



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

7TH JUNE 2021

REPORT OF THE HEAD OF HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Matter for information

Wards Affected: All wards

Workforce Information Report

Purpose of Report

The purpose of this report is to provide Members with the 2020/21 Quarter 4 Workforce Information report. The report is attached at Appendix 1.

Executive Summary:

This report provides Members with a range of data and information in relation to the workforce of the Council.

Workforce Information:

This data set has been developed to provide Members with an overview of the Council's workforce, including how many people we employ, where we employ them, how we employ them (work patterns),

their protected characteristics, Welsh language ability and this report focuses on the key area of sickness absence. Understanding how our workforce is distributed across the Council and analysing trends in workforce activity helps inform workforce planning, strategies and key decision making.

The sickness absence data presented in this report includes the distribution of sickness levels across the council, the top ten reasons for sickness absences and also, specifically focuses on the distribution of Covid-19 related absences. This data enables trends and areas to be further analysed and scrutinised.

Sickness absence

Local Government All Wales benchmarking figures for sickness absence are not yet available for the period 2020 / 2021.

For ease of reference, the benchmarking data for 2019 / 2020 is included, and Members will recall that this shows that council had an usually high level of sickness in 19 / 20, with days lost well above the the Welsh average - this was extremely unusual for the council, as we normally benchmark in the upper quartile.

In comparison, our sickness absence this year shows a significant reduction compared to last year. The figure for Quarter 4 2020/21, compared with the same period last year, shows a decrease from 12.13 FTE days lost due to sickness absence per employee to 8.13 days. This represents a decrease in sickness absence over the last year of 32%.

To understand why absence has decreased this year when compared with last year, members should note that both short-term absences and long-term absences have significantly reduced over the year, and absence decreased across all service areas.

The chart entitled the 'Top Ten Reasons' illustrates that absences due to stress-related, depression and anxiety have all decreased, along with cancer, back-related and stomach-related absences.

Absences due to Covid-19 cases and Covid-19 symptoms have inevitably increased drastically compared to the same time last year and bereavement/grief reaction absences also show a slight increase over the year.

The final chart focuses specifically on Covid-19 cases and Covid-19 symptoms. The services that have the highest total number of FTE days lost in Quarter 4 are: Schools (highest with teaching and second highest with support staff), followed by Adult Services, Children and Young People Services and Streetcare Services.

Financial Impacts:

No implications.

Integrated impact assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

No implications

Workforce Impacts:

Workforce information support workforce planning activity and the development of workforce strategies.

Legal Impacts:

No implications.

Risk Management Impacts:

No implications.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Appendices

Appendix 1 – Workforce Information Report

Recommendations:

It is recommended that Members note the workforce information report.

FOR INFORMATION

Officer contact

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