



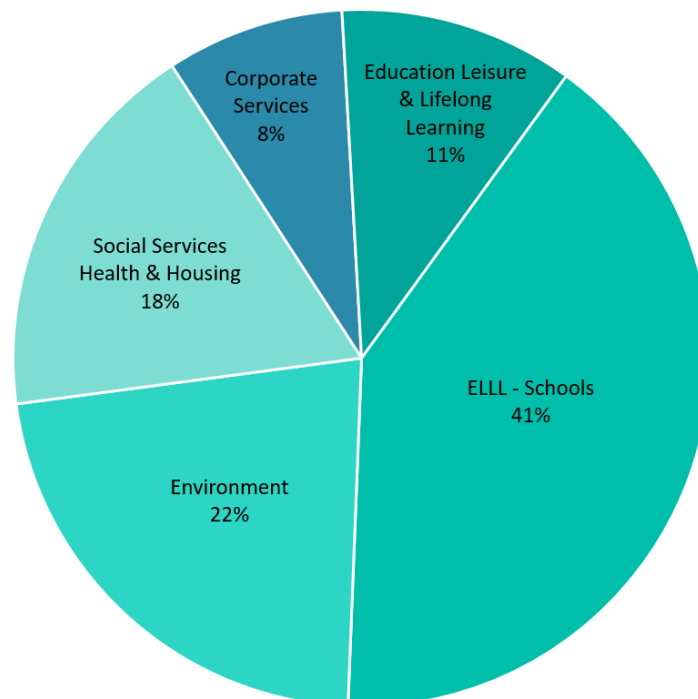
Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

# WORKFORCE INFORMATION REPORT

## Overview of the Council's Workforce

Data set out in this report relates to Quarter 2 2021/22

FTE per Service Area



6,995 employees

£ 108 million YTD

49% of gross expenditure

**47%**

of employees work  
Part Time

**23%**

of employees are  
teachers

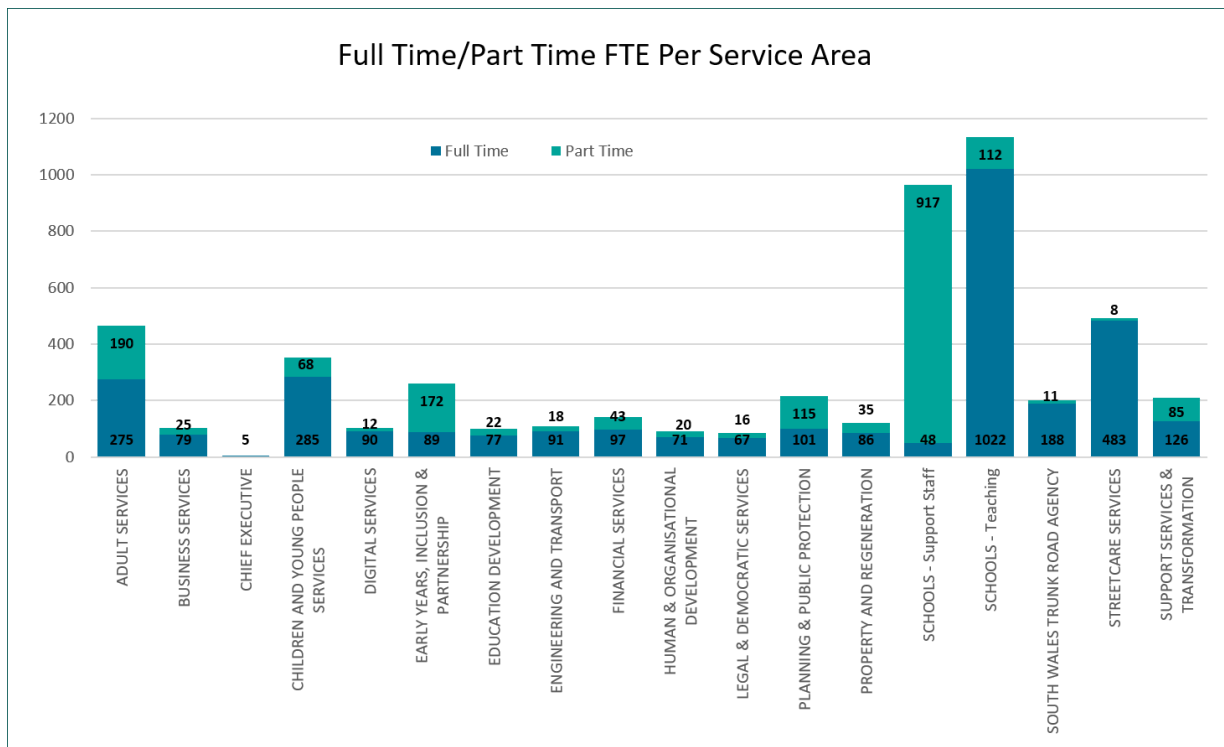
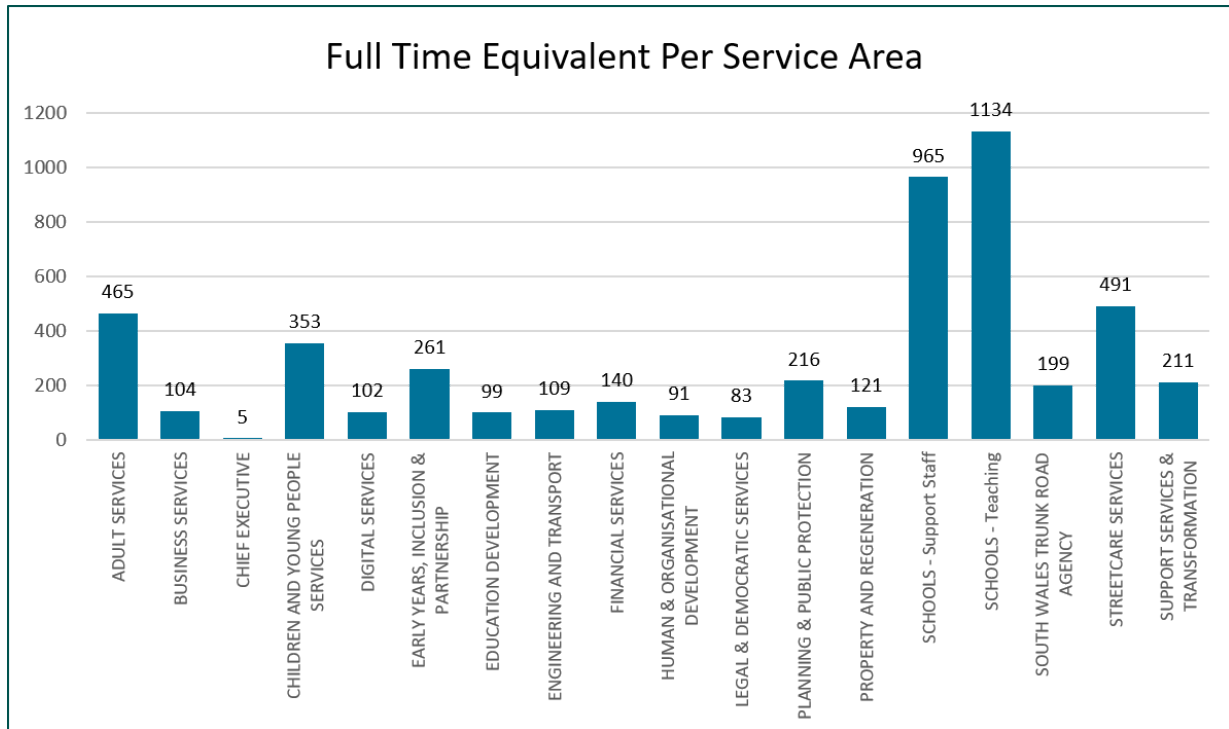
**75%**

of employees are  
LGS/Green Book

**41%**

of employees are  
employed in our Schools

# Employees by Service Area

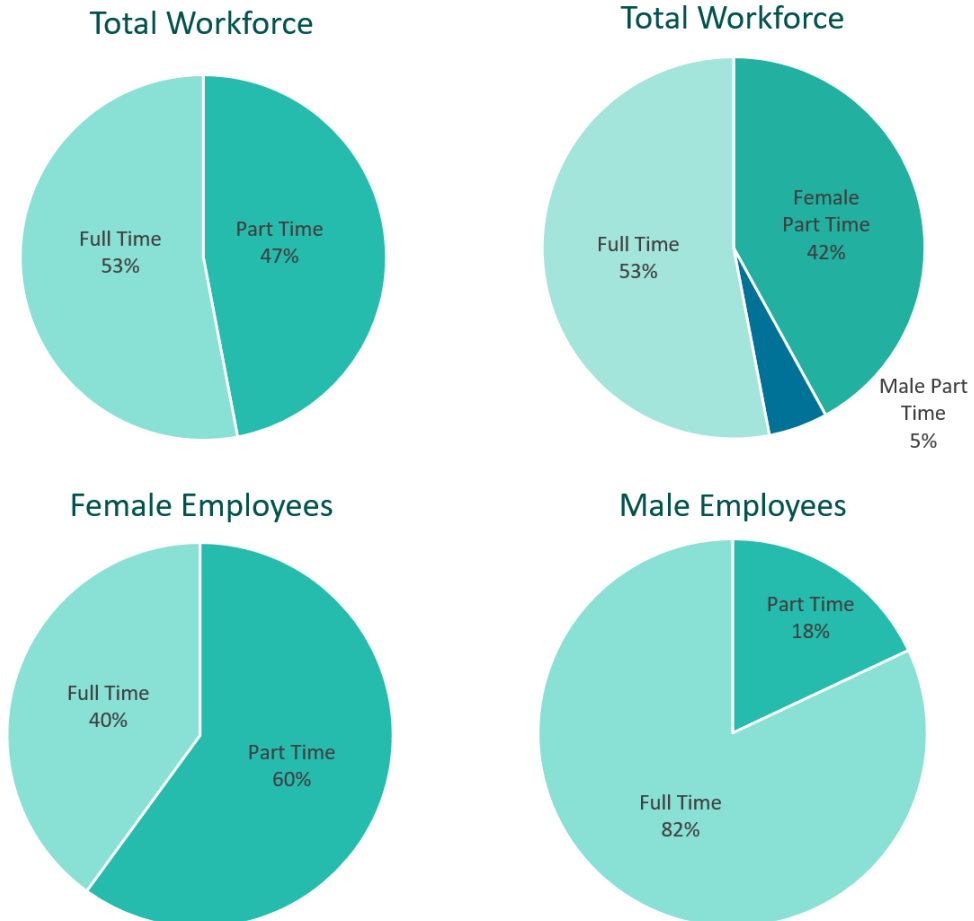


# Protected Characteristics - the Workforce

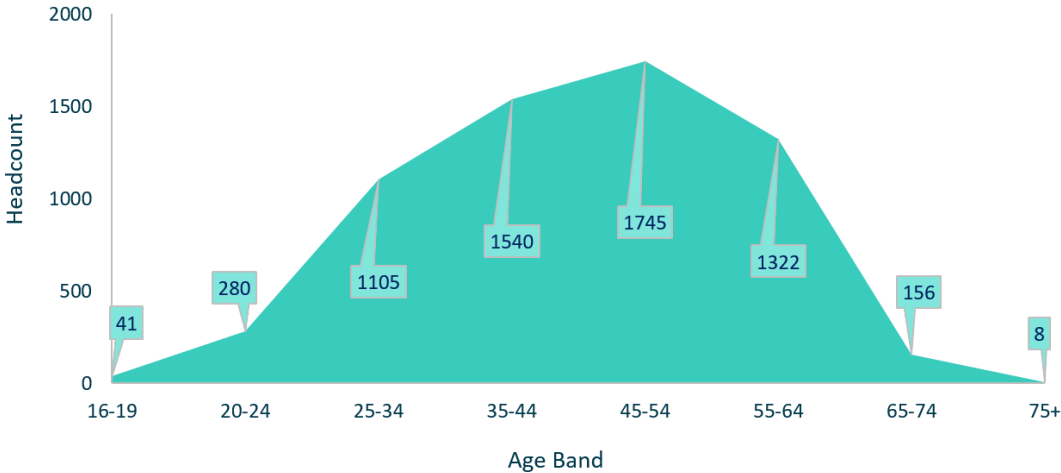
## Sex



## Working Patterns



Headcount per Age Band



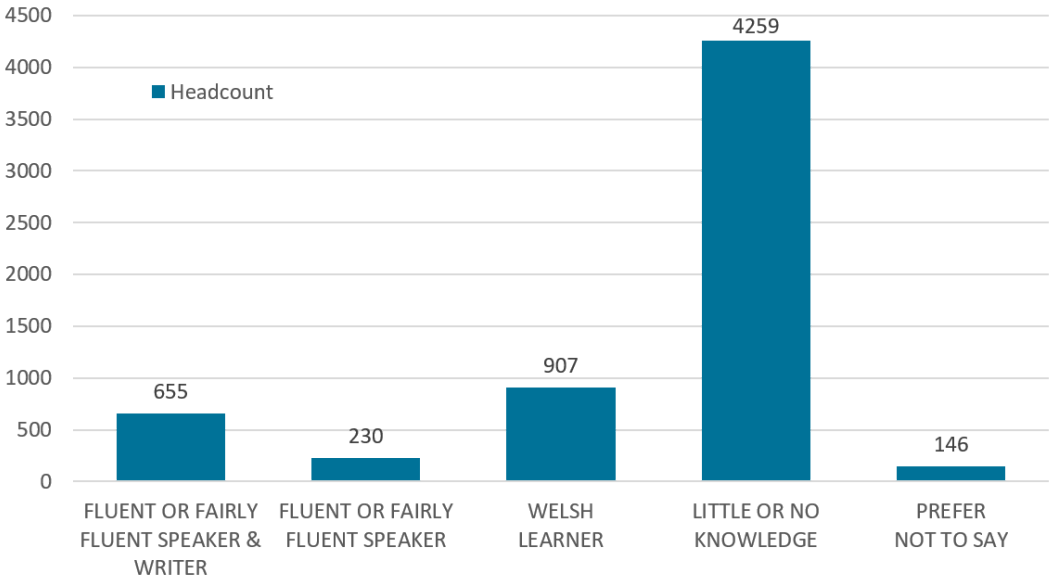
3%

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 2 2021/22

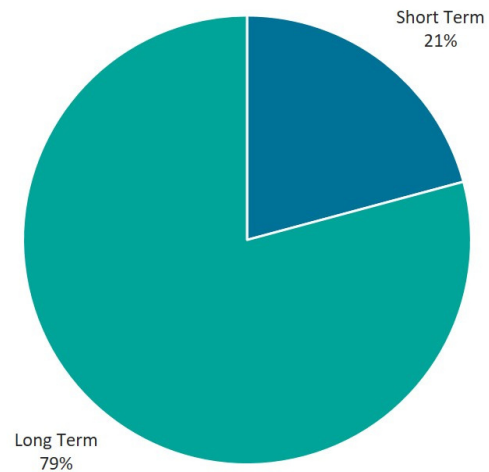
Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q2 2021/22	All staff Q2 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	6231.38	1615.18	7846.56	3817.36
		Number of working days/shifts lost to long-term sickness absence during the year	16790.05	1894.77	18684.82	14510.65
		Number of working days/shifts lost to sickness absence during the year	23021.43	3509.95	26531.38	18328.01
		Average number of full-time equivalent (FTE) employees	4145.28	1110.66	5255.94	5121.77
		PI Value	5.55	3.16	5.05	3.58

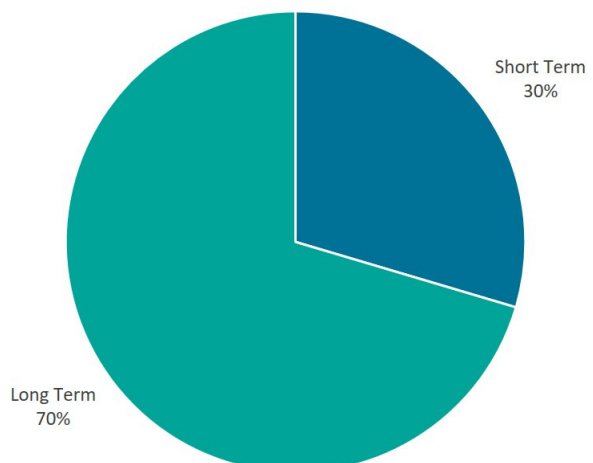
## Ratio of short and long term sickness - number of FTE days lost (Including teachers)

### Quarter 2 Comparisons

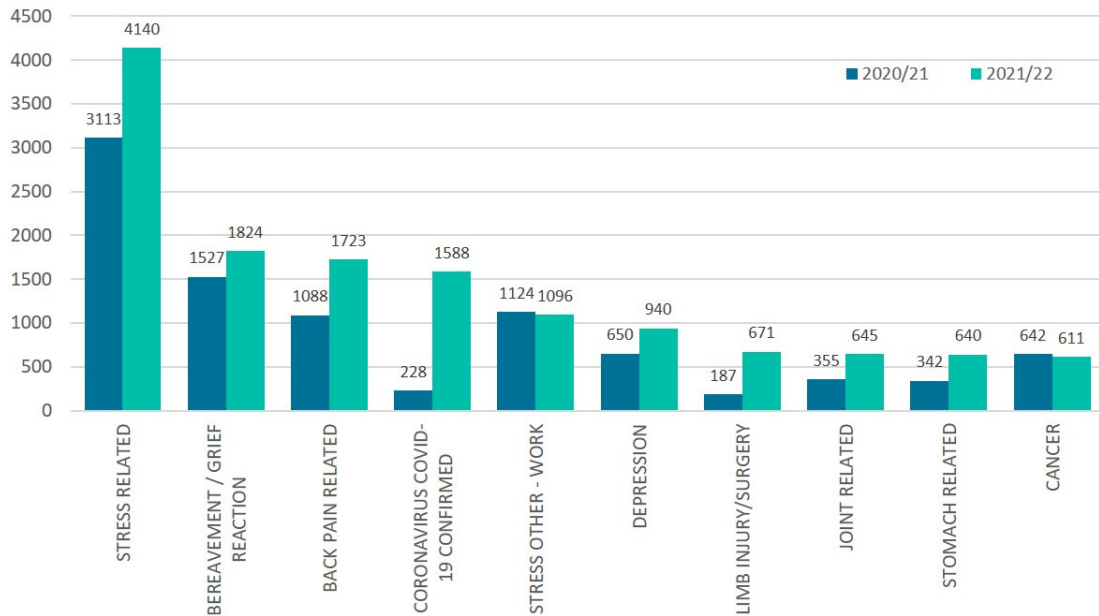
1st April 2020  
to  
30th September 2020



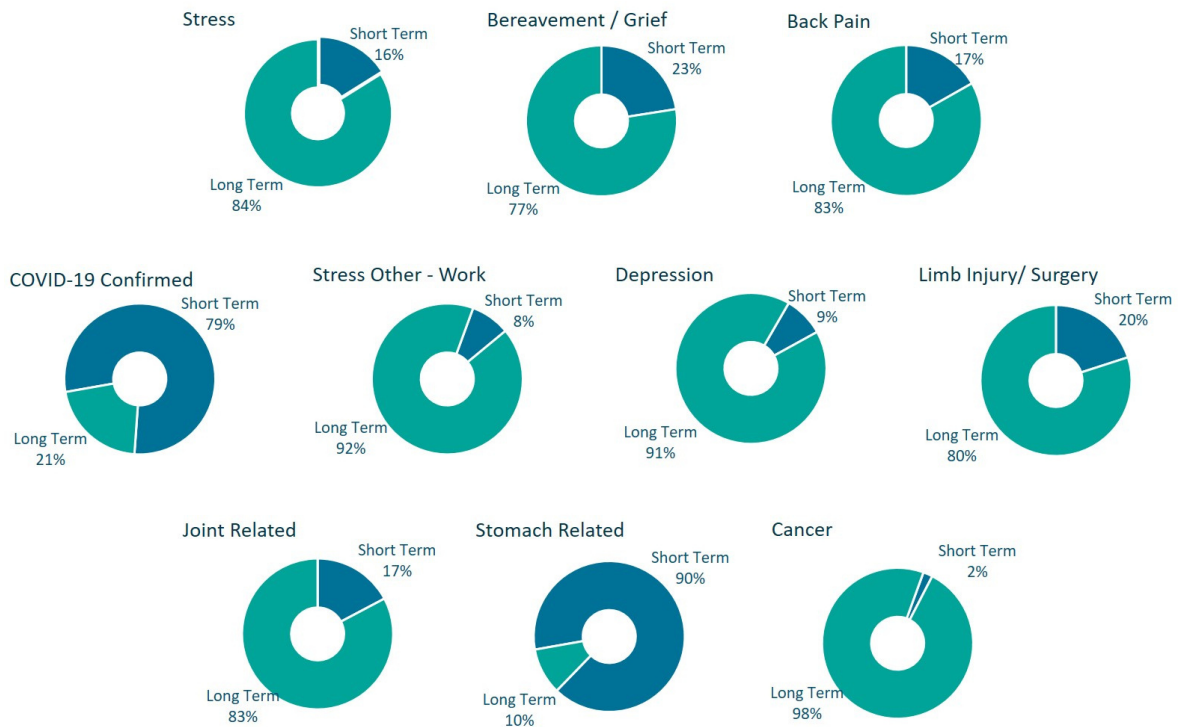
1st April 2021  
to  
30th September 2021



## Sickness Absence Reasons - Top Ten

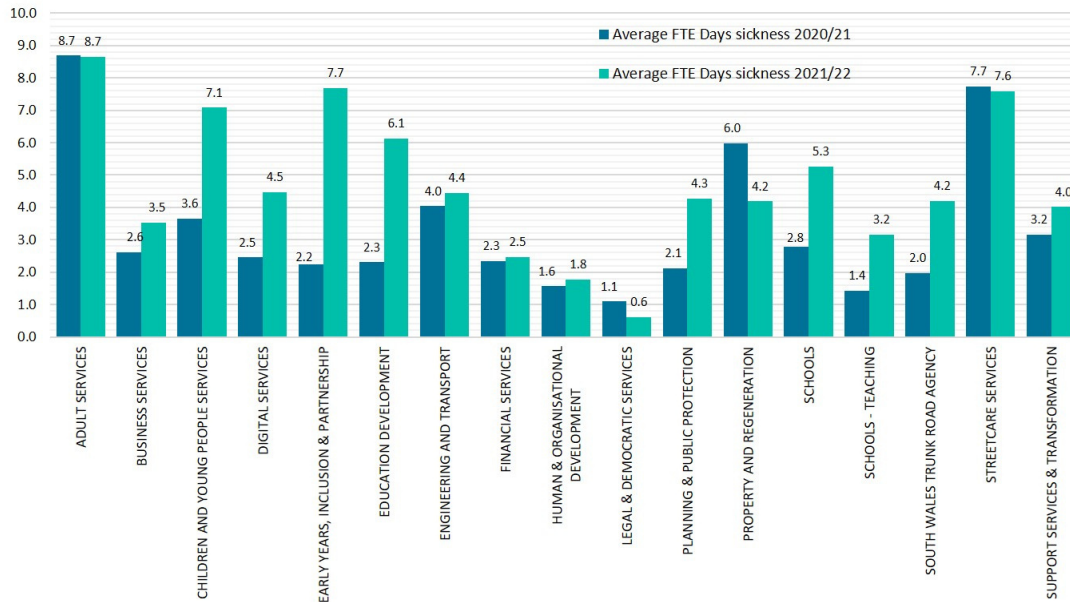


## Long Term / Short Term Comparison (Top 10 reasons)

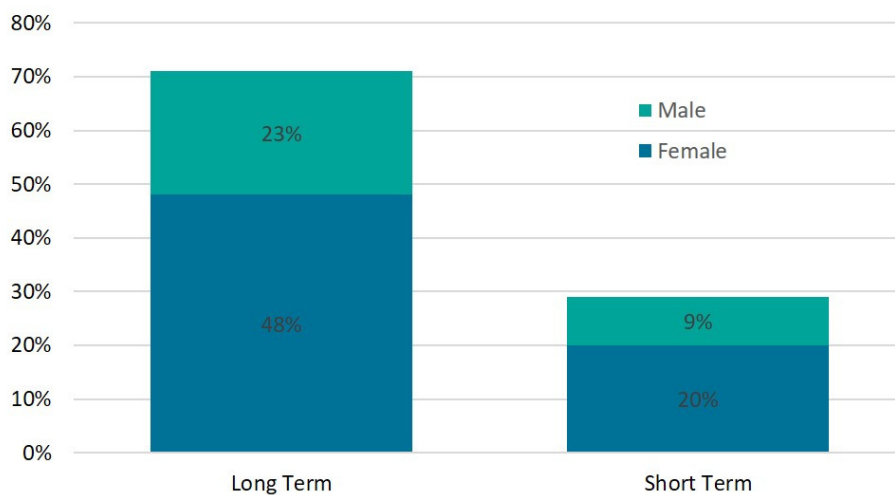


# Overview of Sickness per Service Area

## Average number of Sick days per Full Time Equivalent Employee Quarter 2 2020/21 and 2021/22 comparison



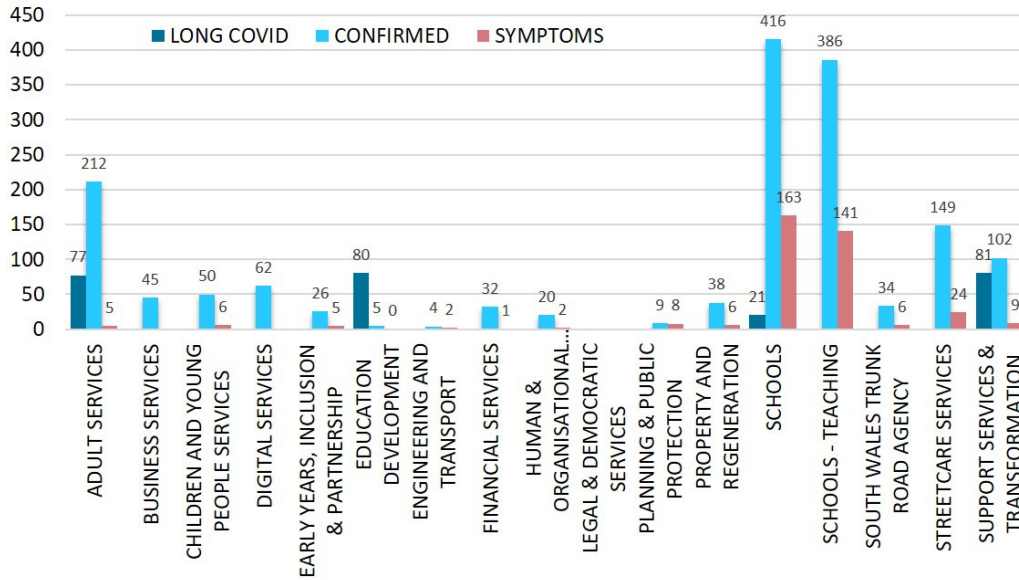
## Long Term / Short Term Sickness per Gender Quarter 2 2021/22



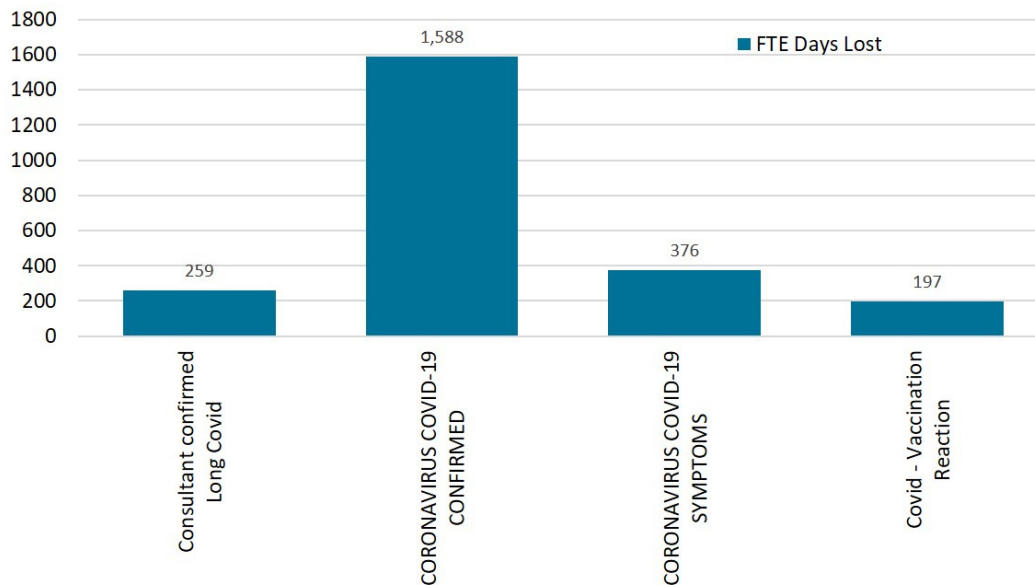


# COVID - 19 Sickness Absence

## Total number of FTE Working Days Lost for Quarter 2 Per Service



## Total number of FTE Working Days Lost for Quarter 2



## Leaver Data - Quarter 2 2021/22

Between 1st April 2021 and  
30th September 2021

6 Employees were  
successful redeployments

11 Voluntary Redundancies

8 Voluntary Redundancies  
in Schools

3 Compulsory Redundancies