



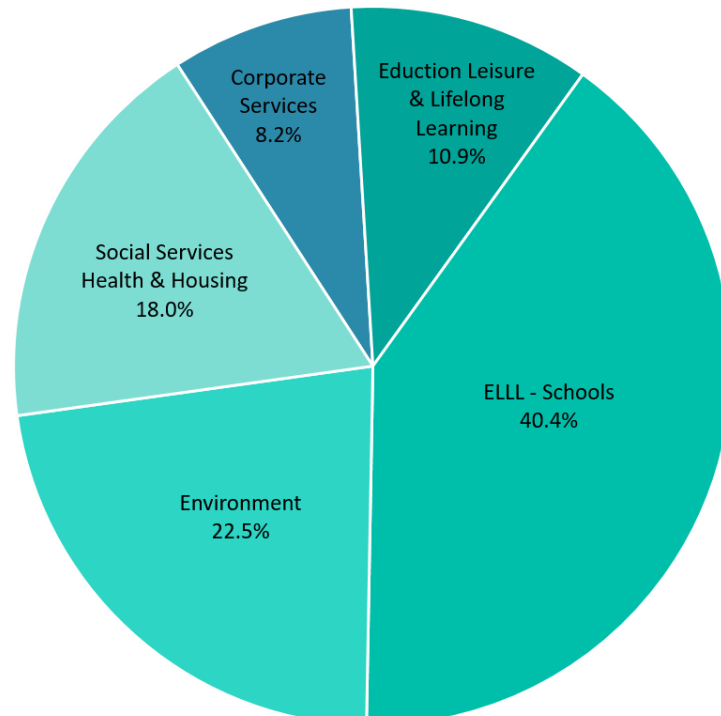
Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# WORKFORCE INFORMATION REPORT

## Overview of the Council's Workforce

Data set out in this report relates to Quarter 4 2020/21

FTE per Service Area



6,995 employees

£ 208 million <sub>YTD</sub>

44.7% of gross expenditure

**47.5%**

of employees work  
Part Time

**22.6%**

of employees are  
teachers

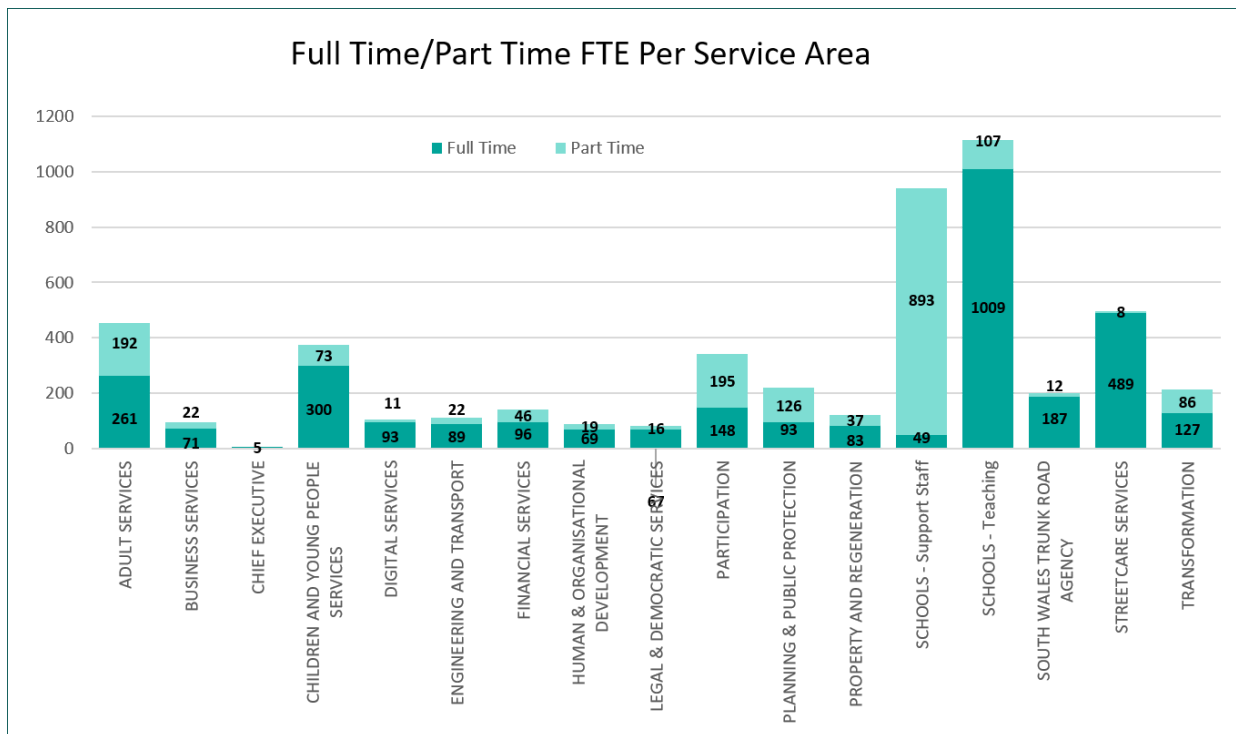
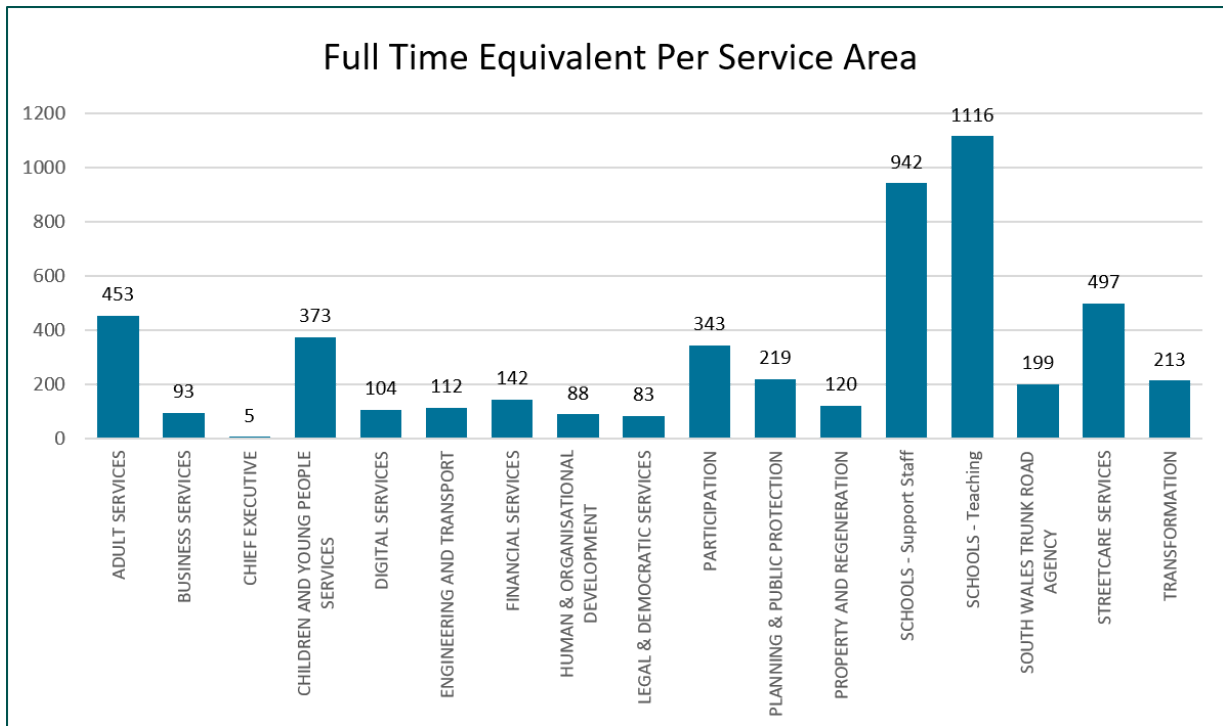
**75%**

of employees are  
LGS/Green Book

**40%**

of employees are  
employed in our Schools

# Employees by Service Area



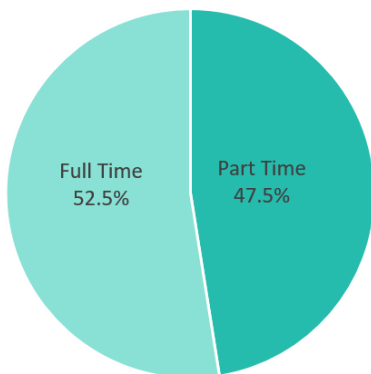
# Protected Characteristics - the Workforce

## Sex

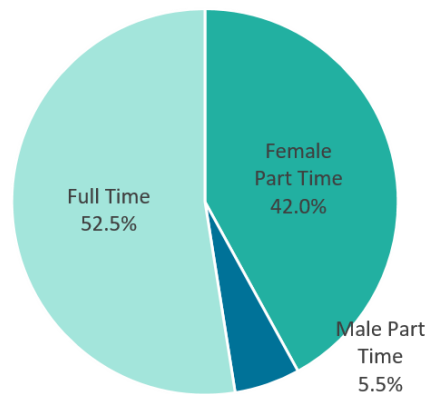


## Working Patterns

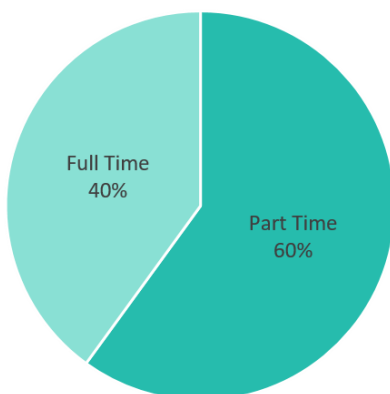
Total Workforce



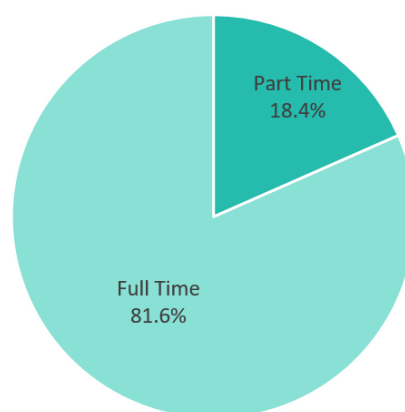
Total Workforce



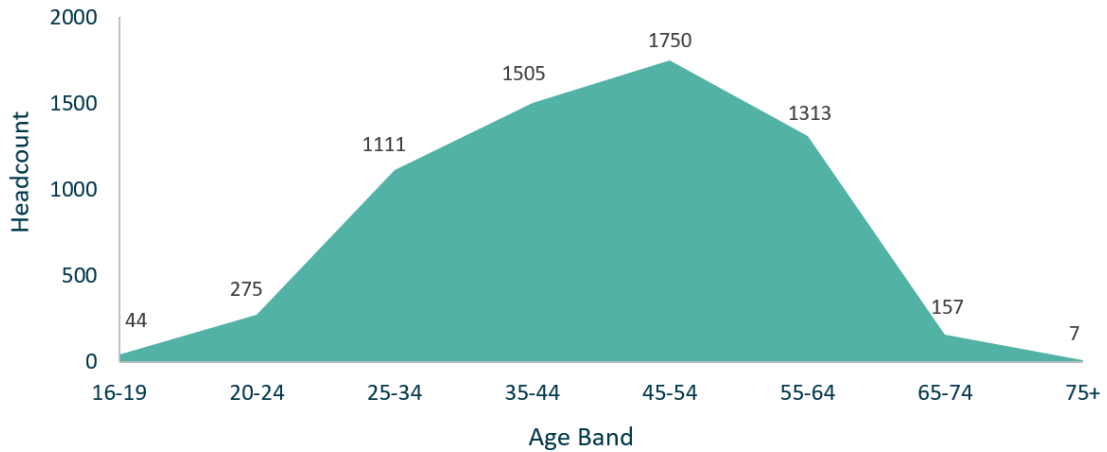
Female Employees



Male Employees



### Headcount per Age Band



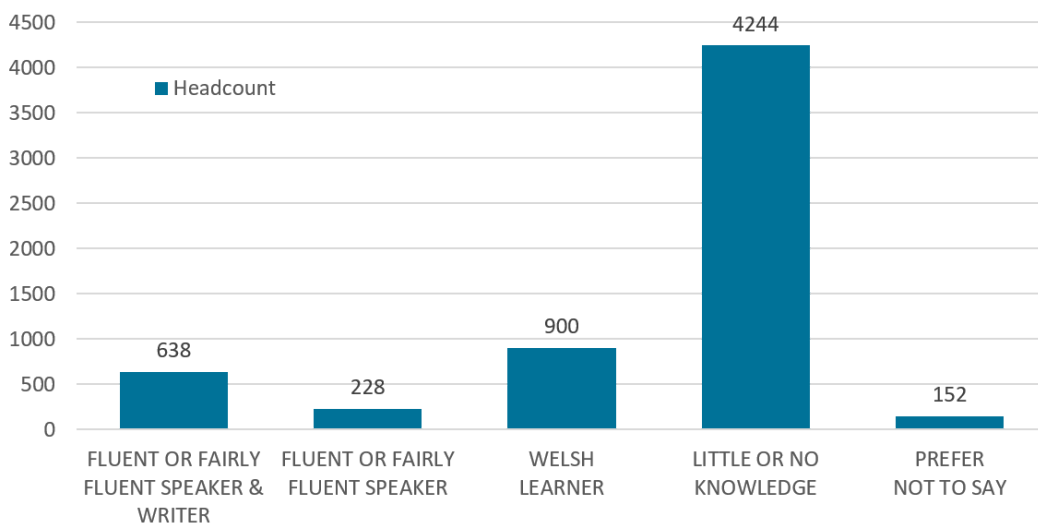
3%

of employees have identified themselves as having a Disability

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

1.4%

### Welsh Language

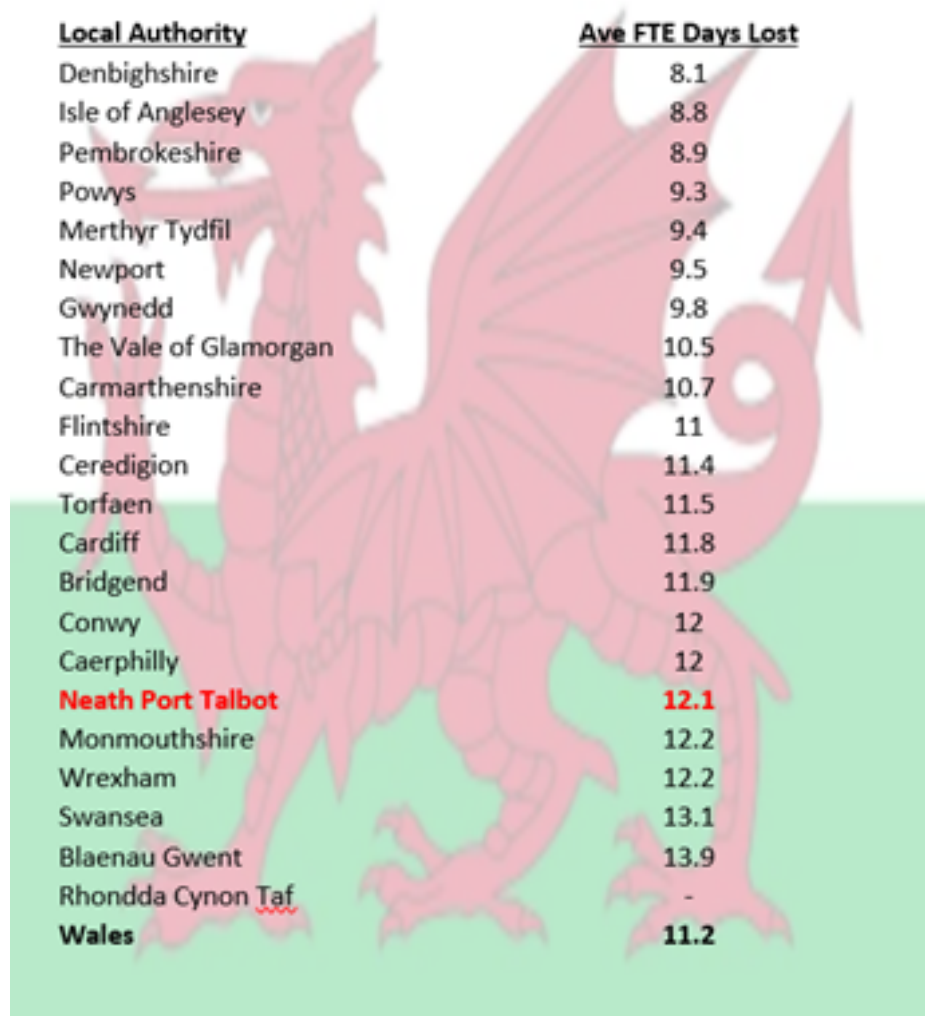


# Sickness Absence Quarter 4 2020/21

## 2019-2020 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

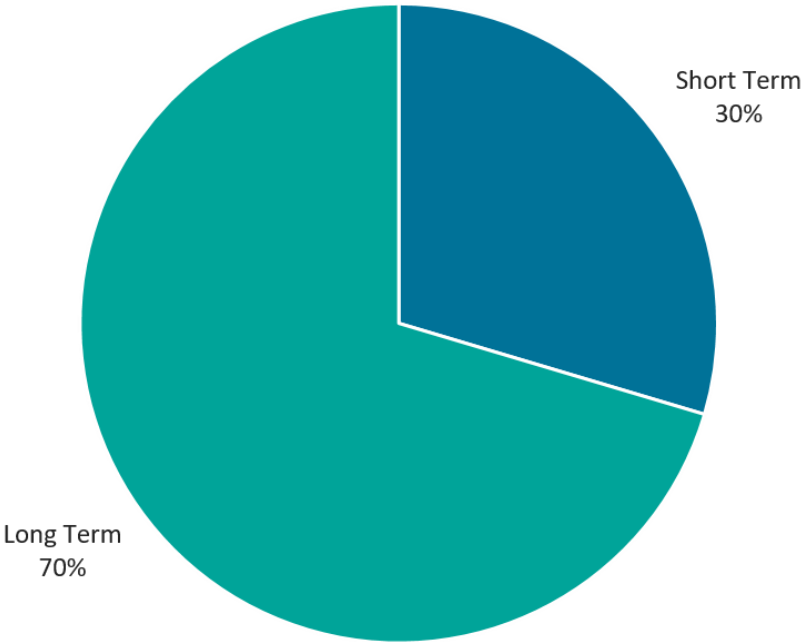


ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q4 2020/21	All staff Q4 2019/20
PAM/001	Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year	Number of working days/shifts lost to short-term sickness absence during the year	13765.01	2207.46	15972.47	25882.57
		Number of working days/shifts lost to long-term sickness absence during the year	23714.52	2420.86	26135.38	36076.17
		Number of working days/shifts lost to sickness absence during the year	37479.53	4628.32	42107.85	61958.74
		Average number of full-time equivalent (FTE) employees	4077.90	1101.23	5179.13	5107.20
		PI Value	9.19	4.20	8.13	12.13

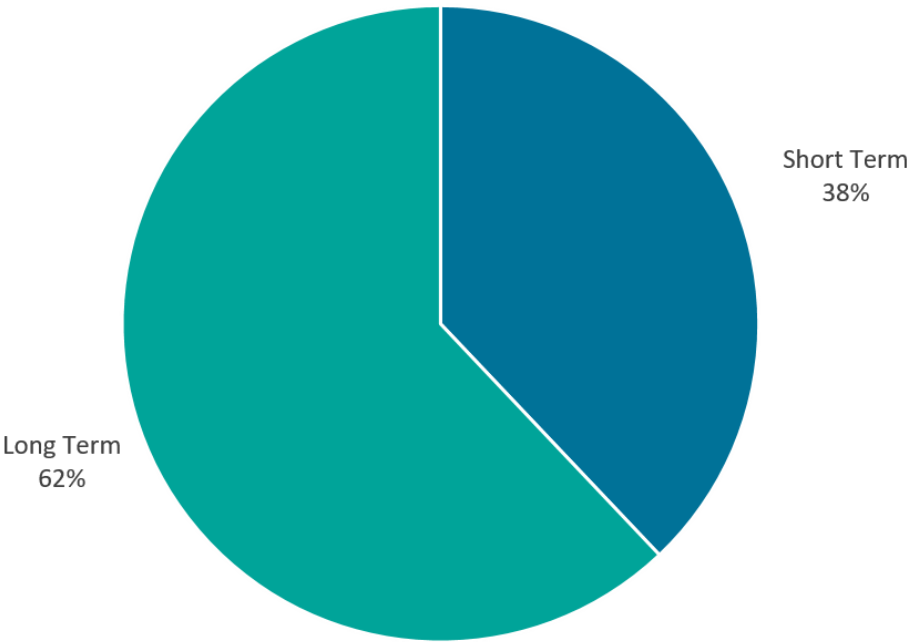
# Ratio of short and long term sickness - number of FTE days lost (Including teachers)

## Quarter 4 Comparisons

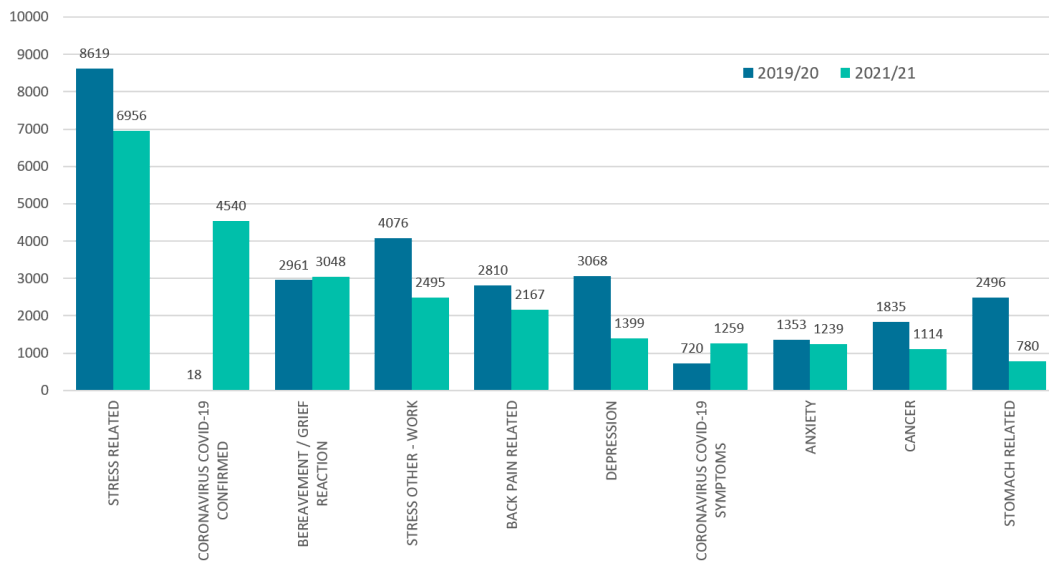
1st April 2019 to 31st March 2020



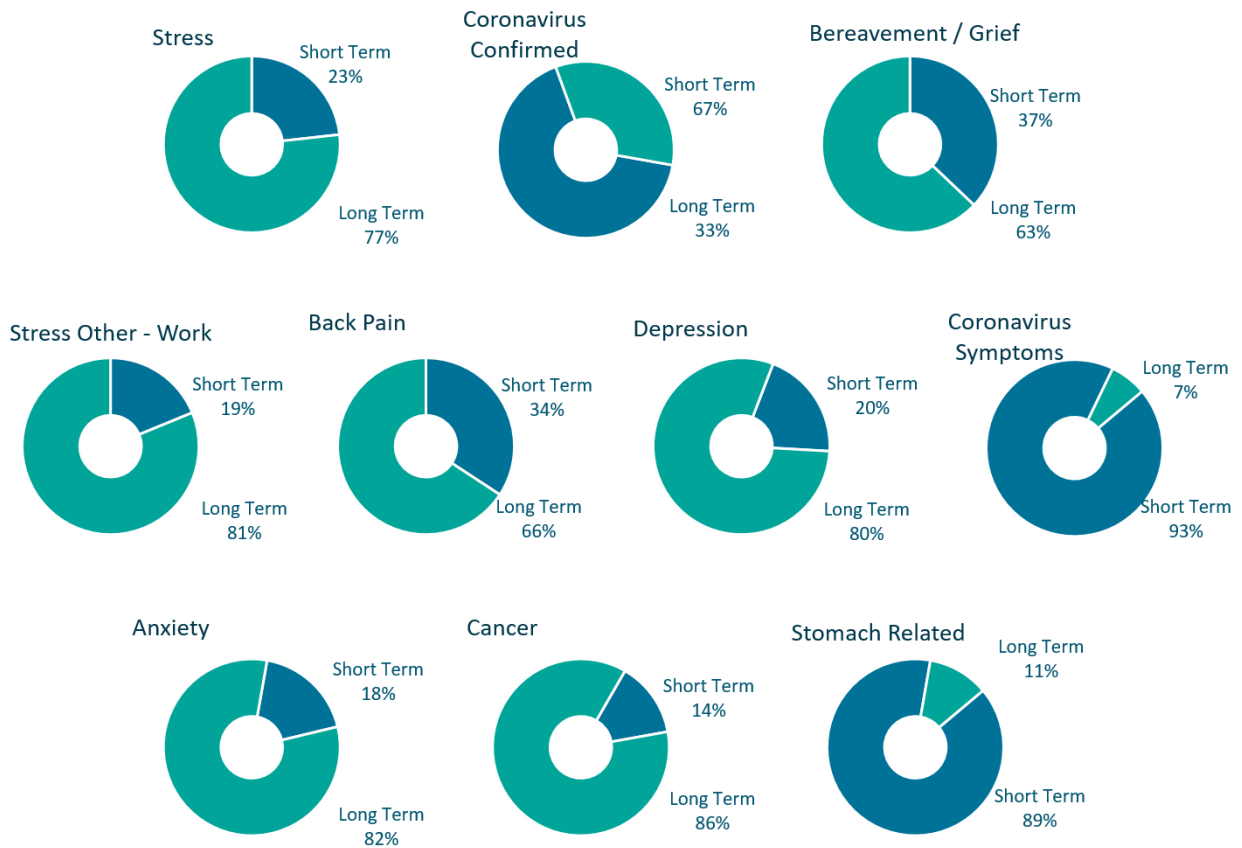
1st April 2020 to 31st March 2021



# Sickness Absence Reasons - Top Ten



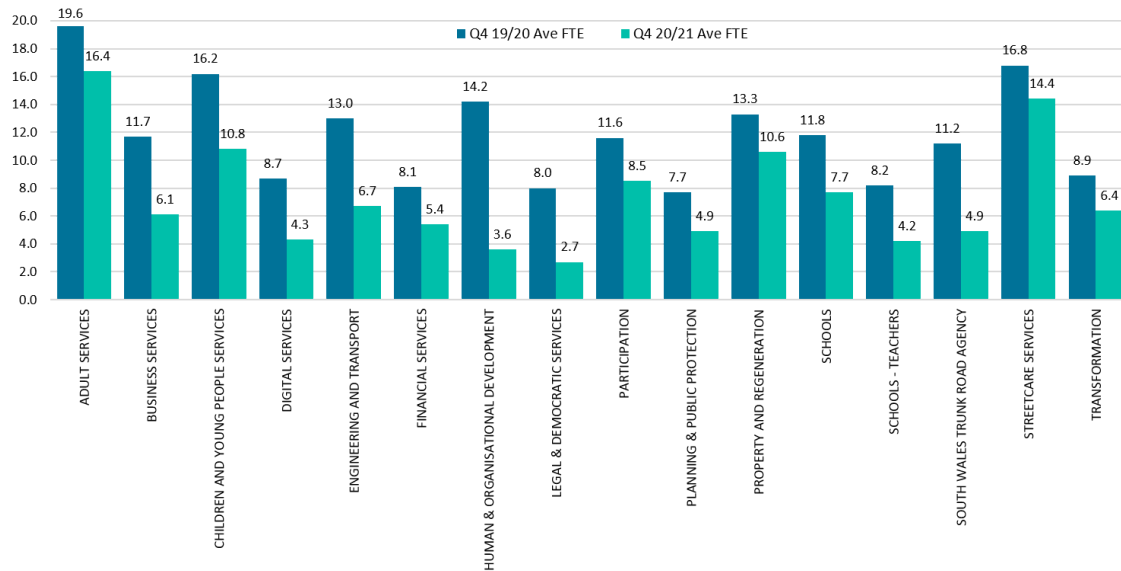
## Long Term / Short Term Comparison (Top 10 reasons)



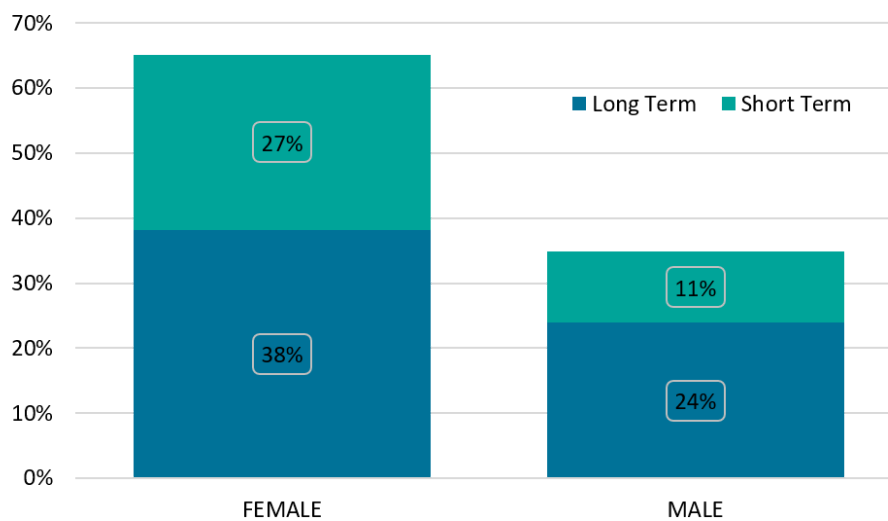


# Overview of Sickness per Service Area

## Average number of Sick days per Full Time Equivalent Employee Quarter 4 2019/20 and 2020/21 comparison

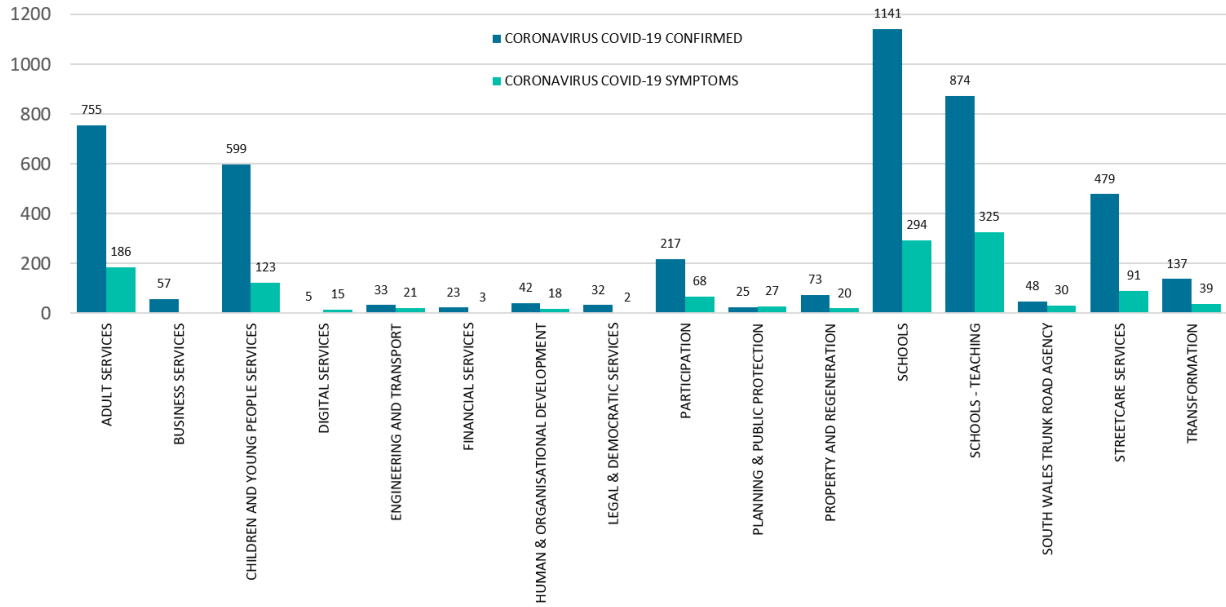


## Long Term / Short Term Sickness per Gender Quarter 4 2020/21



# COVID - 19 Sickness Absence

## Total number of FTE Working Days Lost for Quarter 4 Per Service



## Leaver Data - Quarter 4 2020/21

Between 1st April 2020 and  
31st March 2021

55 Employees were  
successful redeployments

21 Voluntary Redundancies

16 Voluntary Redundancies  
in Schools

2 Compulsory Redundancies