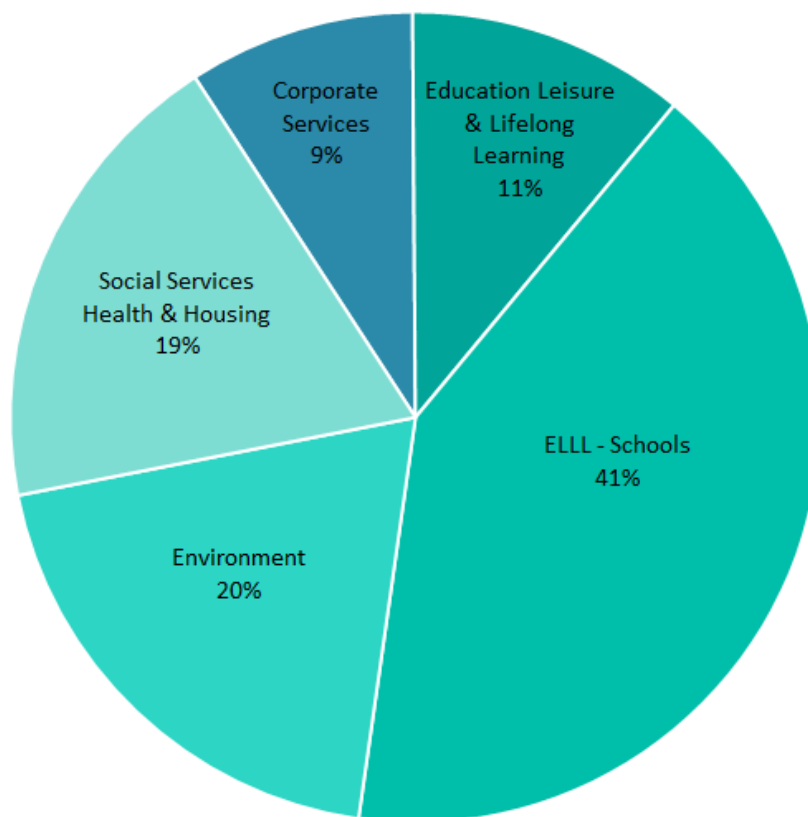# WORKFORCE INFORMATION REPORT

Overview of the Council's Workforce

Data set out in this report relates to Quarter 3 2019/20

Chart 1

FTE per Service Area

Chart 2

6,879 employees

£ 148 million YTD

47% of gross expenditure

53%

of employees work
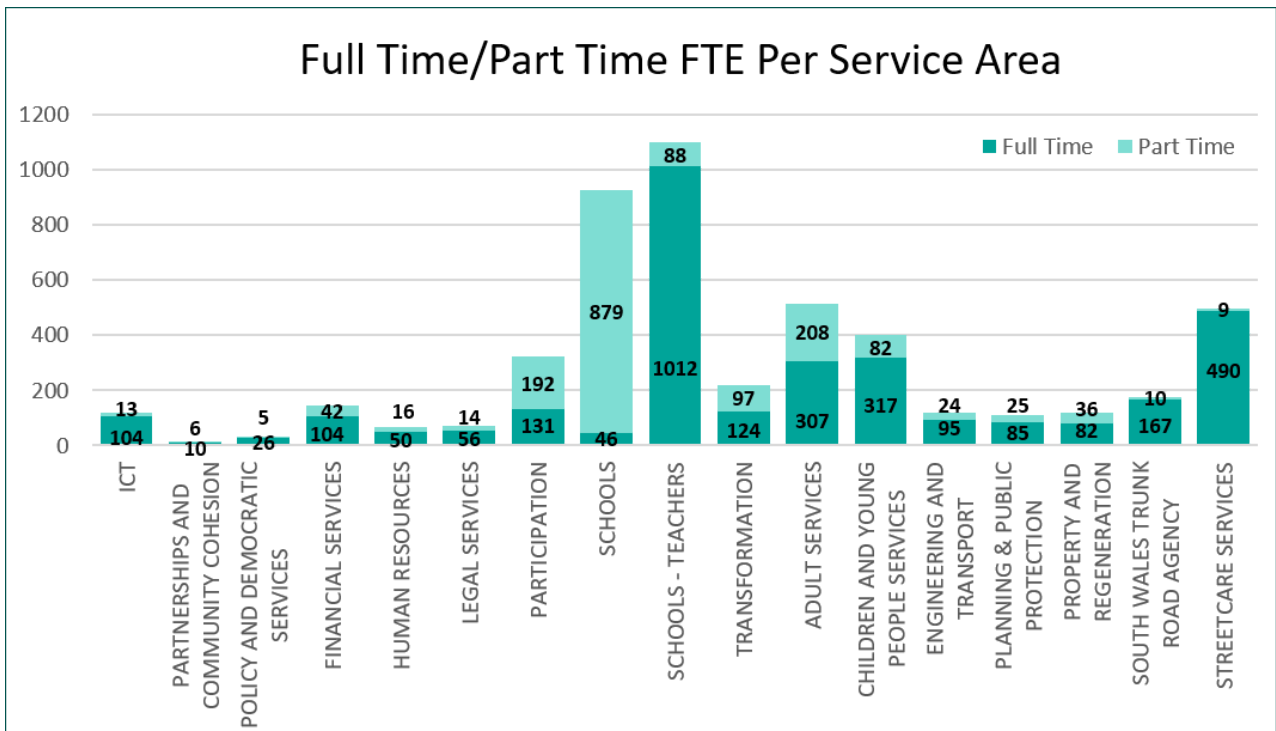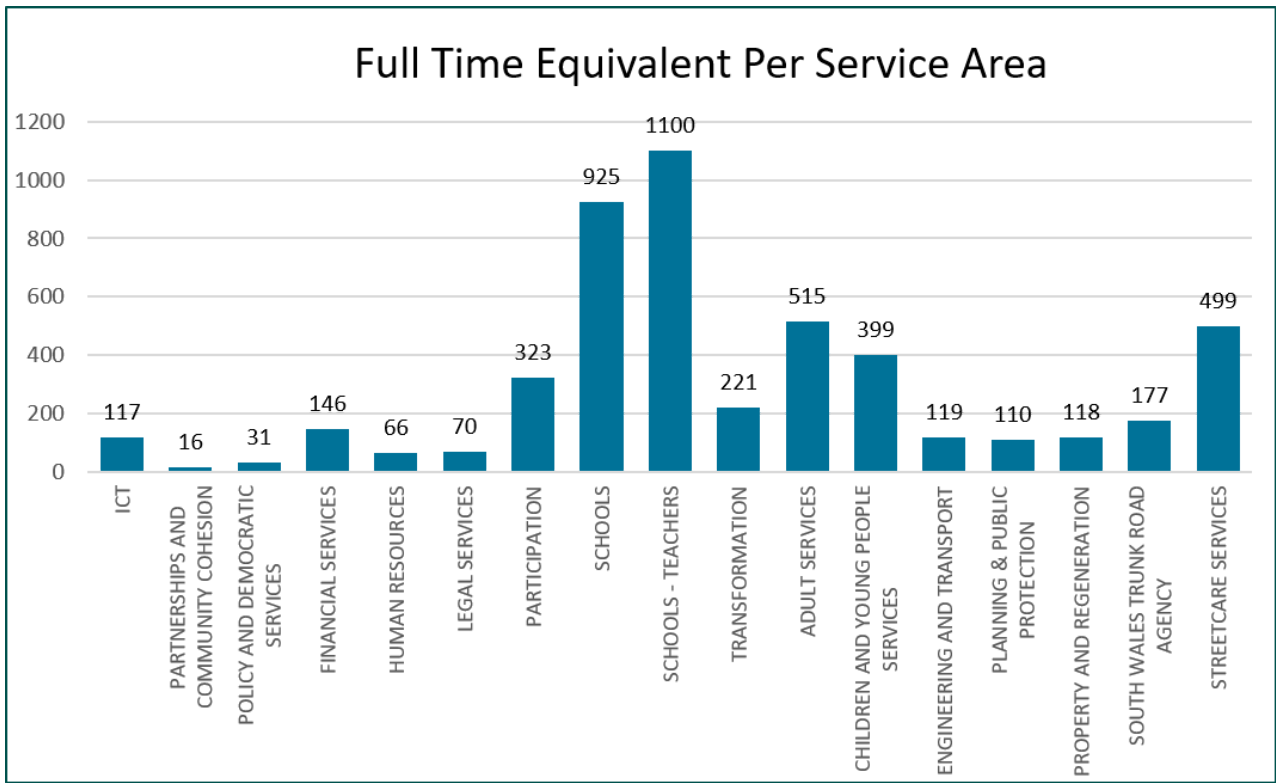Part Time

17.6%

of employees are
teachers

78.6%

of employees are
LGS/Green Book

41%

of employees are
employed in our Schools

Employees by Service Area

Chart 3

Full Time Equivalent Per Service Area

Service Area	FTE
ICT	117
PARTNERSHIPS AND COMMUNITY COHESION	16
POLICY AND DEMOCRATIC SERVICES	31
FINANCIAL SERVICES	146
HUMAN RESOURCES	66
LEGAL SERVICES	70
PARTICIPATION	323
SCHOOLS	925
SCHOOLS - TEACHERS	1100
TRANSFORMATION	221
ADULT SERVICES	515
CHILDREN AND YOUNG PEOPLE SERVICES	399
ENGINEERING AND TRANSPORT	119
PLANNING & PUBLIC PROTECTION	110
PROPERTY AND REGENERATION	118
SOUTH WALES TRUNK ROAD AGENCY	177
STREETCARE SERVICES	499

Full Time/Part Time FTE Per Service Area

Service Area	Full Time	Part Time
ICT	104	13
PARTNERSHIPS AND COMMUNITY COHESION	10	6
POLICY AND DEMOCRATIC SERVICES	26	5
FINANCIAL SERVICES	104	42
HUMAN RESOURCES	50	16
LEGAL SERVICES	56	14
PARTICIPATION	131	192
SCHOOLS	46	879
SCHOOLS - TEACHERS	1012	88
TRANSFORMATION	124	97
ADULT SERVICES	307	208
CHILDREN AND YOUNG PEOPLE SERVICES	317	82
ENGINEERING AND TRANSPORT	95	24
PLANNING & PUBLIC PROTECTION	85	25
PROPERTY AND REGENERATION	82	36
SOUTH WALES TRUNK ROAD AGENCY	167	10
STREETCARE SERVICES	490	9

Protected Characteristics - the Workforce

Sex

Chart 4

30%

70%

Working Patterns

Total Workforce
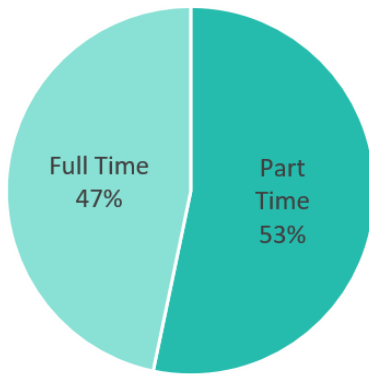
Full Time 47%

Part Time 53%

Total Workforce

Full Time 46.9%

Female Part Time 47.7%

Male Part Time 5.4%

Female Employees

Full Time 34%

Part Time 66%

Male Employees

Part Time 20%

Full Time 80%

Headcount Per Age Band

Age Band	Headcount
16 - 19	59
20 - 24	252
25 - 34	1139
35 - 44	1481
45 - 54	1924
55 - 64	1061
65 - 74	111
75 +	7
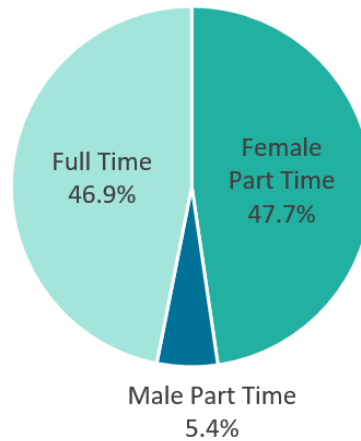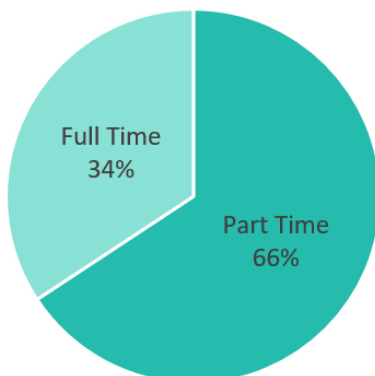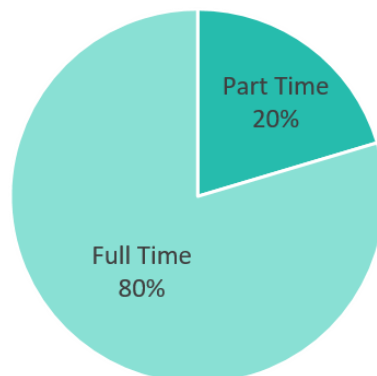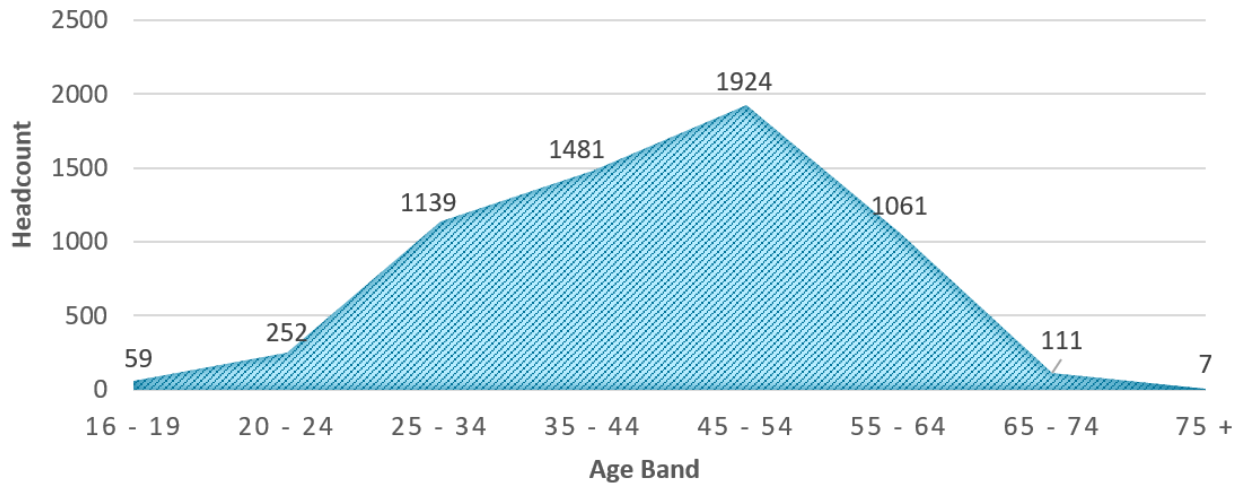
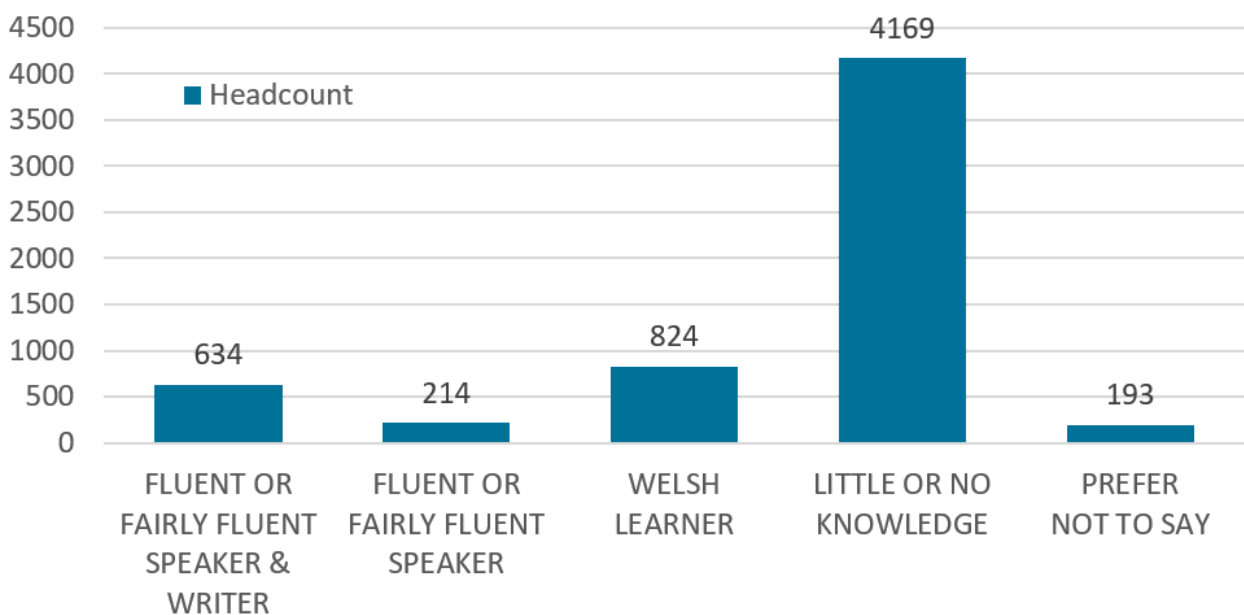**2.6%** of employees have identified themselves as having a Disability

The overall proportion of Black, Asian & Minority Ethnic employees is **1.4%**

Welsh Language

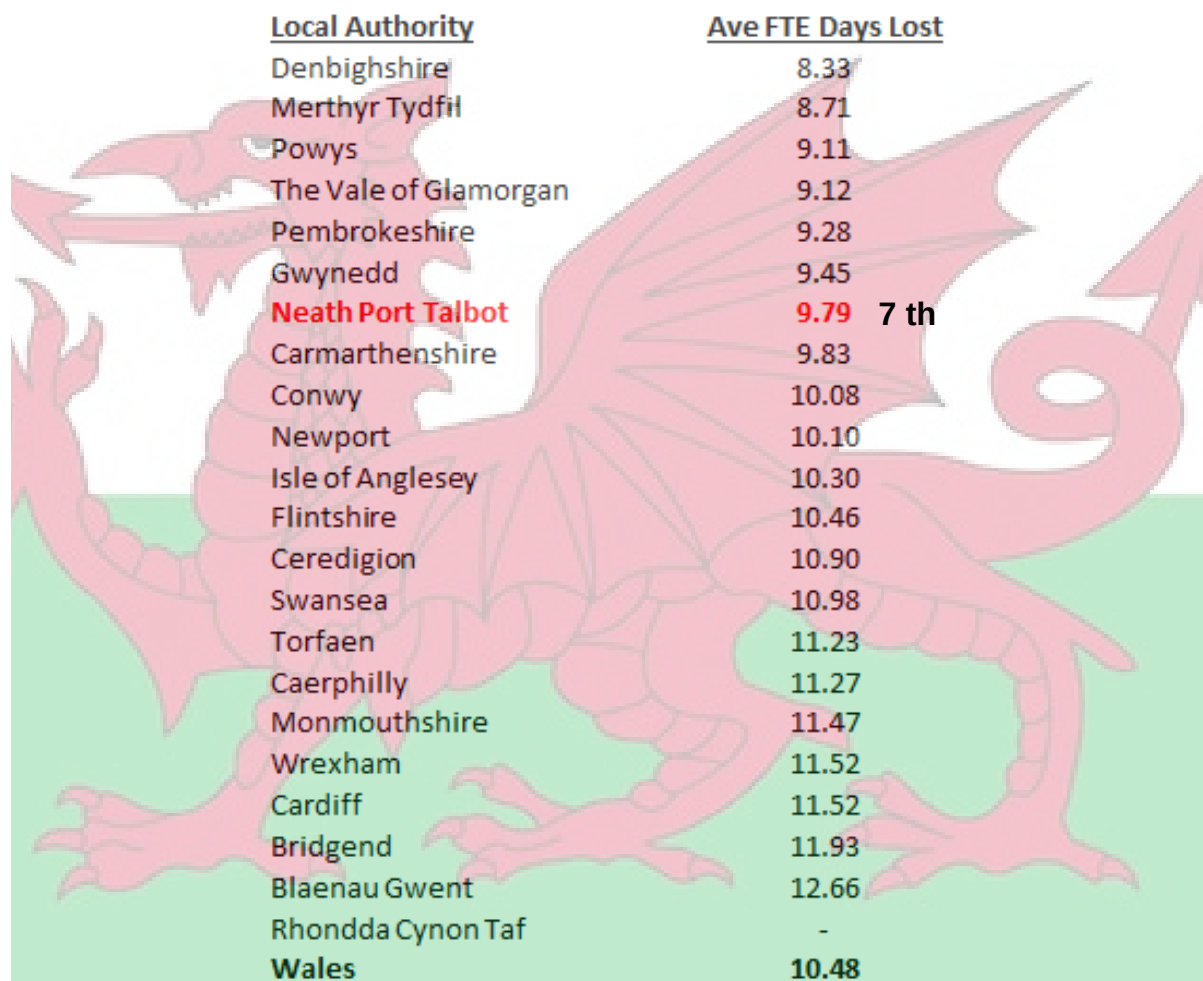| Category	Headcount
FLUENT OR FAIRLY FLUENT SPEAKER & WRITER	634
FLUENT OR FAIRLY FLUENT SPEAKER	214
WELSH LEARNER	824
LITTLE OR NO KNOWLEDGE	4169
PREFER NOT TO SAY	193

Sickness Absence Quarter 3 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
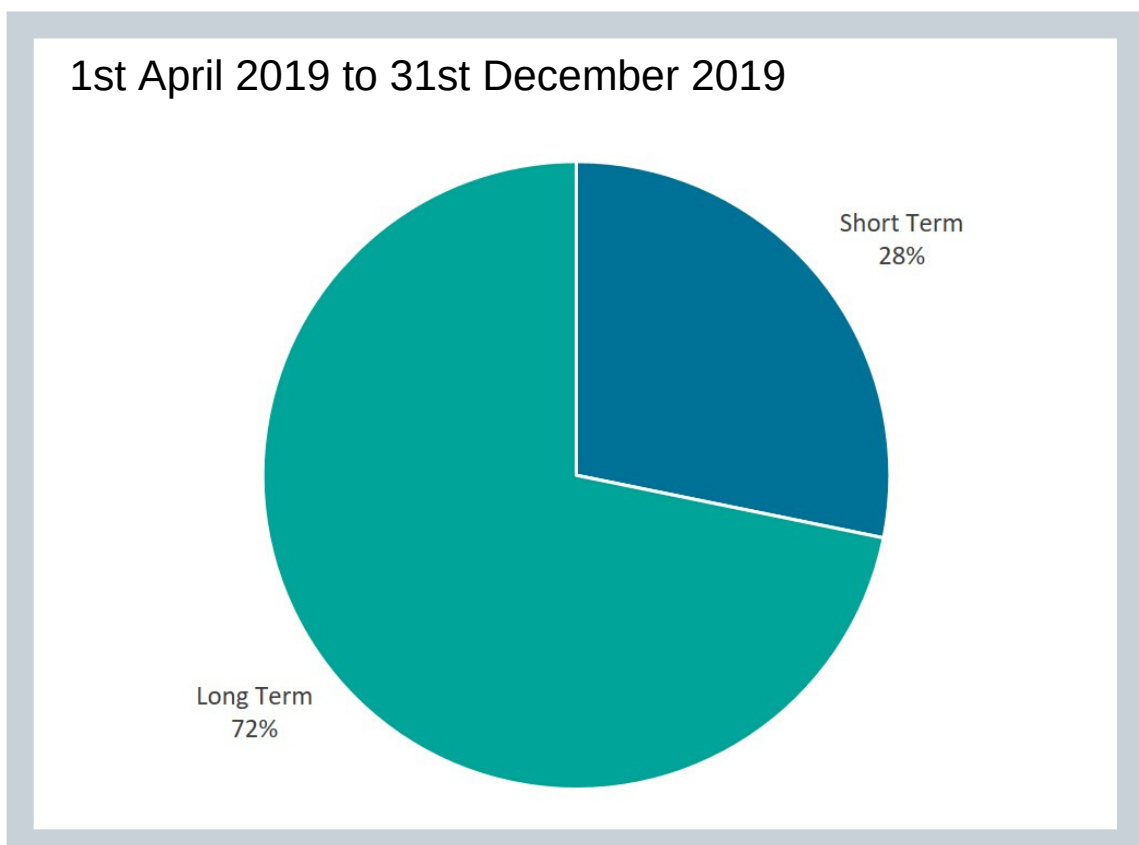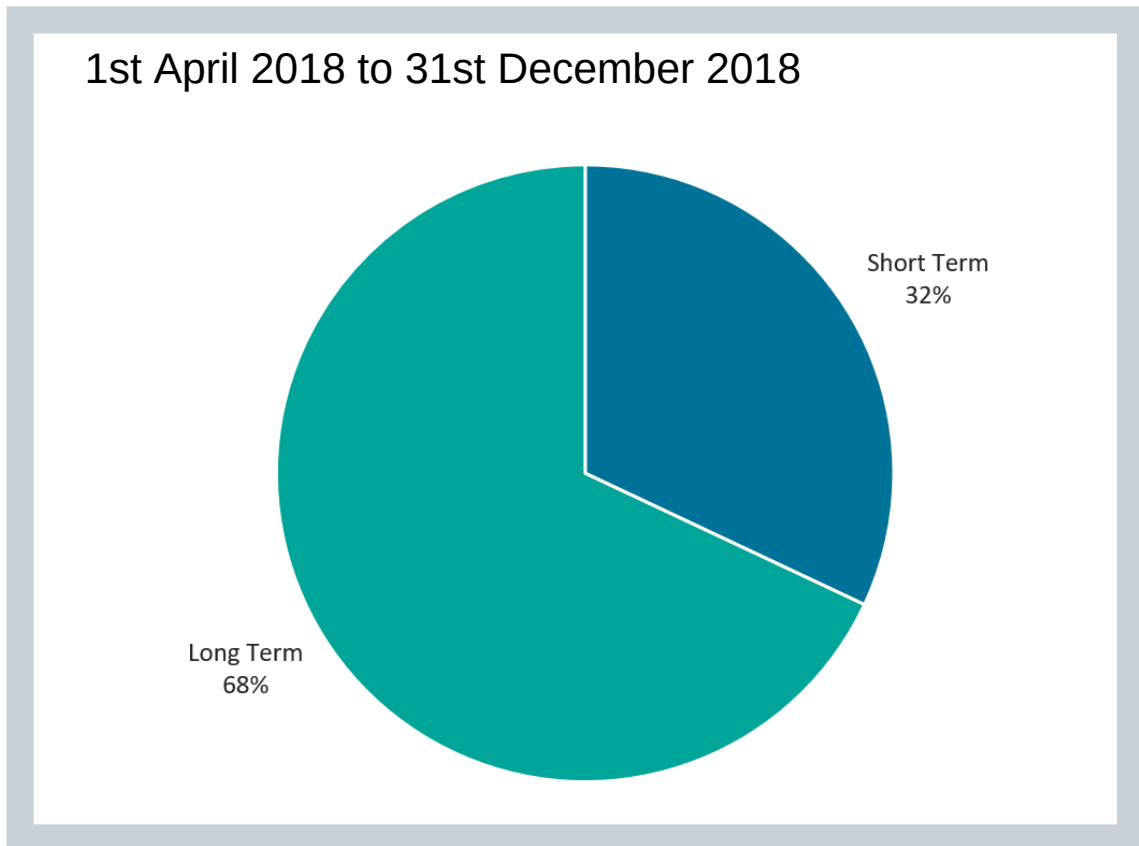employee lost due to sickness absence during the year

Local Authority	Ave FTE Days Lost
Denbighshire	8.33
Merthyr Tydfil	8.71
Powys	9.11
The Vale of Glamorgan	9.12
Pembrokeshire	9.28
Gwynedd	9.45
Neath Port Talbot	**9.79** 7 th
Carmarthenshire	9.83
Conwy	10.08
Newport	10.10
Isle of Anglesey	10.30
Flintshire	10.46
Ceredigion	10.90
Swansea	10.98
Torfaen	11.23
Caerphilly	11.27
Monmouthshire	11.47
Wrexham	11.52
Cardiff	11.52
Bridgend	11.93
Blaenau Gwent	12.66
Rhondda Cynon Taf	-
Wales	**10.48**

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q3 2019/20	All staff Q3 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	9129.05	1927.42	11056.47	12045.26
		Number of working days/shifts lost to long-term sickness absence during the year	24807.66	3215.26	28022.92	25593.19
		Number of working days/shifts lost to sickness absence during the year	33936.71	5142.68	39079.39	37638.45
		Average number of full-time equivalent (FTE) employees	3973.60	1110.37	5083.97	5096.80
		PI Value	8.54	4.63	7.69	7.38

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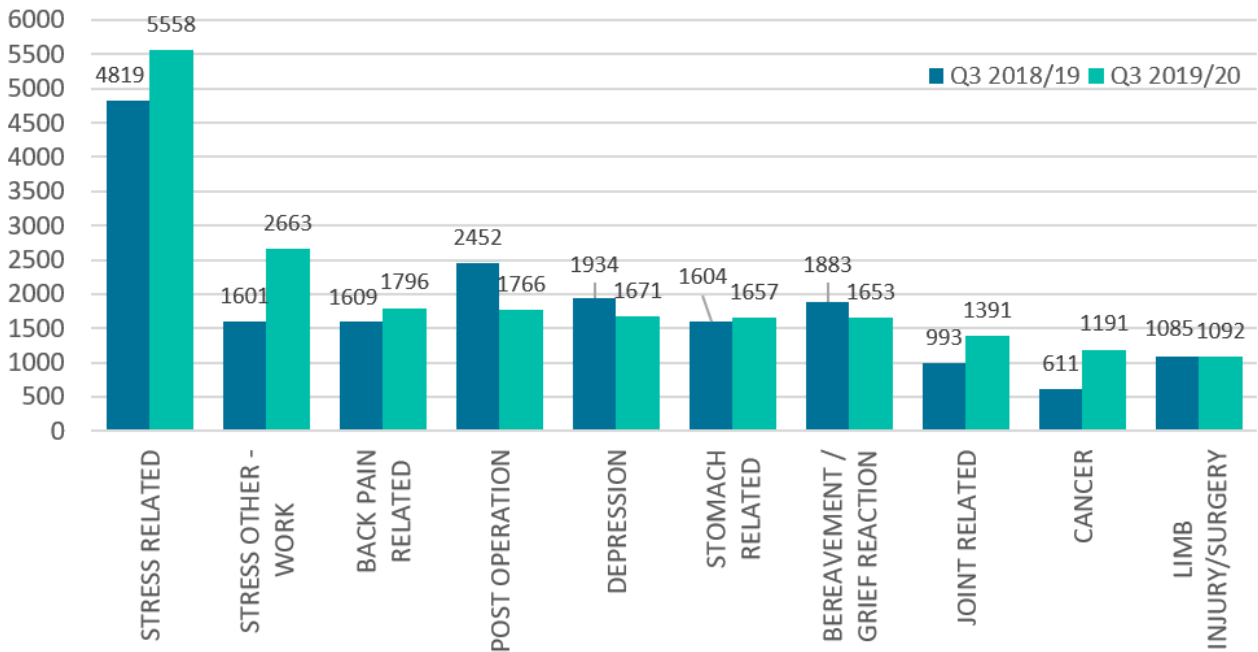## (Including teachers)

Quarter 3 Comparisons

Chart 5

1st April 2018 to 31st December 2018

Short Term
32%

Long Term
68%

1st April 2019 to 31st December 2019

Short Term
28%

Long Term
72%

Sickness Absence Reasons - Top Ten

Chart 6

Bar chart (Q3 2018/19 ■ dark teal, Q3 2019/20 ■ light teal):

Reason	Q3 2018/19	Q3 2019/20
STRESS RELATED	4819	5558
STRESS OTHER - WORK	1601	2663
BACK PAIN RELATED	1609	1796
POST OPERATION	2452	1766
DEPRESSION	1934	1671
STOMACH RELATED	1604	1657
BEREAVEMENT / GRIEF REACTION	1883	1653
JOINT RELATED	993	1391
CANCER	611	1191
LIMB INJURY/SURGERY	1085	1092

Long Term / Short Term Comparison (Top 10 reasons)

Donut charts:

- **Stress** — Short Term 13%, Long Term 87%
- **Work Related Stress** — Short Term 5%, Long Term 95%
- **Back Pain** — Short Term 28%, Long Term 72%
- **Post Operation** — Short Term 16%, Long Term 84%
- **Depression** — Short Term 11%, Long Term 89%
- **Stomach** — Short Term 78%, Long Term 22%
- **Bereavement / Grief** — Short Term 32%, Long Term 68%
- **Joint** — Short Term 22%, Long Term 78%
- **Cancer** — Short Term 7%, Long Term 93%
- **Limb Injury / Surgery** — Short Term 19%, Long Term 81%

Overview of Sickness per Service Area

Chart 7

Average number of Sick days per Full Time Equivalent Employee
Quarter 3 2018/19 and 2019/20 comparison

Legend: Q2 2018/19, Q2 2019/20

Service Area	Q2 2018/19	Q2 2019/20
ICT	6.87	5.14
PARTNERSHIPS AND COMMUNITY COHESION	4.94	3.11
POLICY AND DEMOCRATIC SERVICES	2.81	4.15
FINANCIAL SERVICES	4.62	4.20
HUMAN RESOURCES	3.19	9.84
LEGAL SERVICES	6.86	6.44
PARTICIPATION	5.02	4.40
TRANSFORMATION	4.98	4.72
SCHOOLS - Excluding Teachers	5.18	5.76
SCHOOLS - Teachers Only	4.09	4.44
ADULT SERVICES	8.25	9.50
CHILDREN AND YOUNG PEOPLE SERVICES	9.75	10.29
ENGINEERING AND TRANSPORT	8.48	7.48
PLANNING & PUBLIC PROTECTION	4.73	3.56
PROPERTY AND REGENERATION	7.25	9.26
SOUTH WALES TRUNK ROAD AGENCY	11.45	8.54
STREETCARE SERVICES	8.04	9.57

Leaver Data - Quarter 3 2019/20

Between 1st April 2019 and 31st December 2019

17 Employees were successful redeployments

13 Voluntary Redundancies

54 Voluntary Redundancies in Schools

9 Compulsory Redundancies in Schools