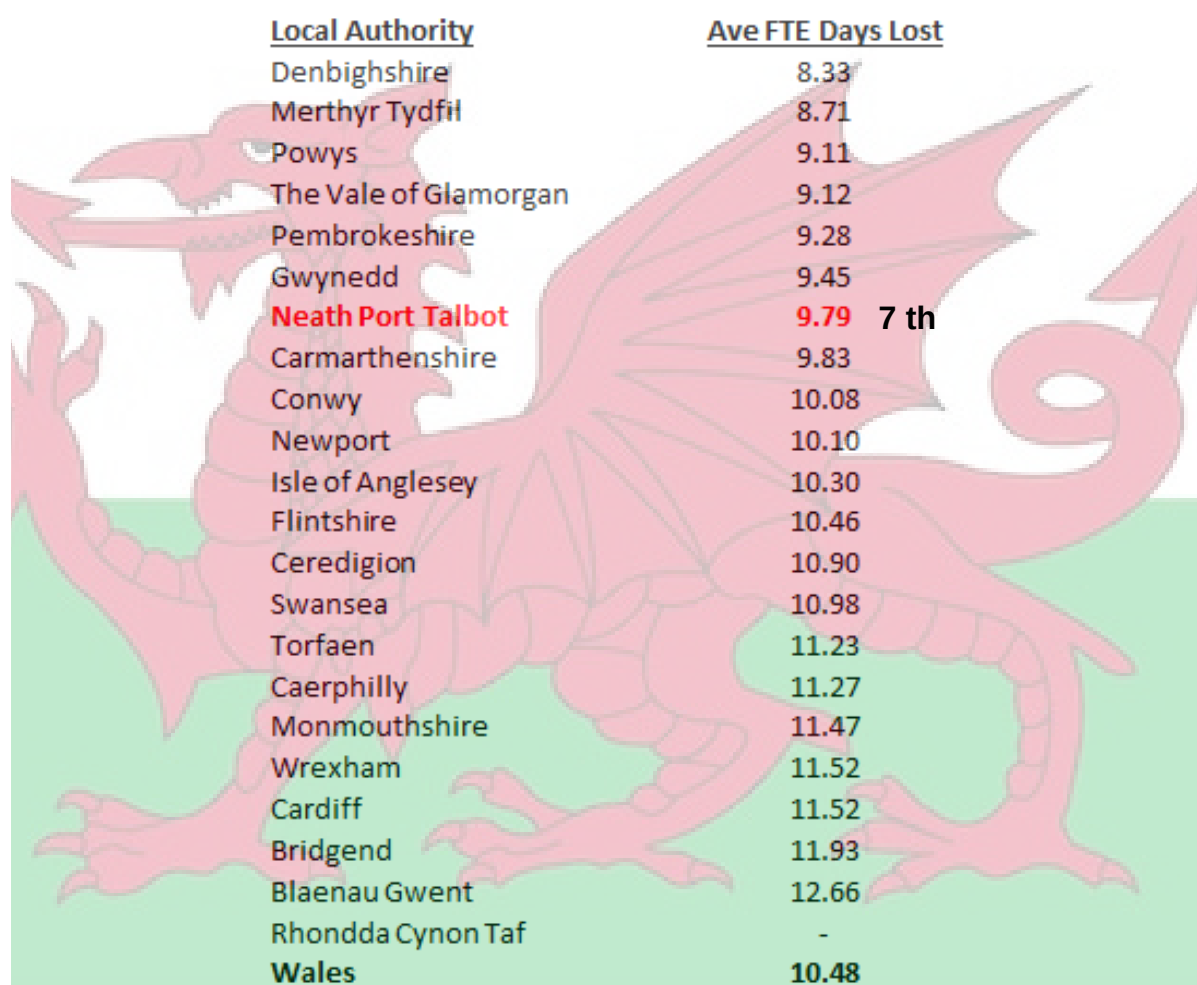


Sickness Absence Quarter 1 2019/20

2018-2019 Sickness Absence

Performance Comparison – NPT compared to All Wales

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

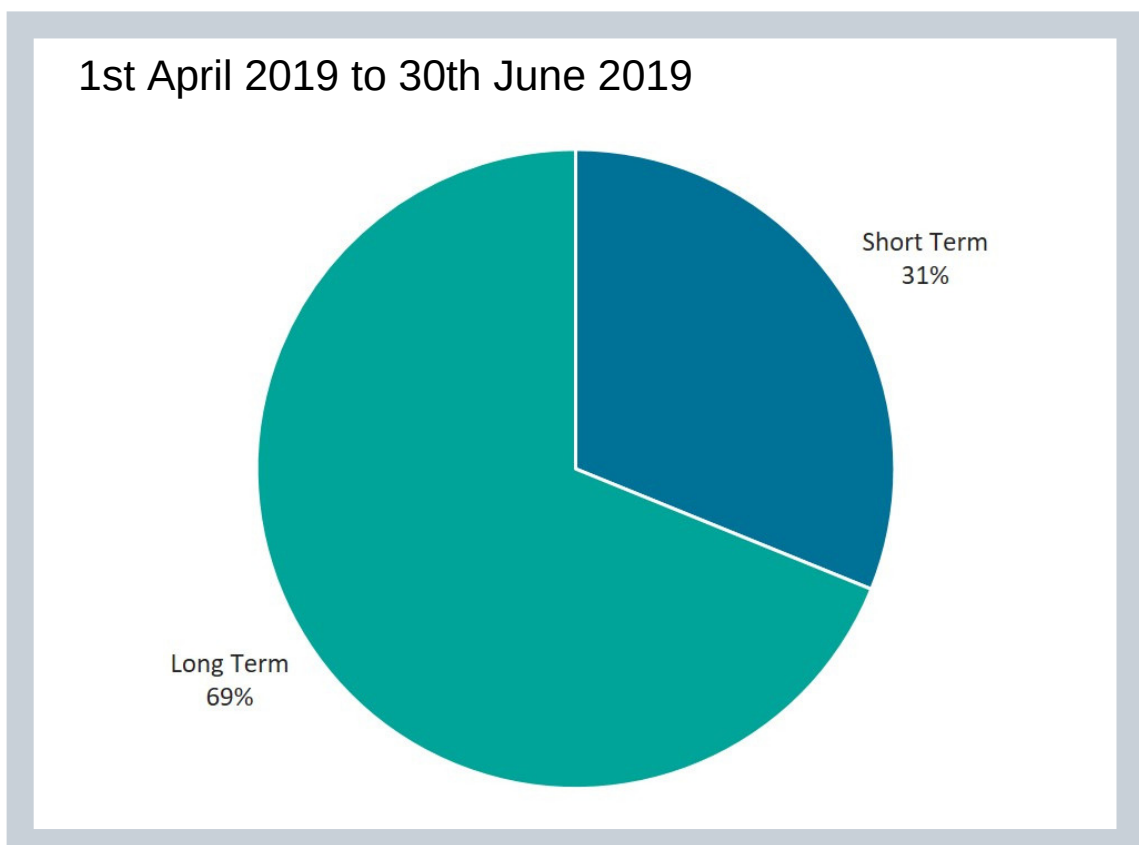
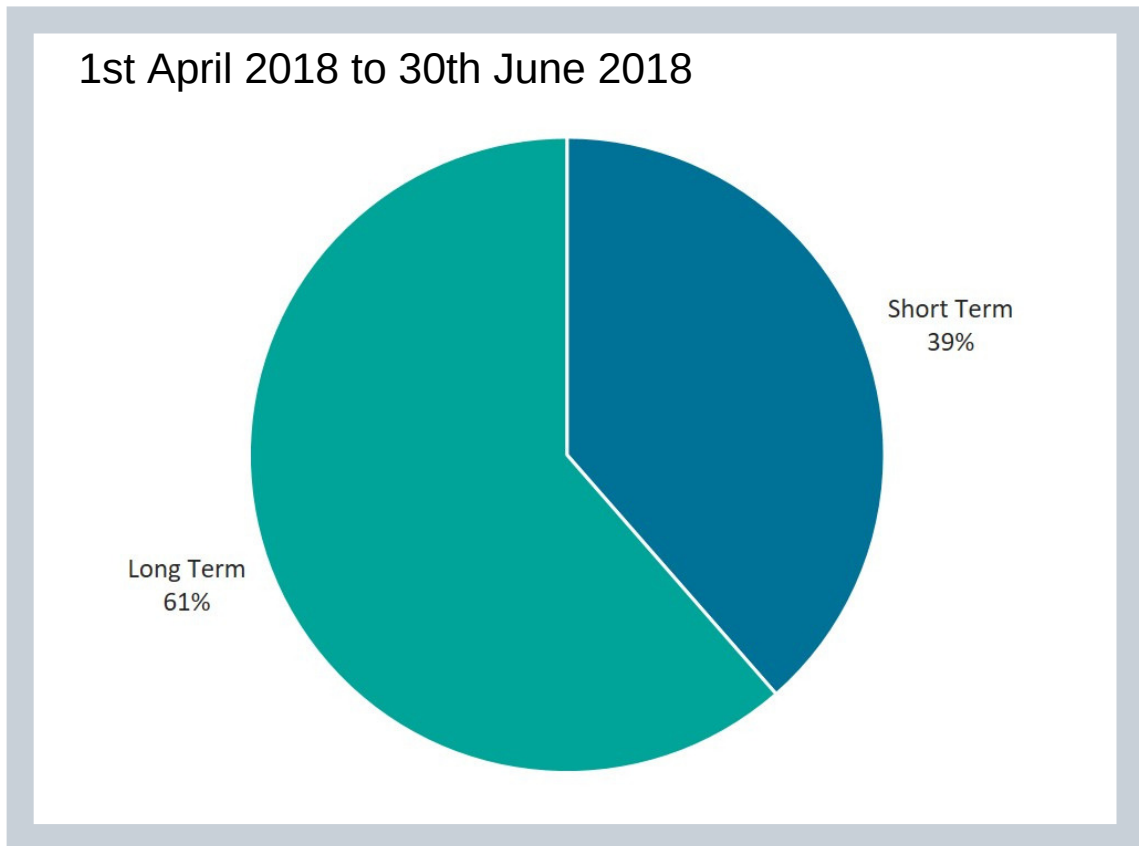


ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q1 2019/20	All staff Q1 2018/19
PAM/001	Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year	Number of working days/shifts lost to short-term sickness absence during the year	2559.82	390.31	2950.13	4342.03
		Number of working days/shifts lost to long-term sickness absence during the year	5736.56	786.68	6523.24	6918.08
		Number of working days/shifts lost to sickness absence during the year	8296.38	1176.99	9473.37	11260.11
		Average number of full-time equivalent (FTE) employees	3936.95	1114.91	5051.85	5058.15
		PI Value	2.11	1.06	1.88	2.23

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

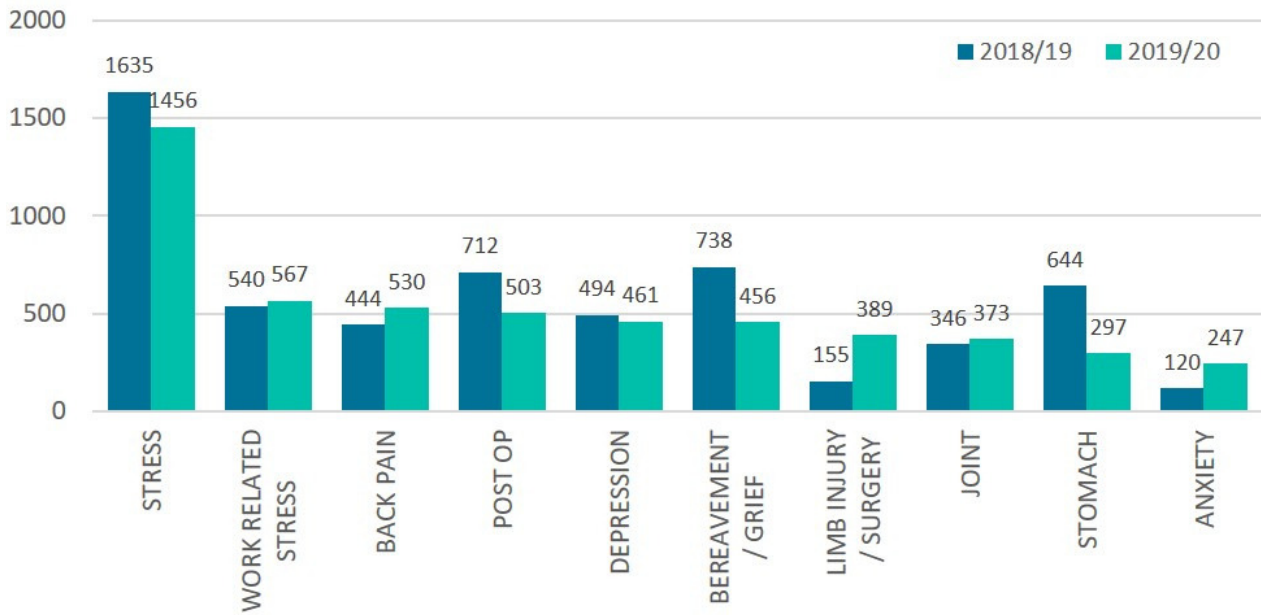
Quarter 1 Comparisons

Chart 5

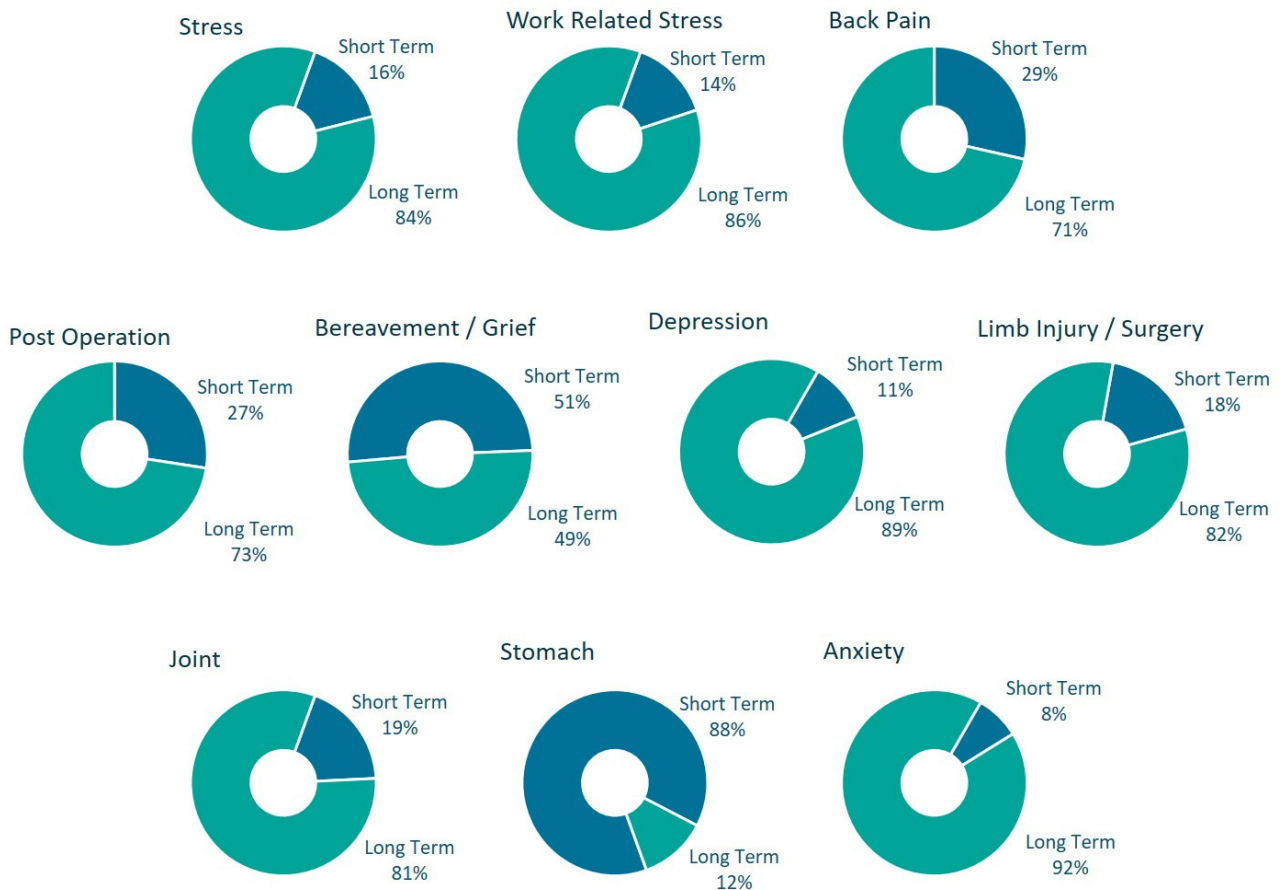


Sickness Absence Reasons - Top Ten

Chart 6



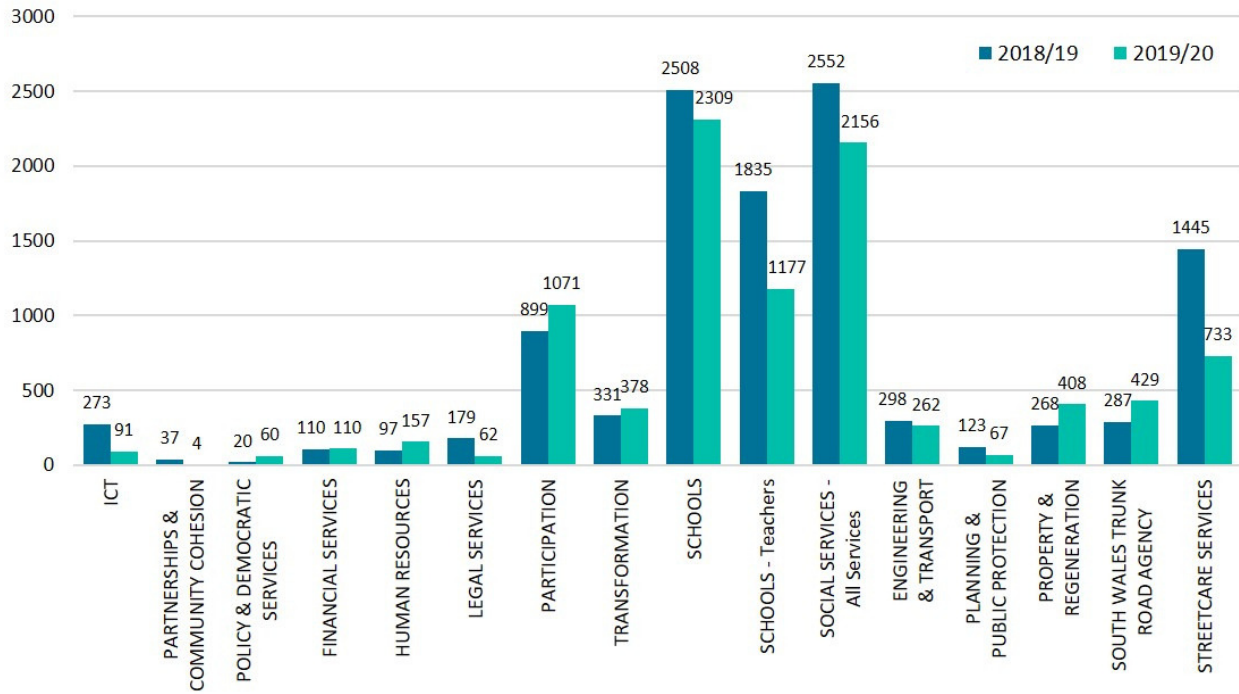
Long Term / Short Term Comparison (Top 10 reasons) Quarter 1



Overview of Sickness per Service Area

Chart 7

Quarter 1 2018/19 and 2019/20 comparison



Long Term / Short term Sickness per Service Area Quarter 1 2019/20

