



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL

PERSONNEL COMMITTEE

21ST FEBRUARY 2022

REPORT OF THE HEAD OF PEOPLE 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 2 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 data

Our sickness absence figure for Quarter 2 in 2021/22 compared with the same period last year, shows an increase of 1.47 FTE days lost per employee for sickness absence, increasing from 3.58 days to 5.05 days which represents a 41% increase.

In Quarter 2 of this year, the number of days lost to short-term sickness absence and to long-term sickness absence have both increased compared to the figures for the same period 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 2 2021/22.

It is interesting to note that total absences due to confirmed Covid-19 cases is the fourth highest absence reason this Quarter and show a significant increase when compared to the same period last year.

Stress-related and bereavement/grief reaction were also the top 2 reasons for absence in Quarter 2 of last year with the number of absences for these reasons increasing in Quarter 2 this year compared to the same period last year.

The highest average FTE days absent, were in Adult Services, Early Years, Inclusion and Partnership and Streetcare Services. Members should note that the number of days lost in Adult Services is the same as last year with Streetcare Services showing a very slight decrease, whereas the number of FTE days absent in Early Years, Inclusion and Partnership show a significant increase in comparison to last year.

Notably, sickness absence due to confirmed Covid-19 is shown to be the highest in Schools, amongst both teaching and support staff, with the next highest being in Adult Services, followed by 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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