



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

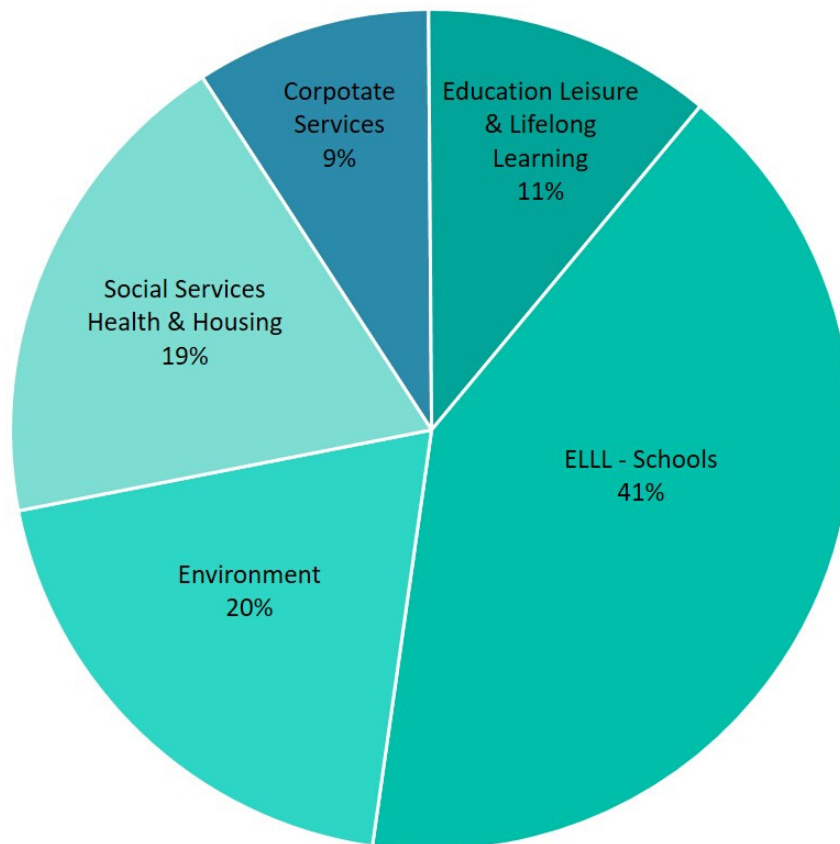
WORKFORCE INFORMATION REPORT

Overview of the Council's Workforce

Data set out in this report relates to Quarter 2 2019/20

Chart 1

FTE per Service Area



6,791 employees

£ 97 million YTD

47% of gross expenditure

54%

of employees work
Part Time

17.8%

of employees are
teachers

79%

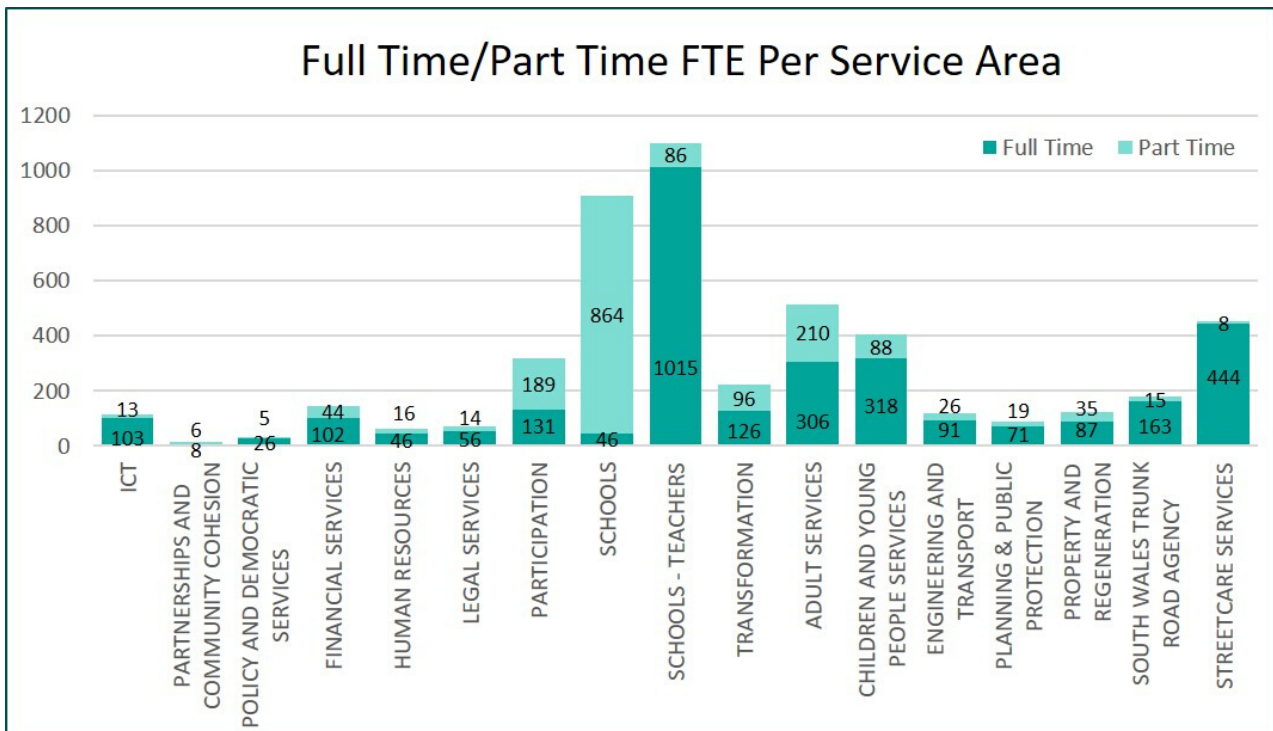
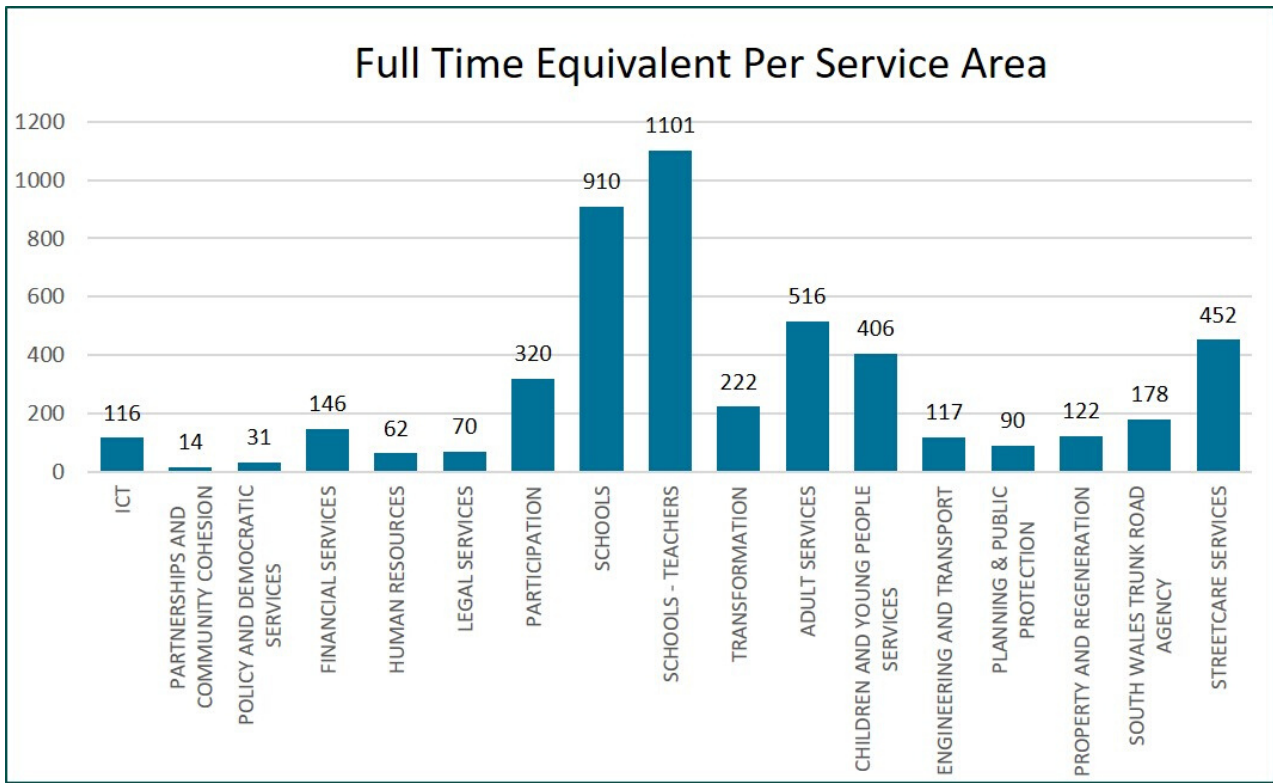
of employees are
LGS/Green Book

41%

of employees are
employed in our
Schools

Employees by Service Area

Chart 3



Protected Characteristics - the Workforce

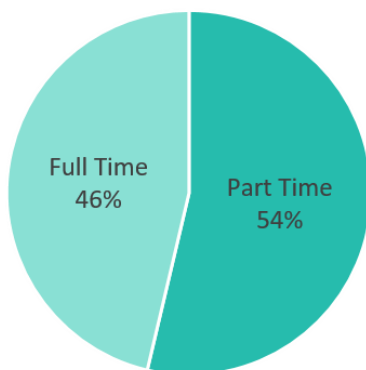
Sex

Chart 4

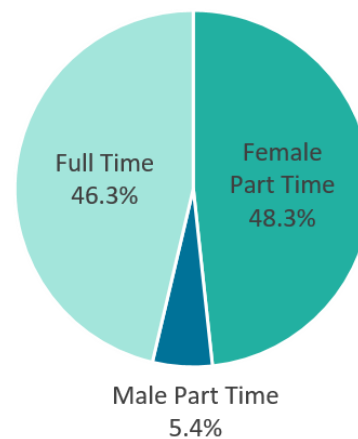


Working Patterns

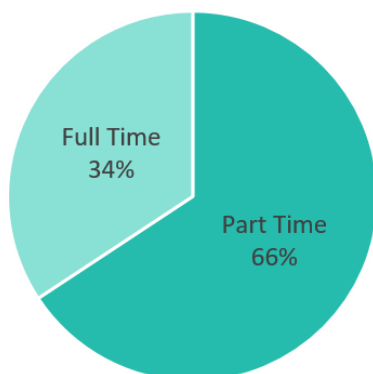
Total Workforce



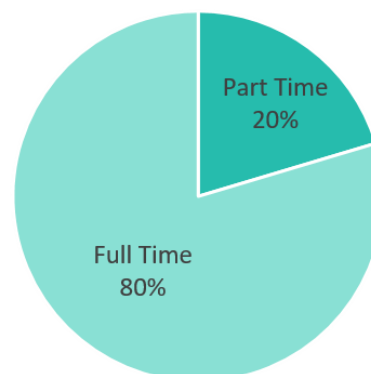
Total Workforce



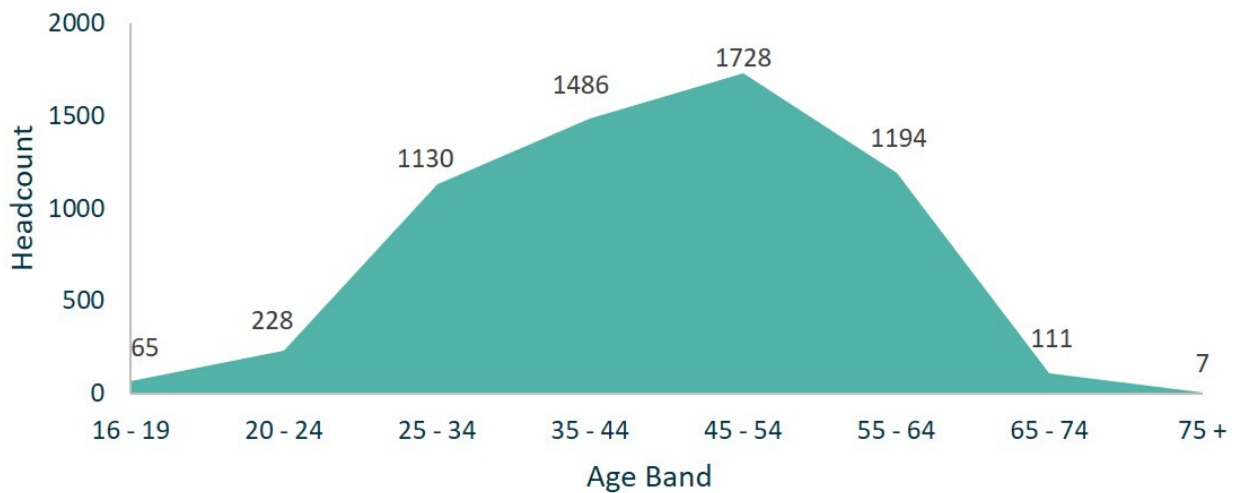
Female Employees



Male Employees



Headcount per Age Band



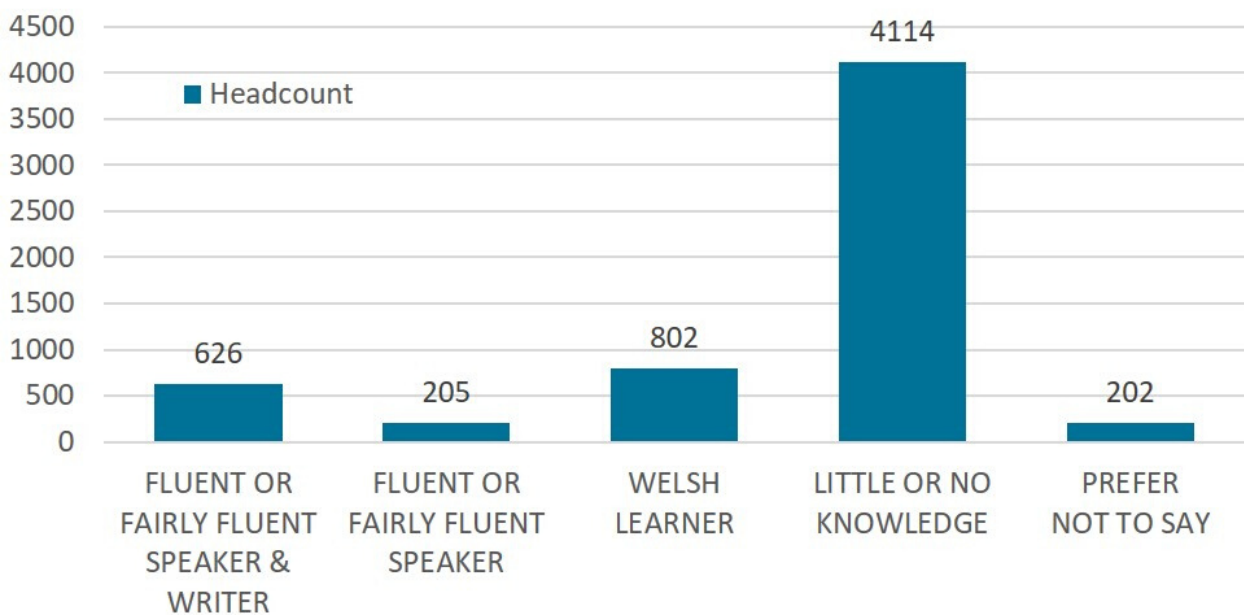
2.6%

of employees have identified themselves as having a Disability

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

1.3%

Welsh Language

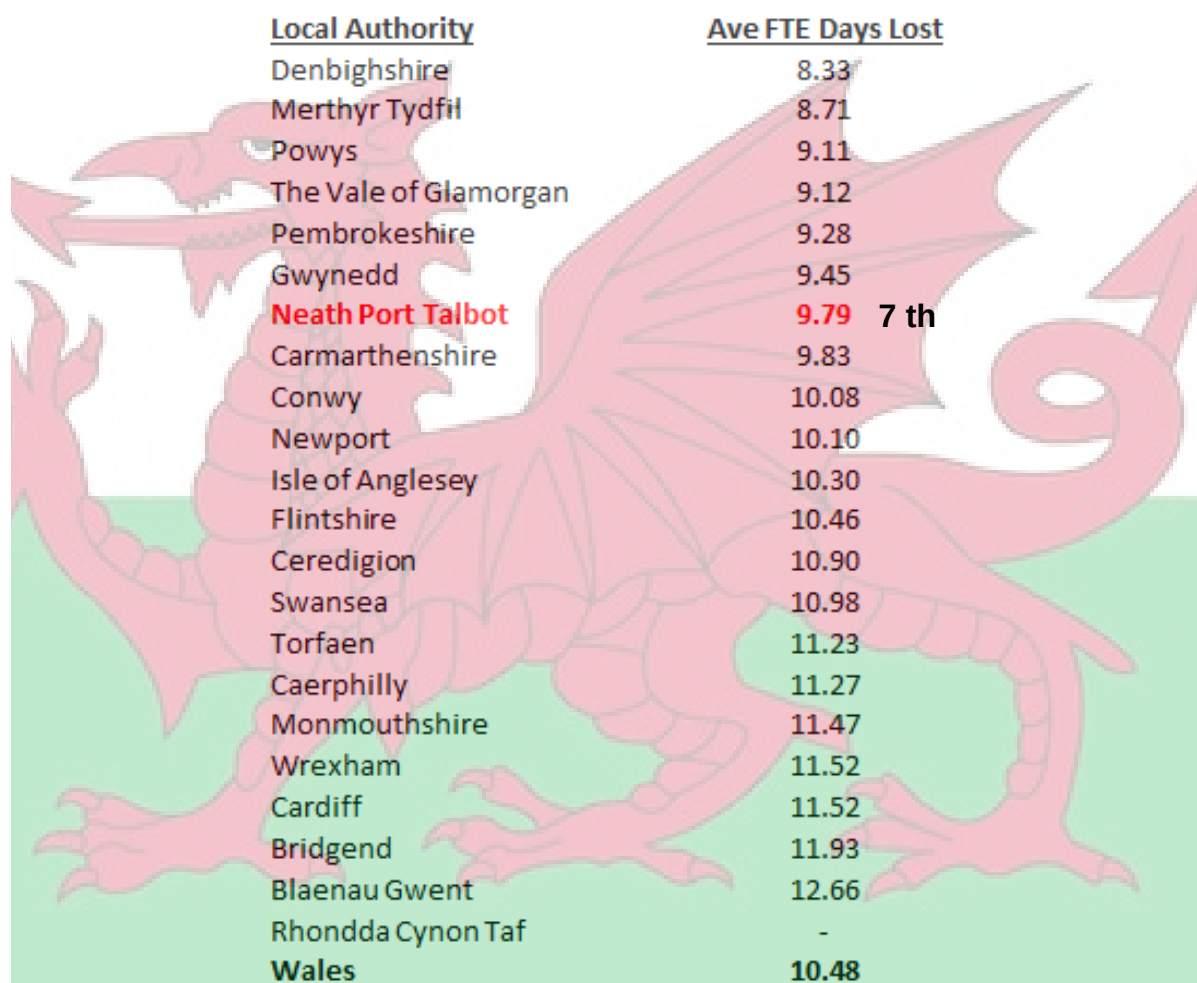


Sickness Absence Quarter 2 2019/20

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

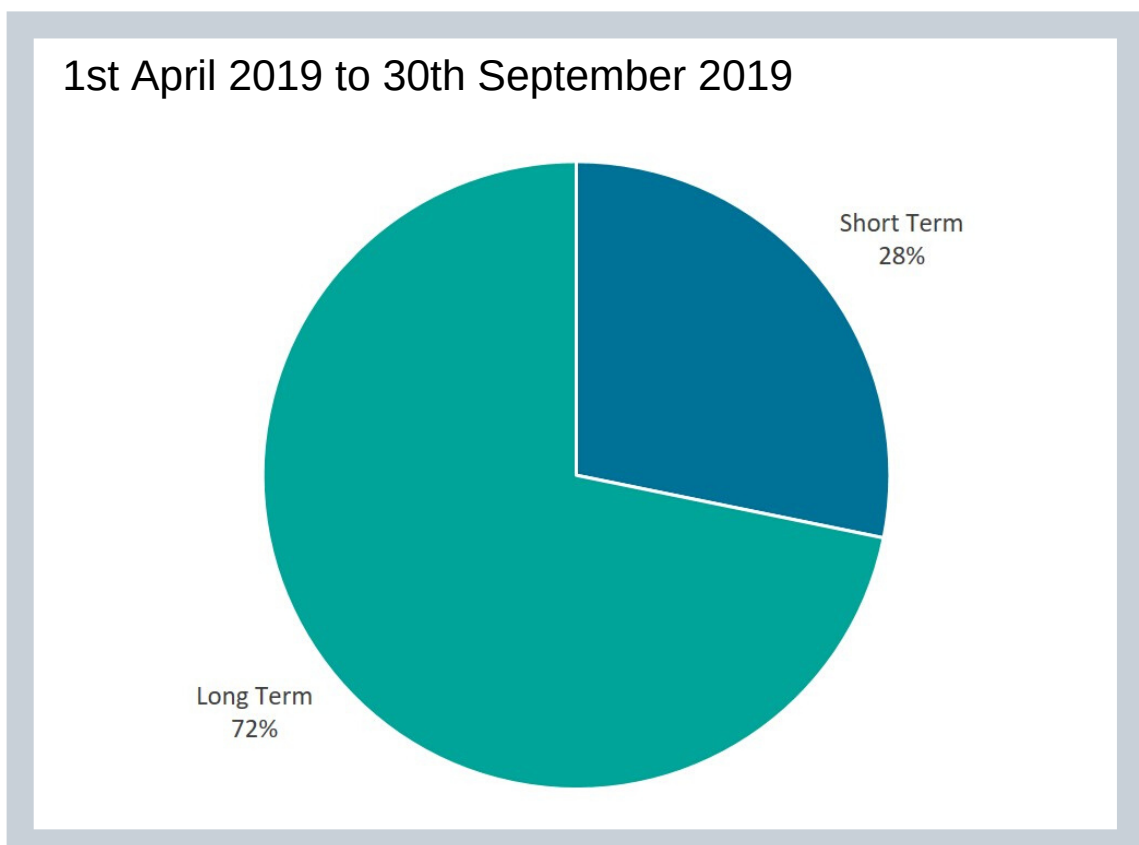
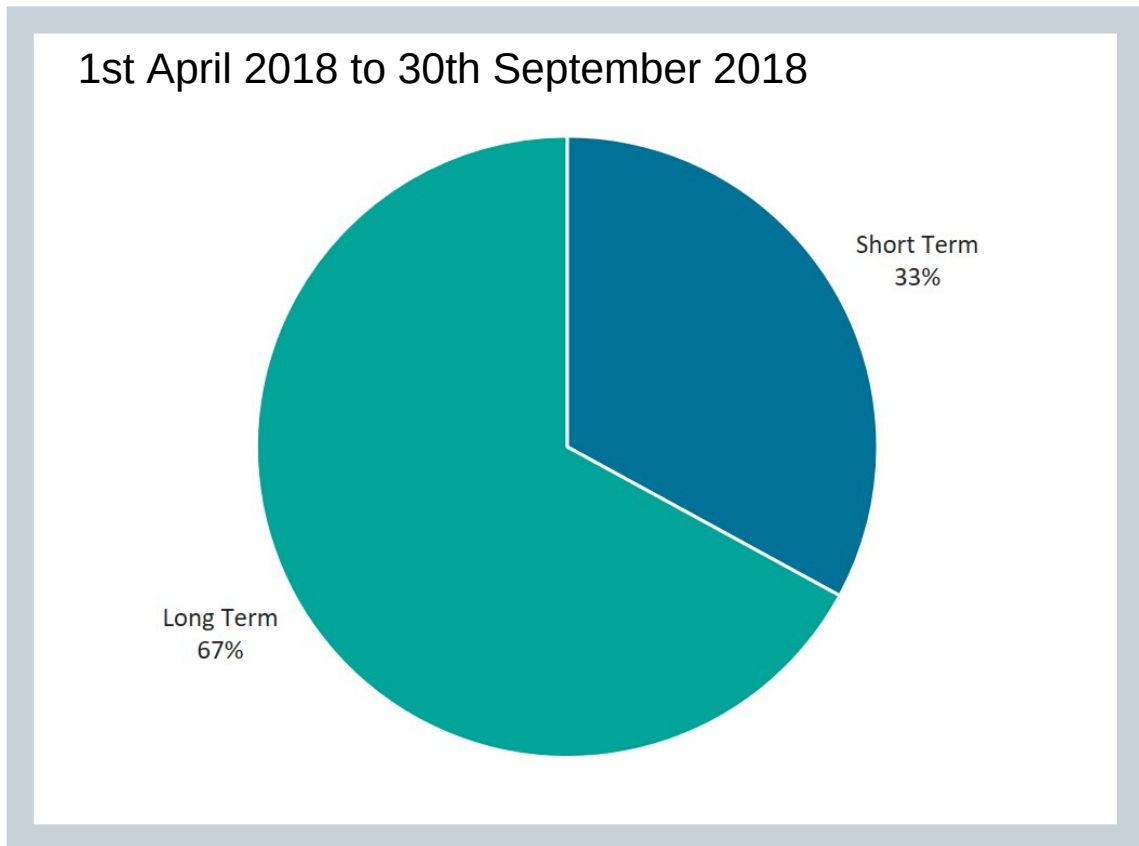


ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q2 2019/20	All staff Q2 2018/19
PAM/001	Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year	Number of working days/shifts lost to short-term sickness absence during the year	9431.99	1633.00	11064.99	14876.98
		Number of working days/shifts lost to long-term sickness absence during the year	13047.78	1427.55	14475.33	7312.30
		Number of working days/shifts lost to sickness absence during the year	22479.77	3060.55	25540.32	22189.28
		Average number of full-time equivalent (FTE) employees	3933.82	1104.92	5038.74	5065.59
		PI Value	5.71	2.77	5.07	4.38

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

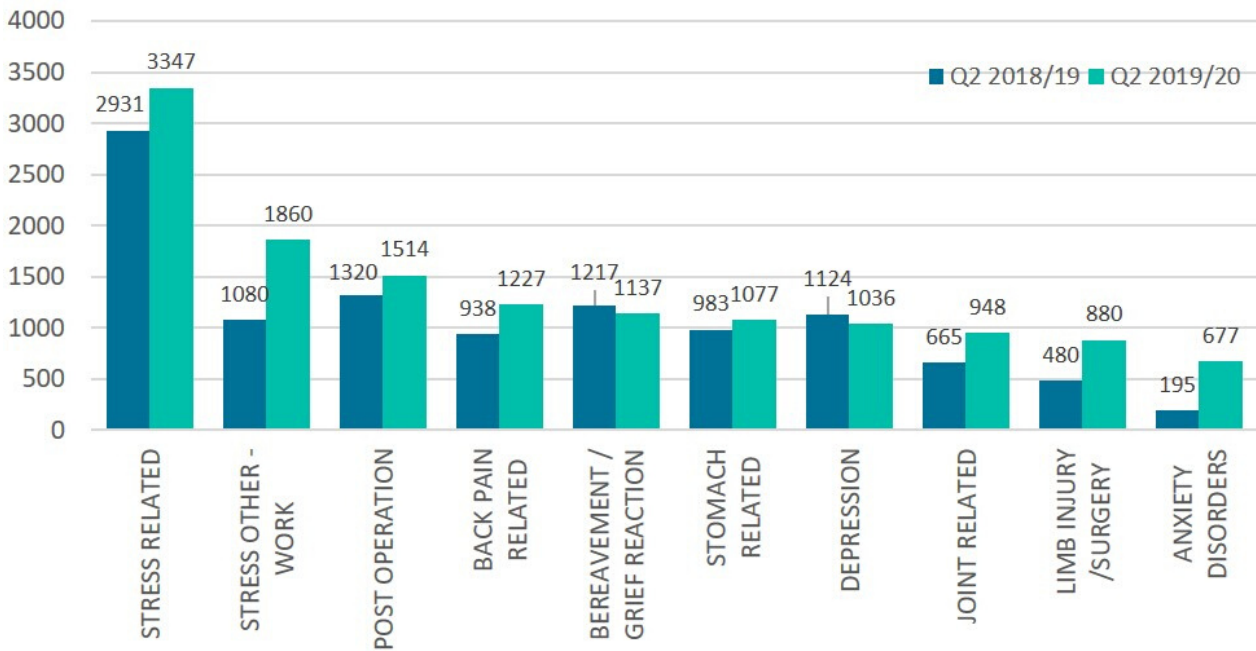
Quarter 2 Comparisons

Chart 5

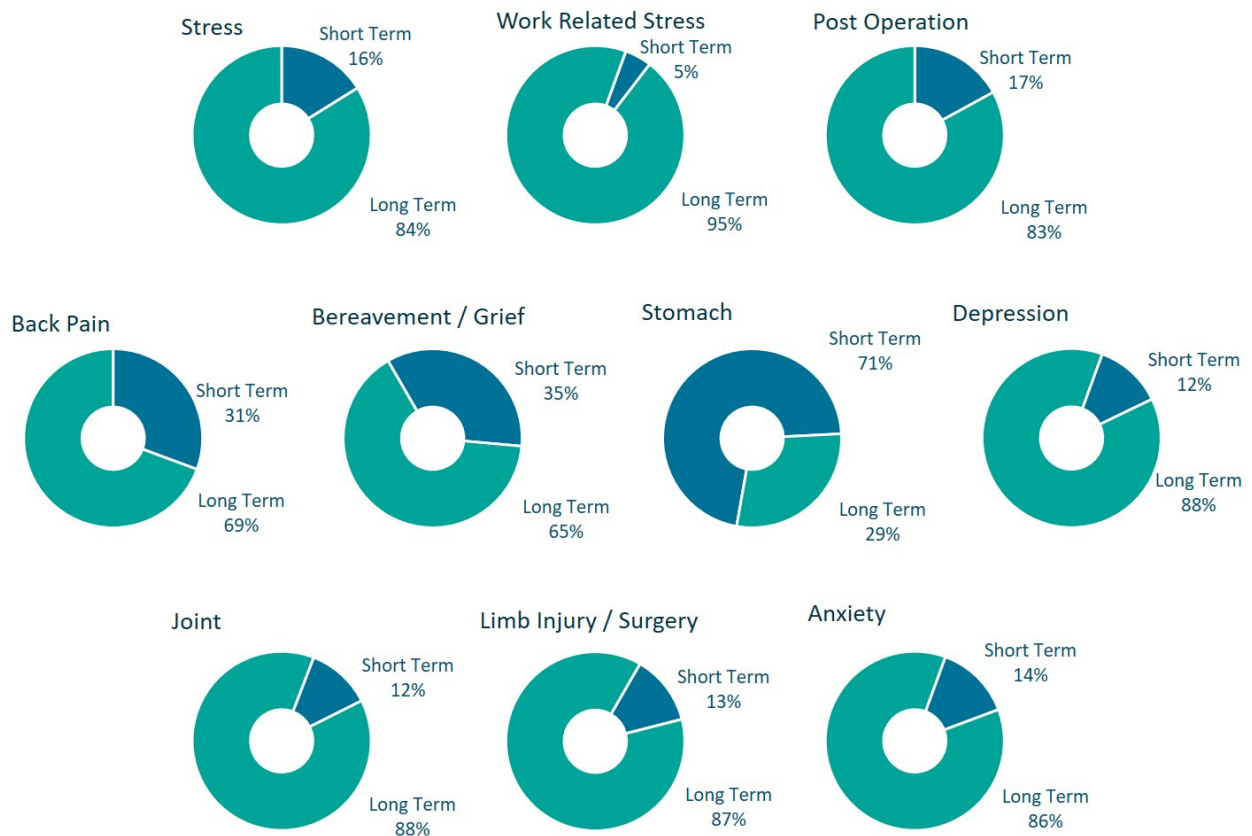


Sickness Absence Reasons - Top Ten

Chart 6



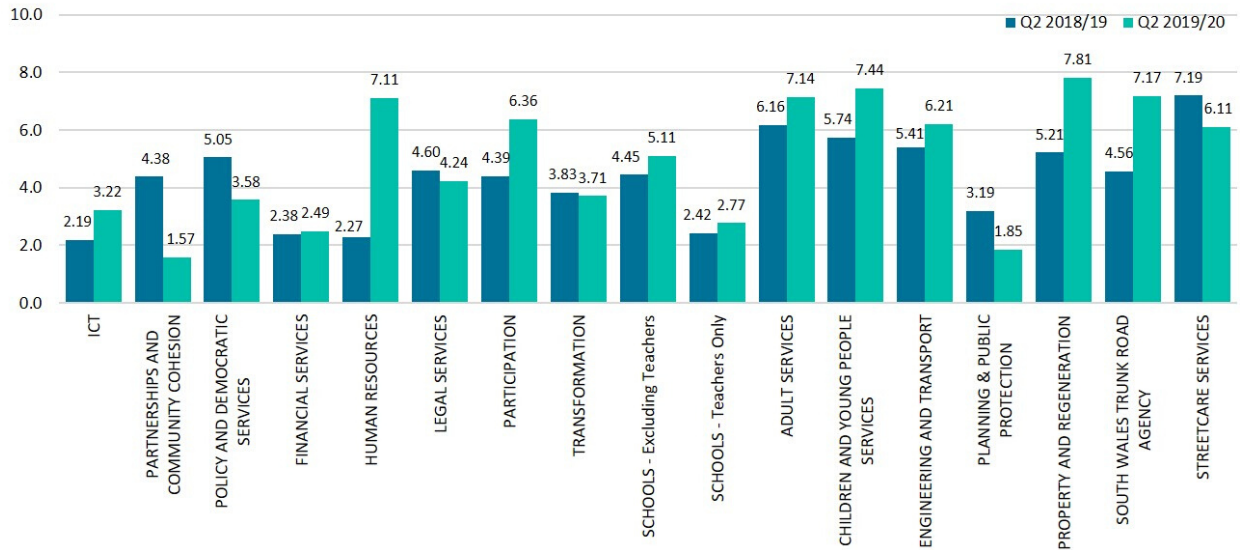
Long Term / Short Term Comparison (Top 10 reasons) Quarter 2



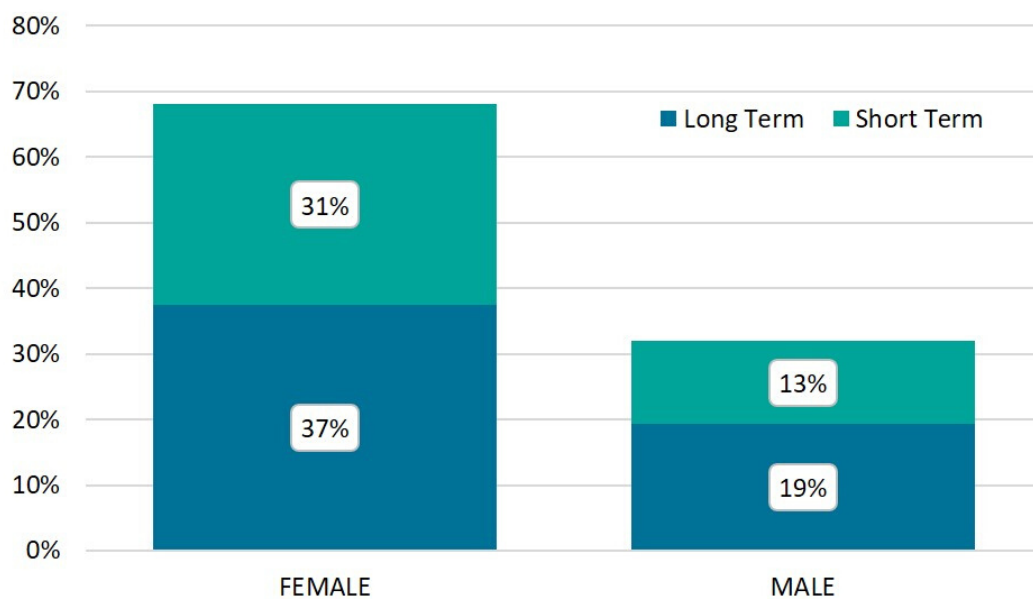
Overview of Sickness per Service Area

Chart 7

Average number of Sick days per Full Time Equivalent Employee
Quarter 2 2018/19 and 2019/20 comparison



Long Term / Short term Sickness per Gender Quarter 2 2019/20



Leaver Data - Quarter 2 2019/20

Between 1st April 2019 and
30th September 2019

15 Employees were
successful redeployments

12 Voluntary Redundancies

54 Voluntary Redundancies
in Schools

8 Compulsory Redundancies
in Schools