



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL

PERSONNEL COMMITTEE

20TH SEPTEMBER 2021

REPORT OF THE HEAD OF HUMAN 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 2021/22 Quarter 1 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

Comparison with councils in Wales 2020/2021

The Wales benchmarking figure for sickness absence in 2020/21 across the 22 councils shows an average of 8.17 FTE days lost per employee over the full year.

It shows that Neath Port Talbot's end of year figure of 8.13 FTE days in 2020/2021 places the Council at 12th place in the benchmarking table and with average absence marginally lower than the Welsh average.

(Please note that for previous years, The Local Government All Wales benchmarking figures for sickness absence, published by the Local Government Data Unit (LGDU), have been used in these reports. As this data is not available for 2020/21, the HR Directors have shared their sickness absence figures on the understanding that these figures would have been provided to the LGDU. These figures have alternatively been used in this report.)

Neath Port Talbot's sickness absence data

Our sickness absence figure for Quarter 1 in 2021/22 compared with the same period last year, shows an increase of 0.77 FTE days lost per employee for sickness absence, increasing from 1.85 days to 2.62 days.

It is interesting to note that in Quarter 1 of this year, the number of days lost to short-term sickness absence has significantly increased whilst the number of days lost to long-term sickness absence shows a decrease compared to Quarter 1 last year.

The report sets out the 'Top 10 Reasons for Sickness Absence', and we can see that 'stress-related', 'bereavement reaction/grief reaction' and 'back pain' represent the top three reasons for sickness absence in Quarter 1 2021/22.

The highest average FTE days absent, were in Adult Services, Children & Young People's Services and Streetcare Services. Members should note however that the number of days lost in Adult Services and Streetcare Services actually show a decrease compared to the same period last year, whereas the number of FTE days lost in Children and Young People's Services show a significant increase in comparison.

Notably, sickness absence due to confirmed Covid-19 absence is shown to be the highest in Adult Services and next highest in Streetcare Services.

Financial Impacts:

Sickness absence has a financial impact on the council, where posts have to be covered, this will add to the council's overall payroll.

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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