



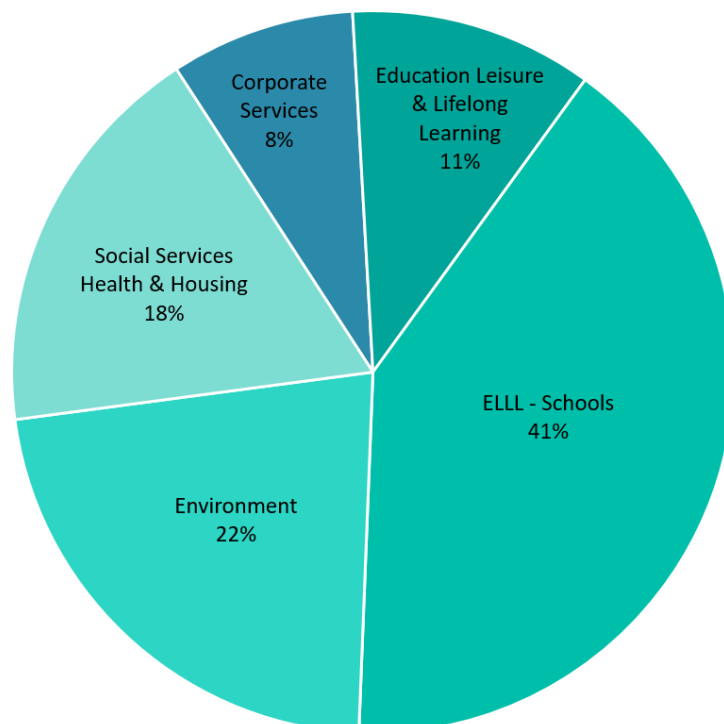
Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# WORKFORCE INFORMATION REPORT

## Overview of the Council's Workforce

Data set out in this report relates to Quarter 1 2021/22

FTE per Service Area



6,142 employees

£ 54 million YTD

54.1% of gross expenditure

**48%**

of employees work  
Part Time

**23%**

of employees are  
teachers

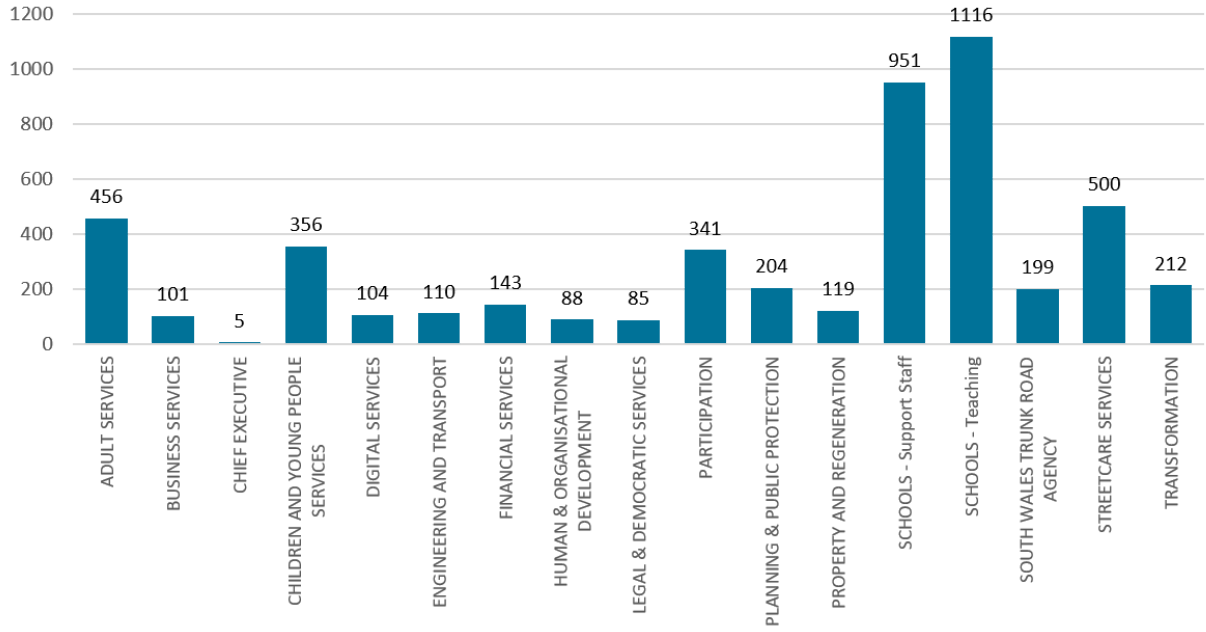
**75%**

of employees are  
LGS/Green Book

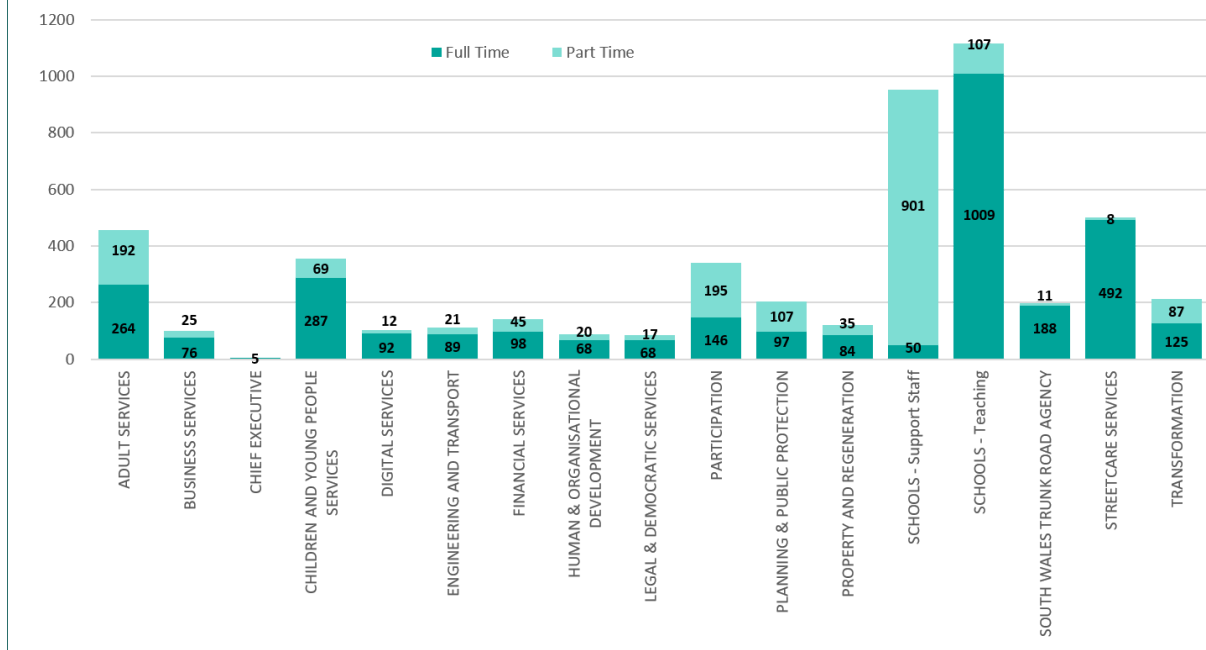
**40%**

of employees are  
employed in our Schools

### Full Time Equivalent Per Service Area



### Full Time/Part Time FTE Per Service Area

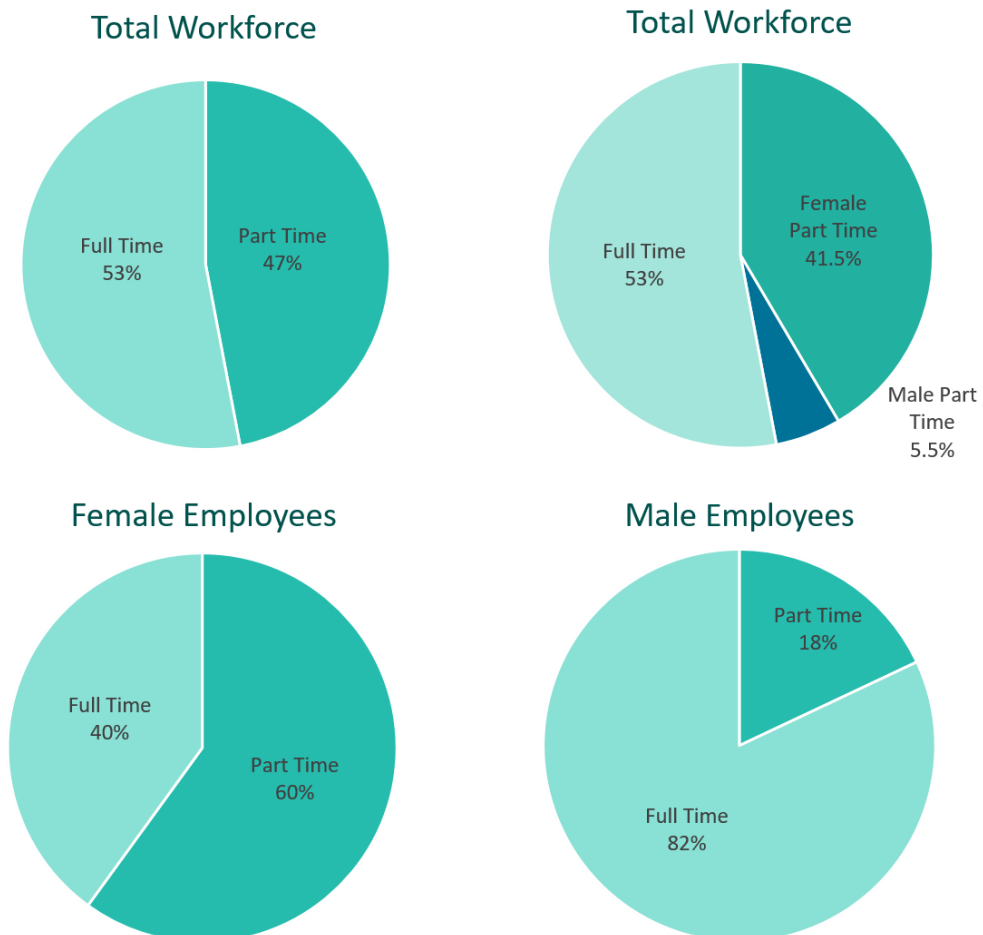


# Protected Characteristics - the Workforce

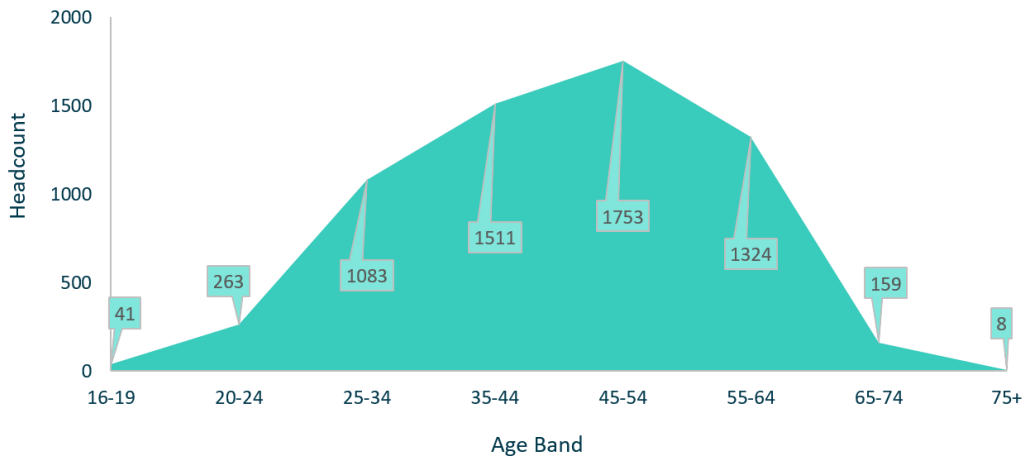
## Sex



## Working Patterns



Headcount per Age Band



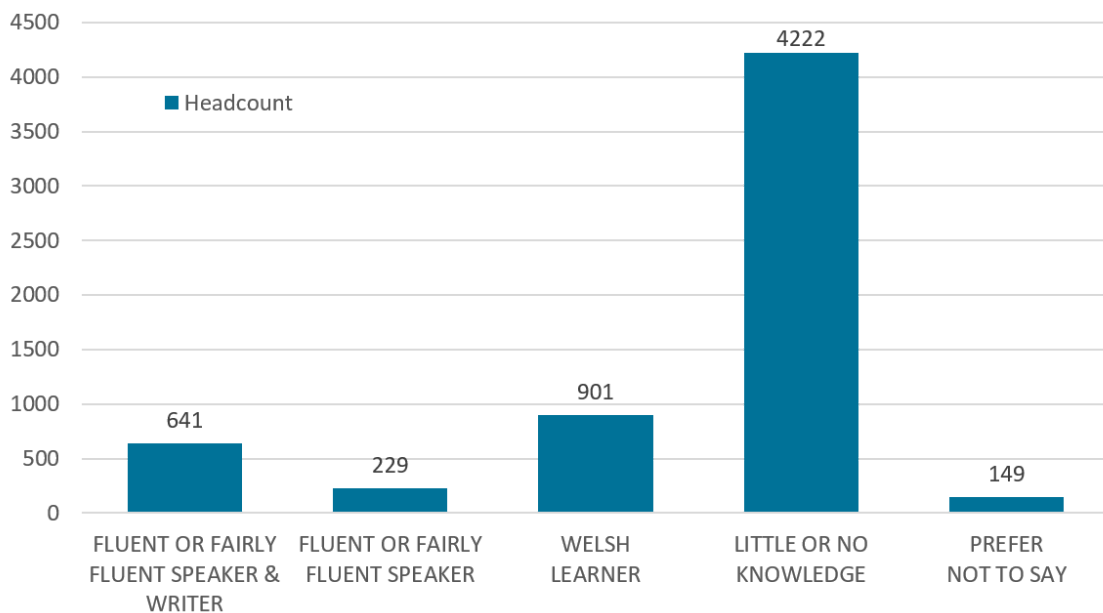
3.1%

of employees have identified themselves as having a Disability

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

1.3%

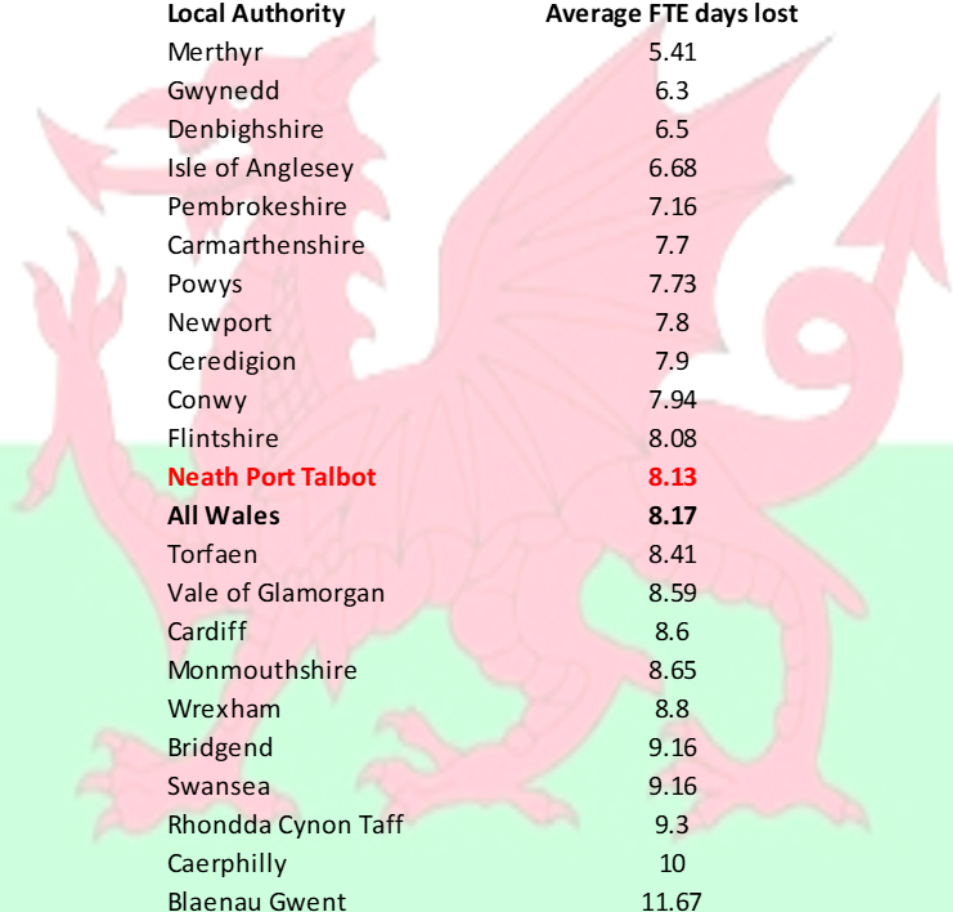
Welsh Language



# Sickness Absence Quarter 1 2021/22

## 2020-2021 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



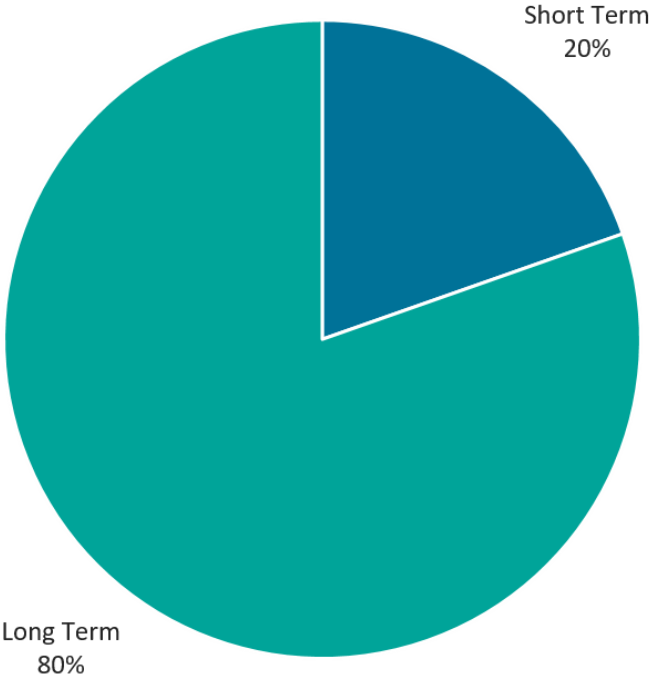
Local Authority	Average FTE days lost
Merthyr	5.41
Gwynedd	6.3
Denbighshire	6.5
Isle of Anglesey	6.68
Pembrokeshire	7.16
Carmarthenshire	7.7
Powys	7.73
Newport	7.8
Ceredigion	7.9
Conwy	7.94
Flintshire	8.08
<b>Neath Port Talbot</b>	<b>8.13</b>
<b>All Wales</b>	<b>8.17</b>
Torfaen	8.41
Vale of Glamorgan	8.59
Cardiff	8.6
Monmouthshire	8.65
Wrexham	8.8
Bridgend	9.16
Swansea	9.16
Rhondda Cynon Taff	9.3
Caerphilly	10
Blaenau Gwent	11.67

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q1 2021/22	All staff Q1 2020/21
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	6036.90	877.50	6914.40	1863.06
		Number of working days/shifts lost to long-term sickness absence during the year	5630.60	1142.64	6773.24	7625.61
		Number of working days/shifts lost to sickness absence during the year	11667.50	2020.14	13687.64	9488.67
		Average number of full-time equivalent (FTE) employees	4114.44	1103.53	5217.97	5119.06
		PI Value	2.84	1.83	2.62	1.85

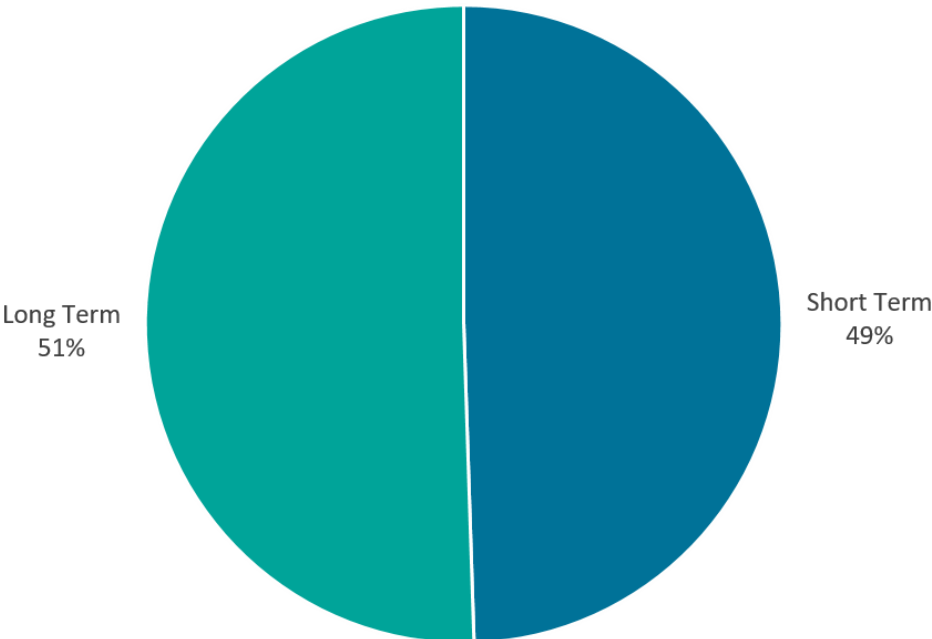
# Ratio of short and long term sickness - number of FTE days lost (Including teachers)

## Quarter 1 Comparisons

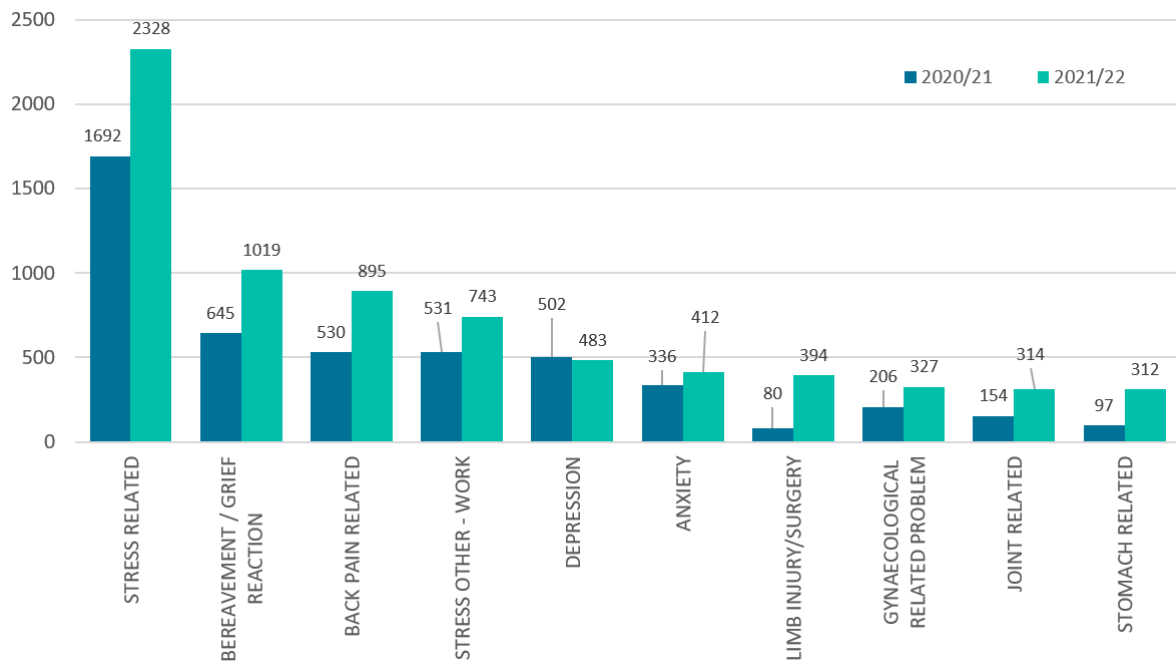
1st April 2020 to 30th June 2020



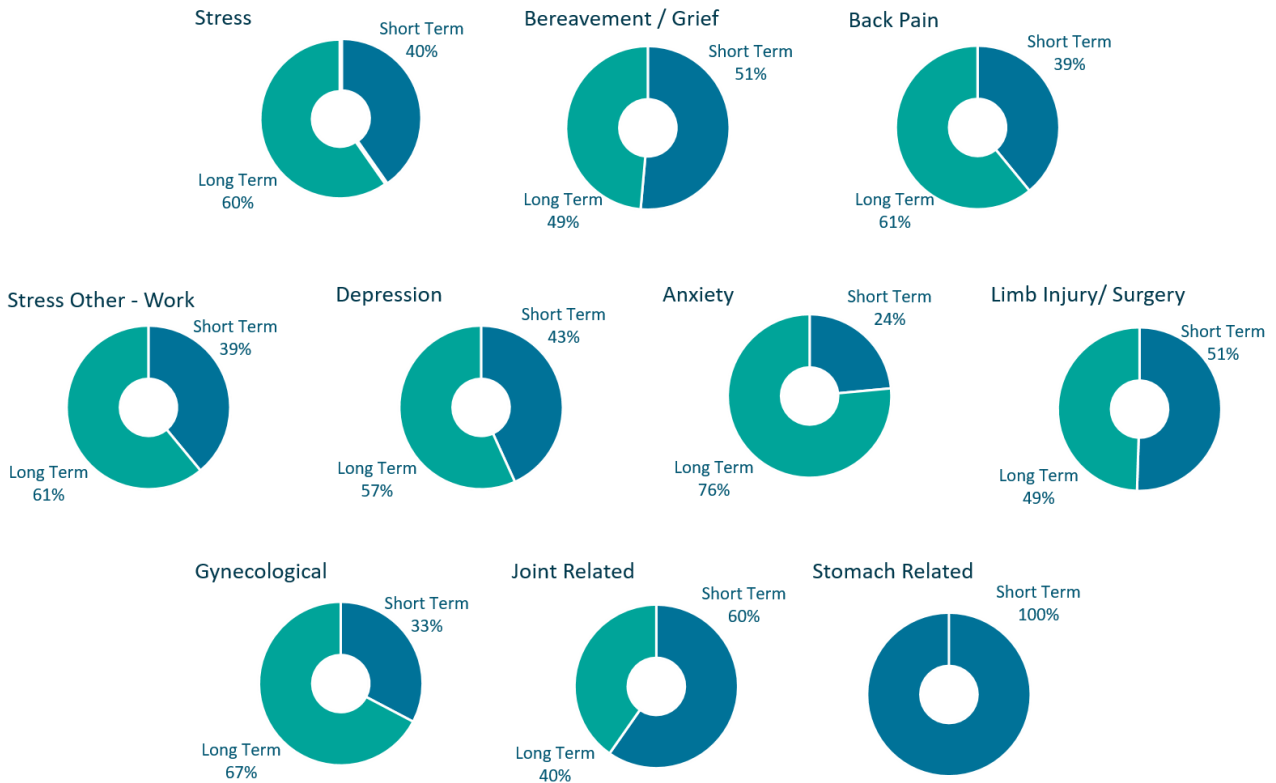
1st April 2021 to 30th June 2021



## Sickness Absence Reasons - Top Ten



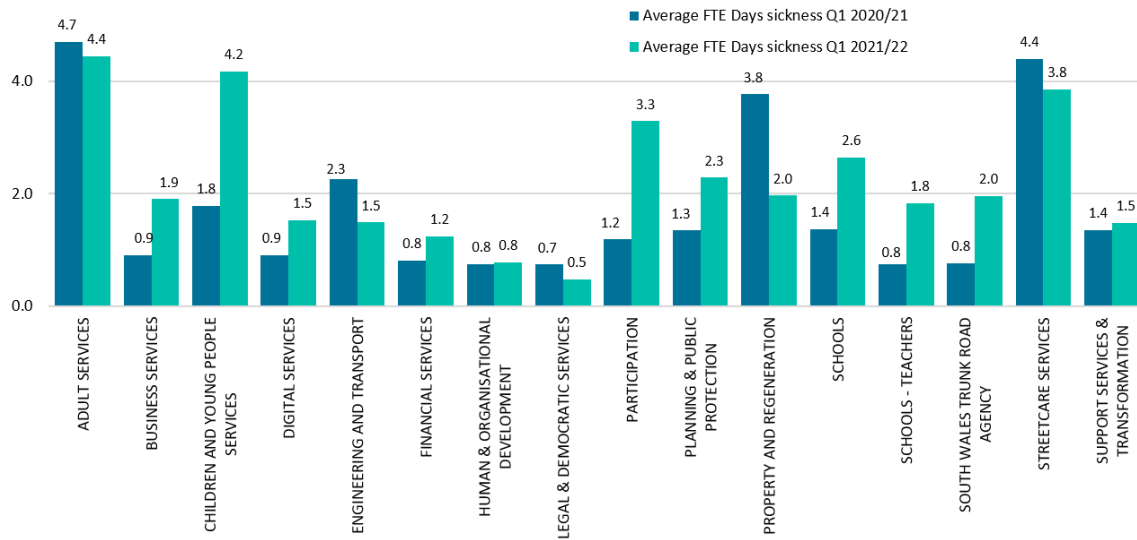
## Long Term / Short Term Comparison (Top 10 reasons)



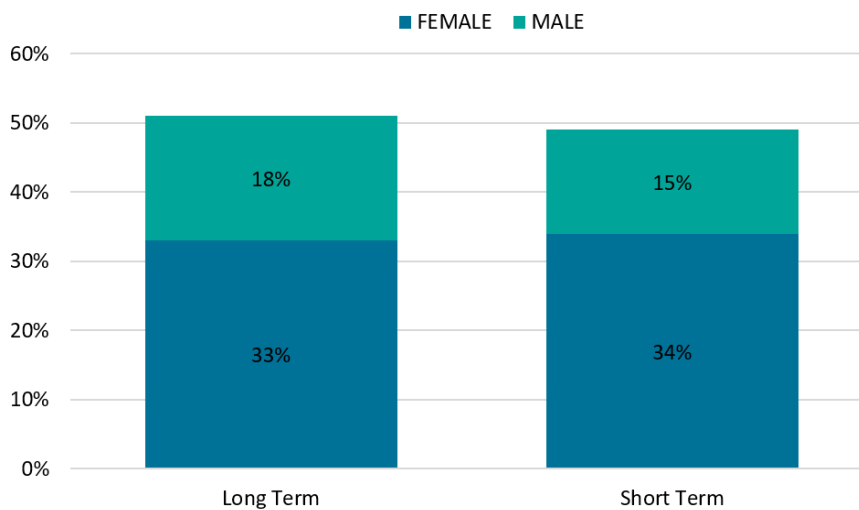


# Overview of Sickness per Service Area

## Average number of Sick days per Full Time Equivalent Employee Quarter 1 2020/21 and 2021/22 comparison

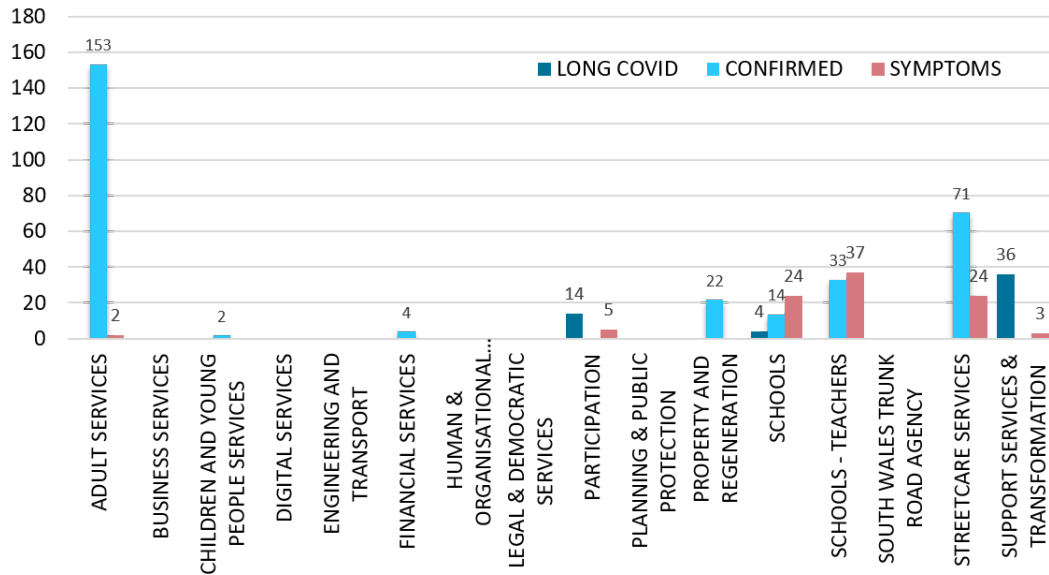


## Long Term / Short Term Sickness per Gender Quarter 1 2021/22



# COVID - 19 Sickness Absence

## Total number of FTE Working Days Lost for Quarter 1 Per Service



## Total number of FTE Working Days Lost for Quarter 1

