



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

WORKFORCE INFORMATION REPORT

Data set out in this report relates to Quarter 1 2022/23

Overview of the Council's Workforce

6,358 Headcount

Staffing costs account for
45% or £222 million
of gross expenditure

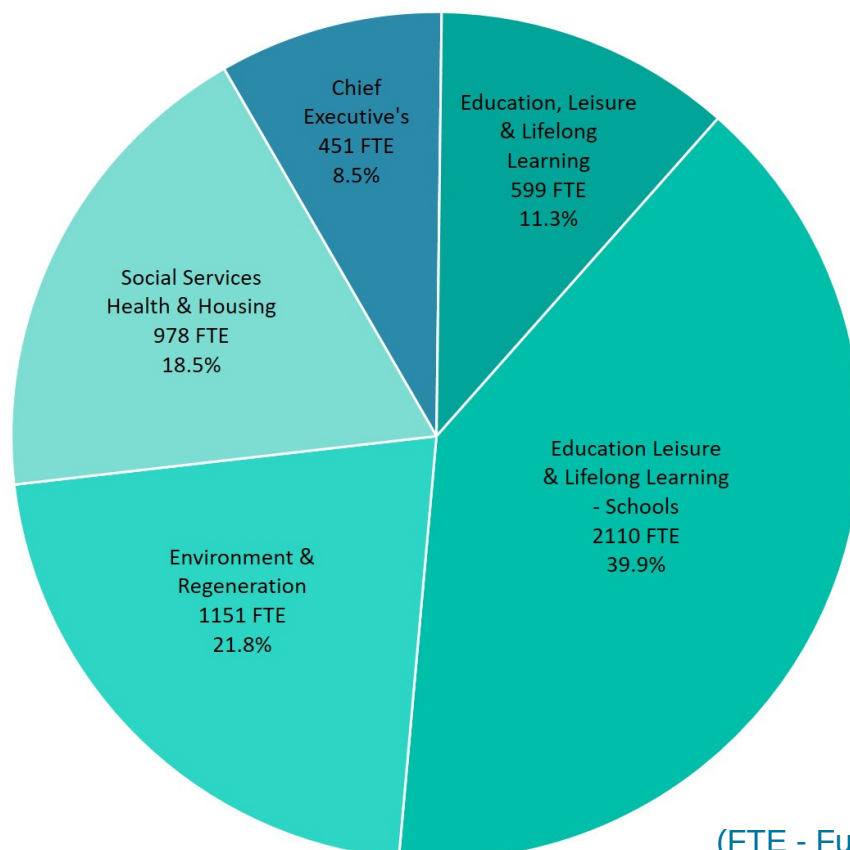


Redundancies

Between 1st April 2022 and
30th June 2022

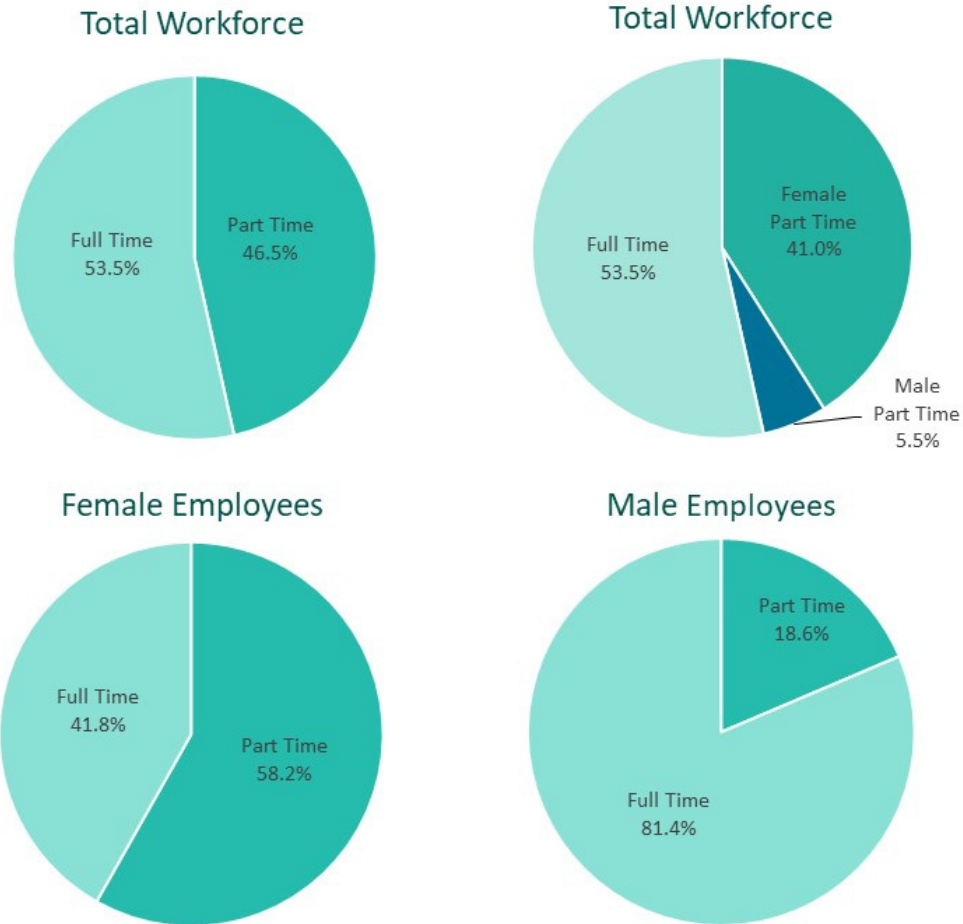
- 0 Voluntary Redundancies
- 0 Voluntary Redundancies in Schools
- 1 Compulsory Redundancy

Employees - FTE by Directorate

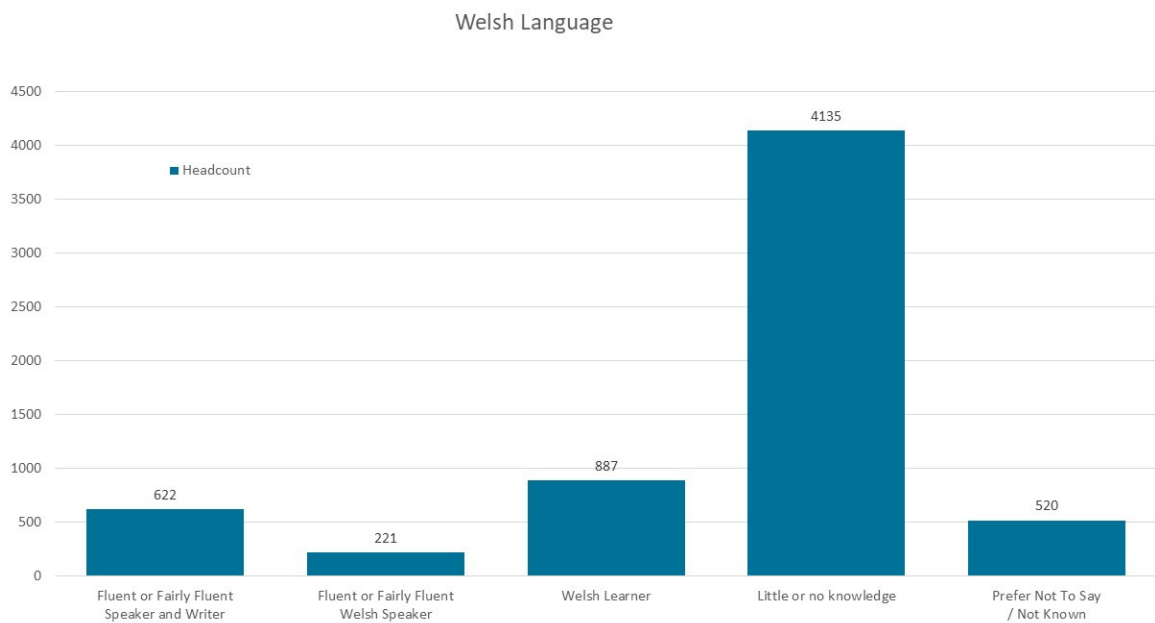


(FTE - Full-time equivalent)

Working Patterns



Employees' Welsh Language Ability



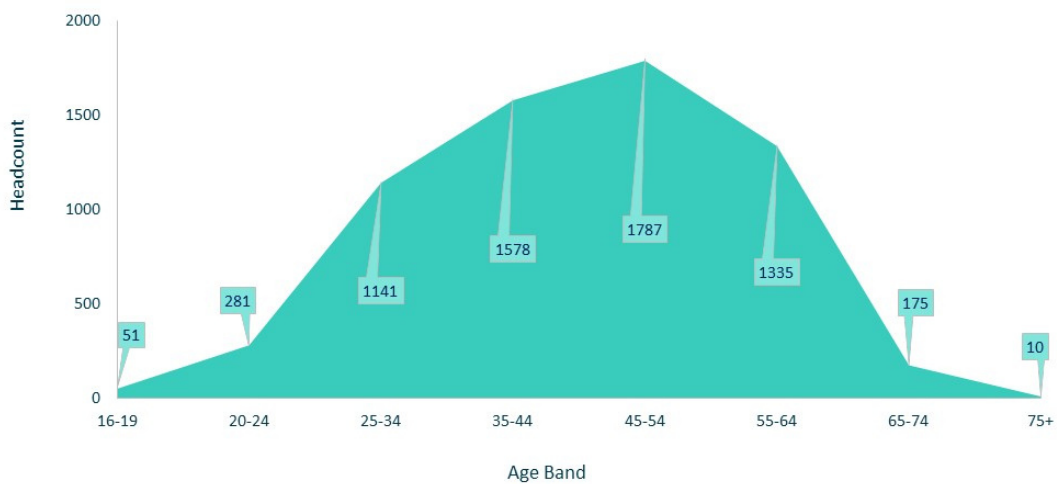
- These figures are self-reported by employees

Protected Characteristics - Employees

Sex



Headcount per Age Band



3%

of employees have identified themselves as having a Disability

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

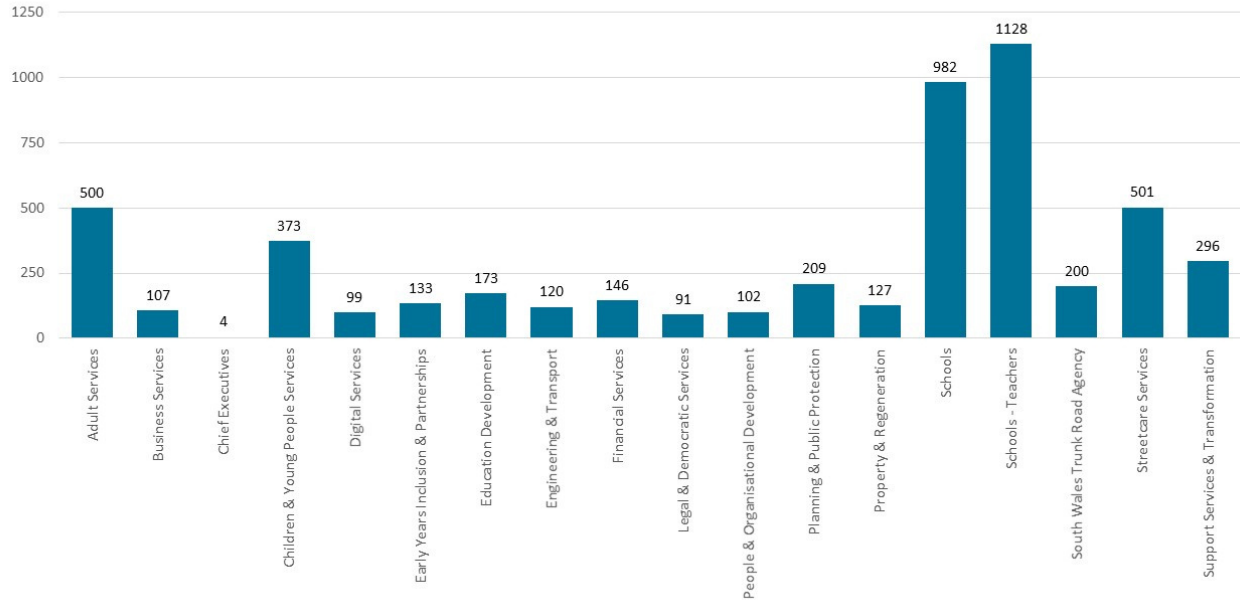
1.5%

2%

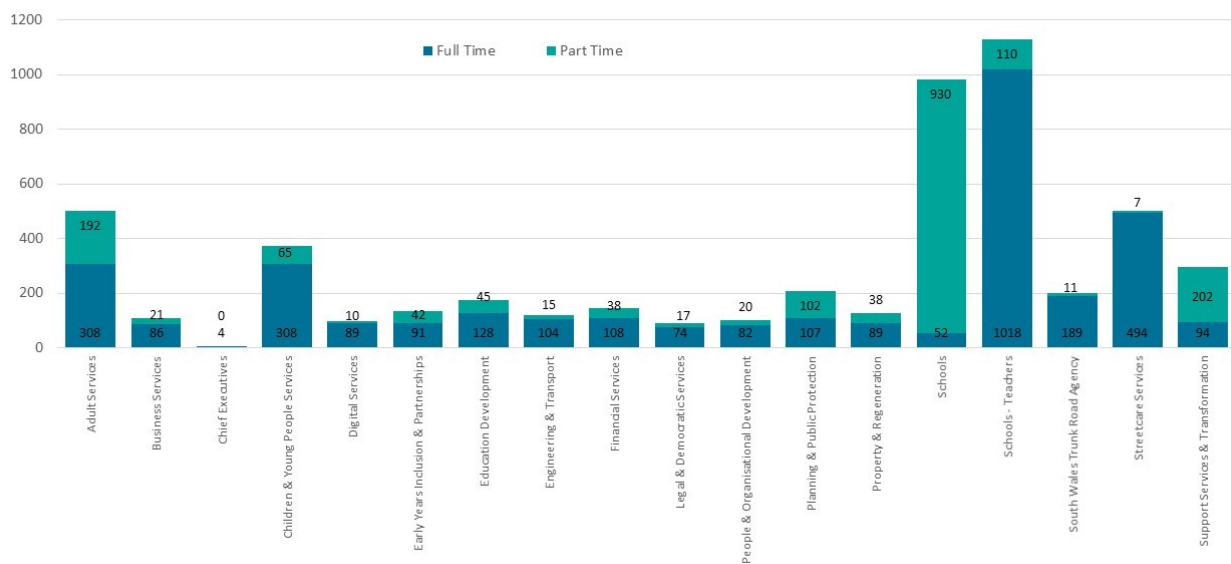
of employees have identify as being Bisexual, Gay Man/ Woman or other

Employees by Service Area

Full Time Equivalent Per Service Area



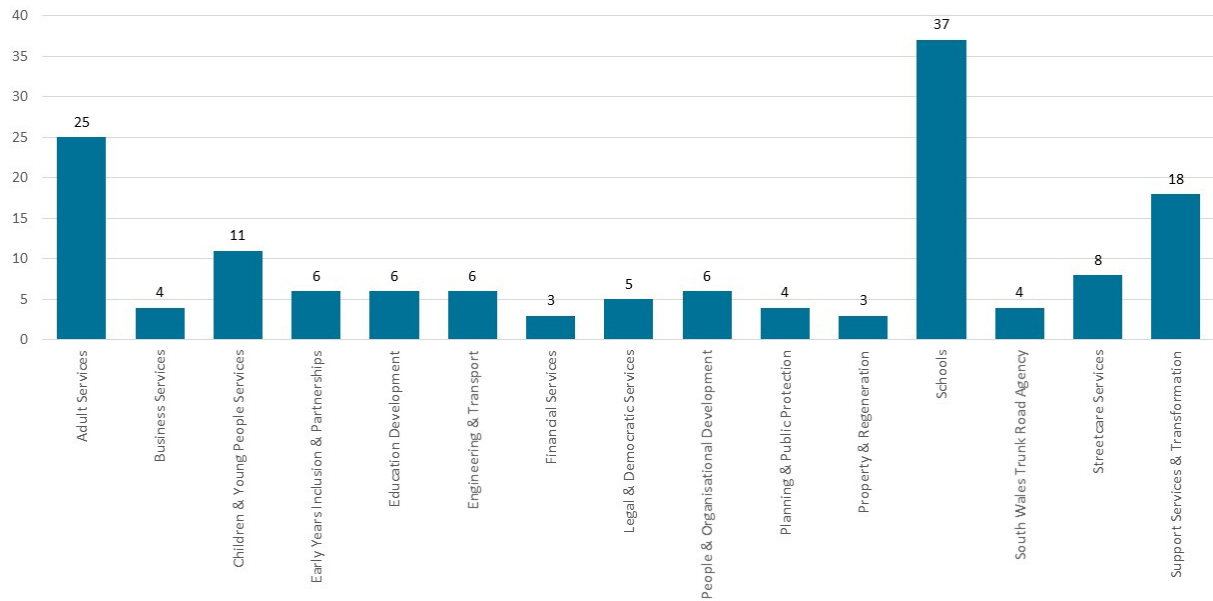
Full Time/Part Time FTE Per Service Area



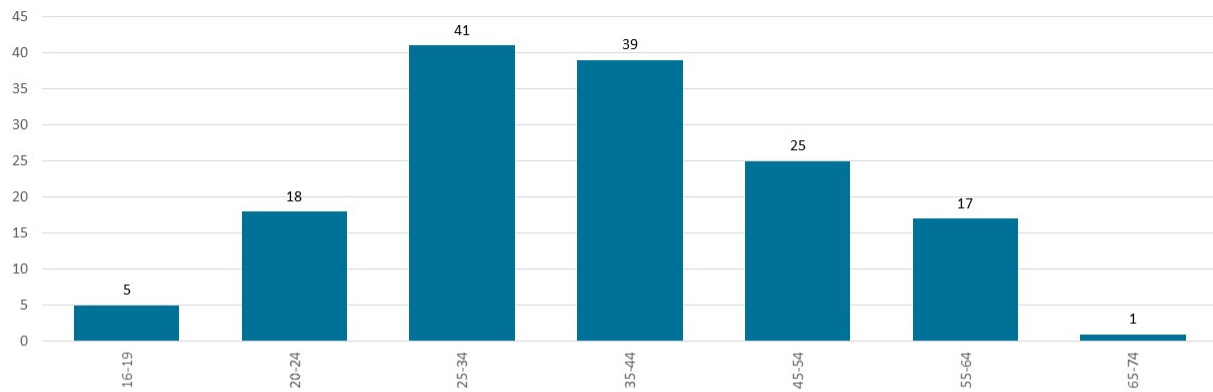
New Starters

146 employees have joined the Council between
1st April 2022 and 30th June 2022

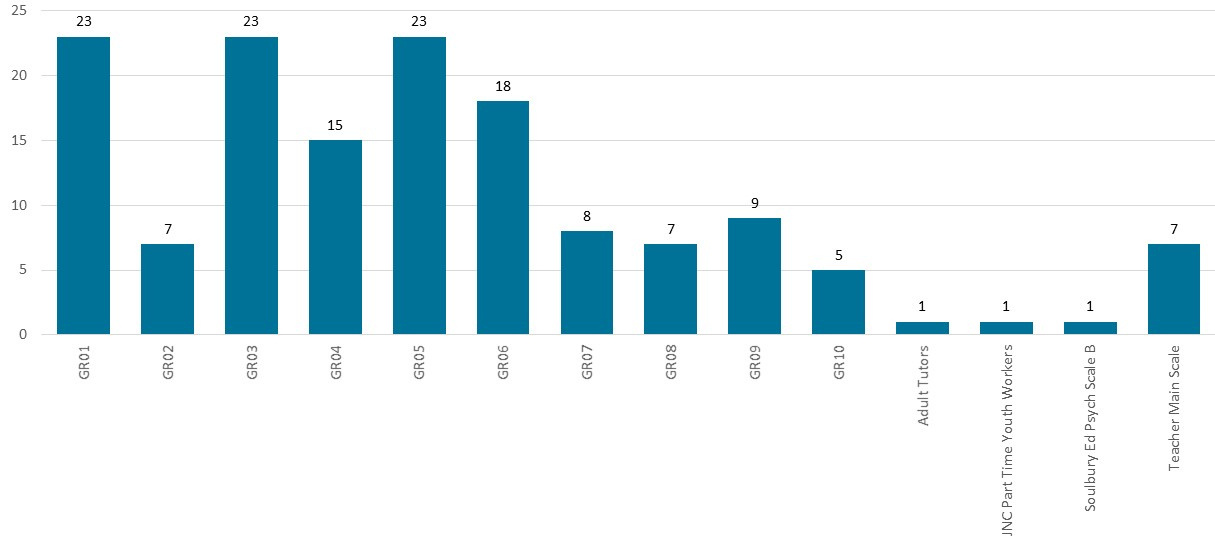
New Starters Per Service Area



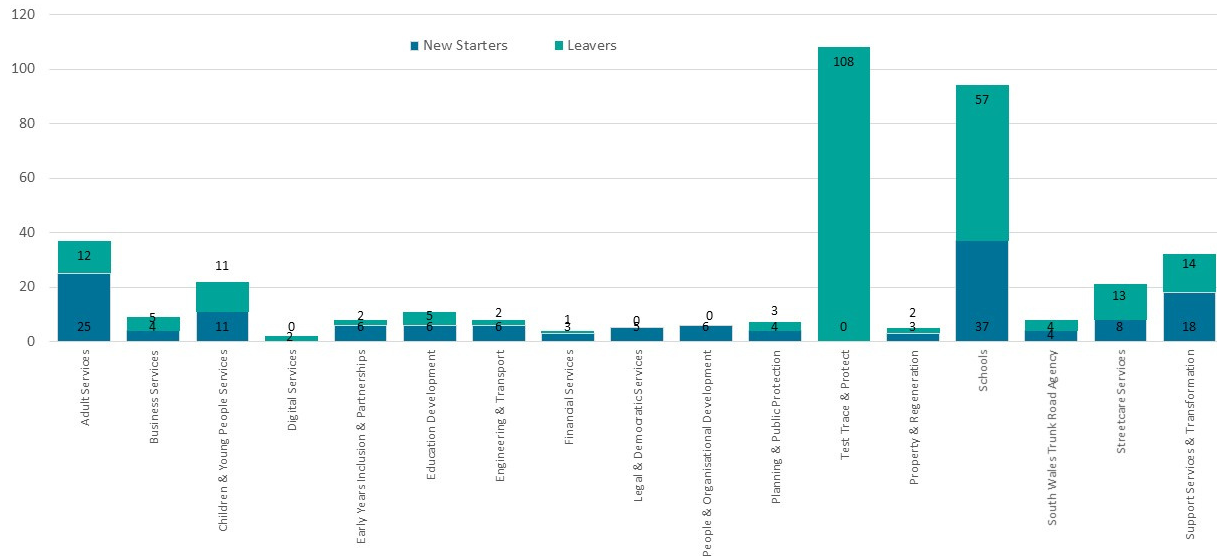
New Starters Per Age Band



New Starters by Grade



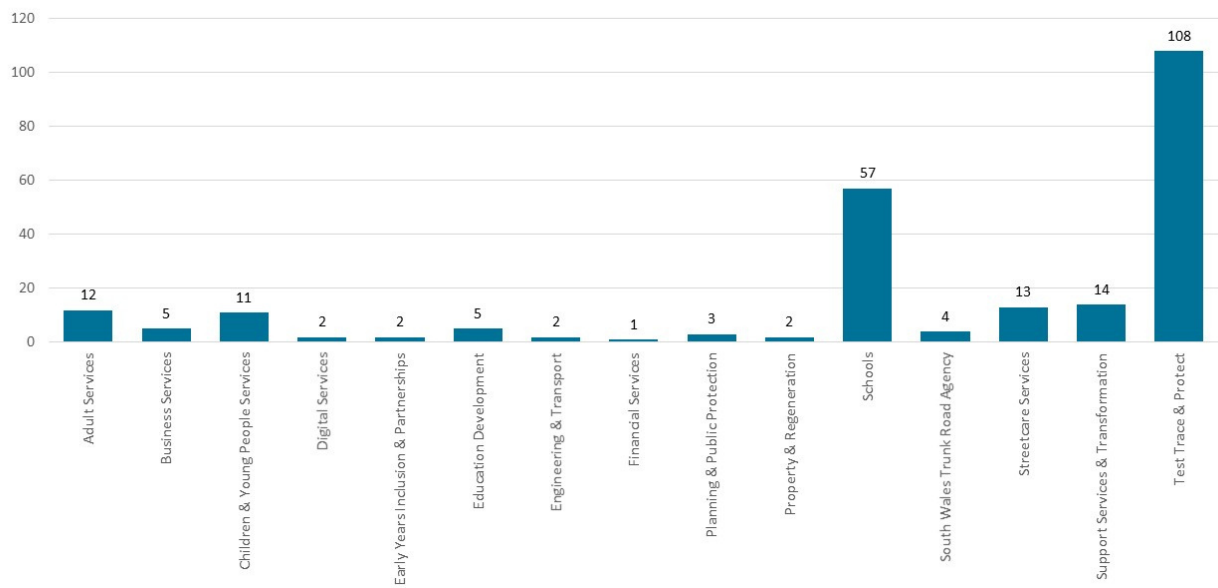
New Starters/Leavers Per Service Area



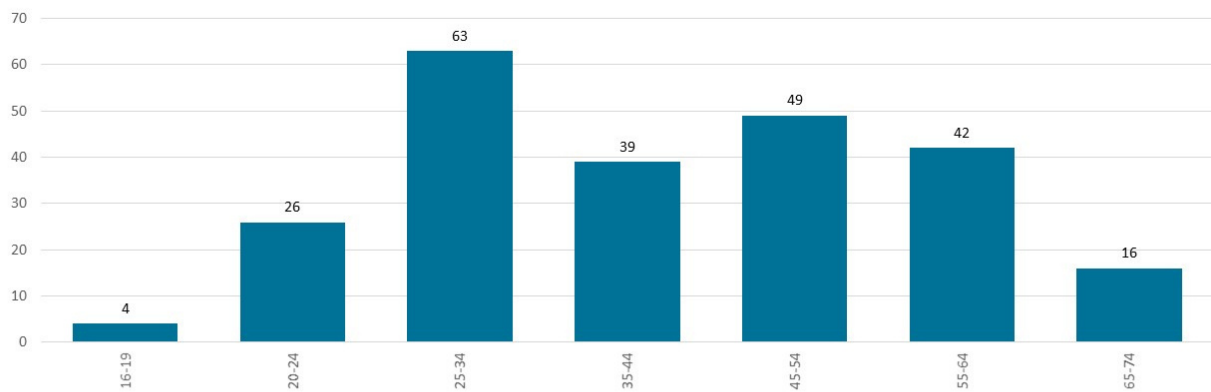
Leavers

239 employees have left the Council between
1st April 2022 and 30th June 2022

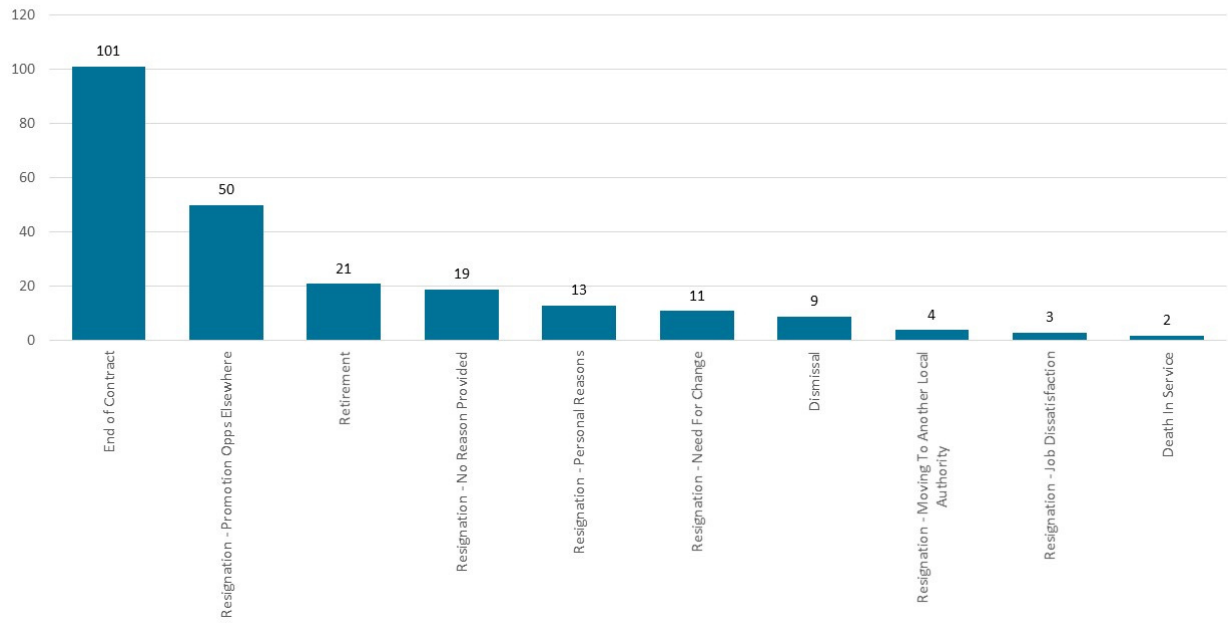
Leavers Per Service Area



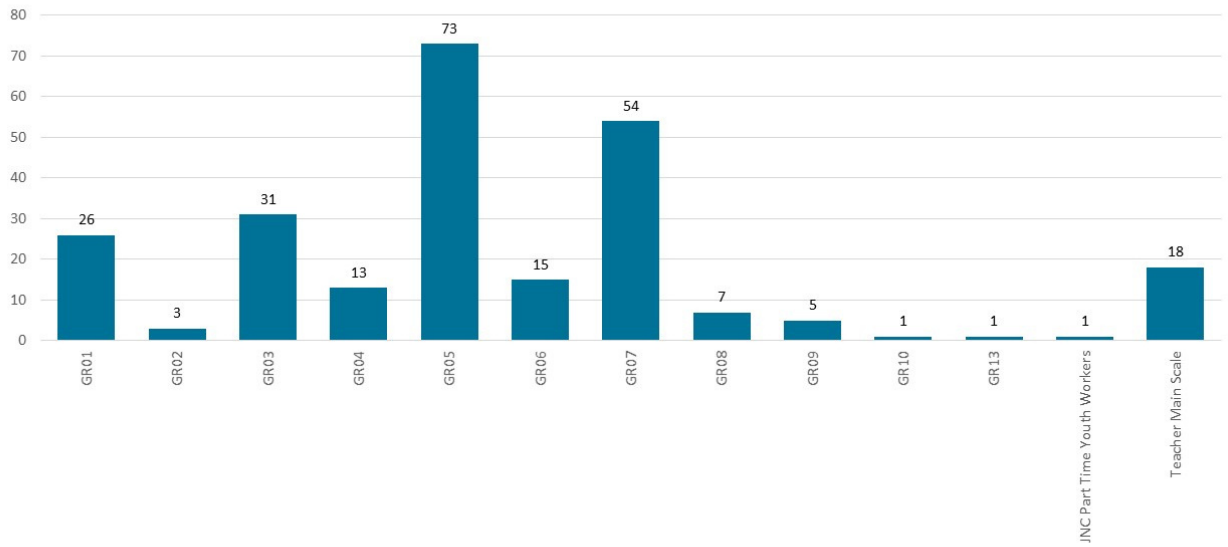
Leavers Per Age Band



Leavers by top 10 Leaving Reason



Leavers by Grade





Sickness Absence Quarter 1 2022/23

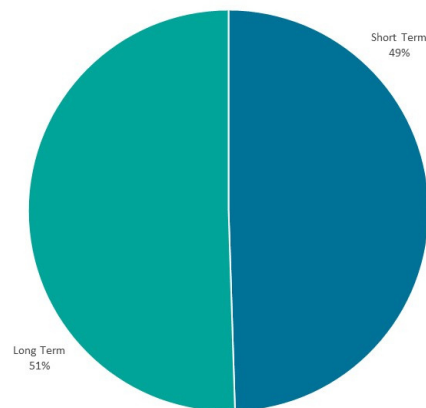
Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q1 2022/23	All staff Q1 2021/22
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	5469.11	1488.22	6957.33	6914.40
		Number of working days/shifts lost to long-term sickness absence during the year	8875.72	960.60	9836.32	6773.24
		Number of working days/shifts lost to sickness absence during the year	14344.83	2448.82	16793.65	13687.64
		Average number of full-time equivalent (FTE) employees	4157.00	1132.14	5289.14	5217.97
		PI Value				3.18

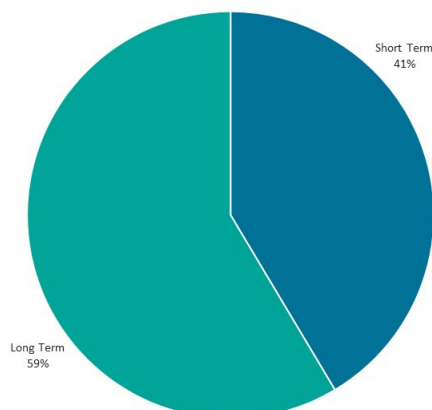
Ratio of short and long term sickness - number of FTE days lost (Including teachers)

Quarter 1 Comparisons

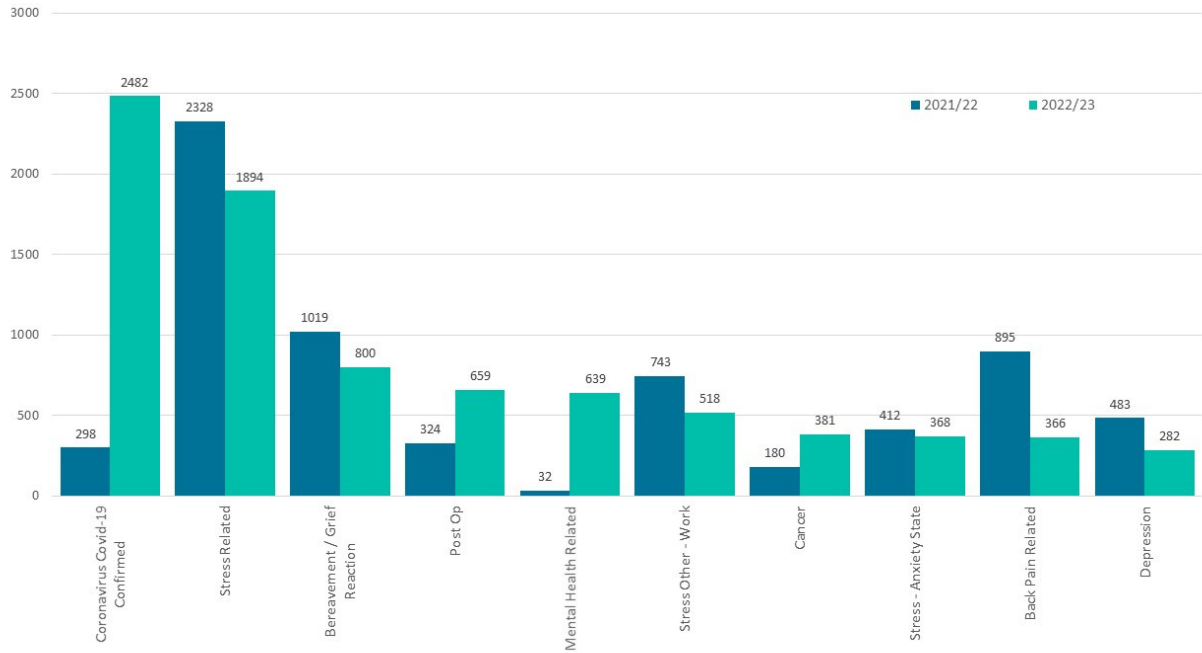
1st April 2021
to
30th June 2021



1st April 2022
to
30th June 2022



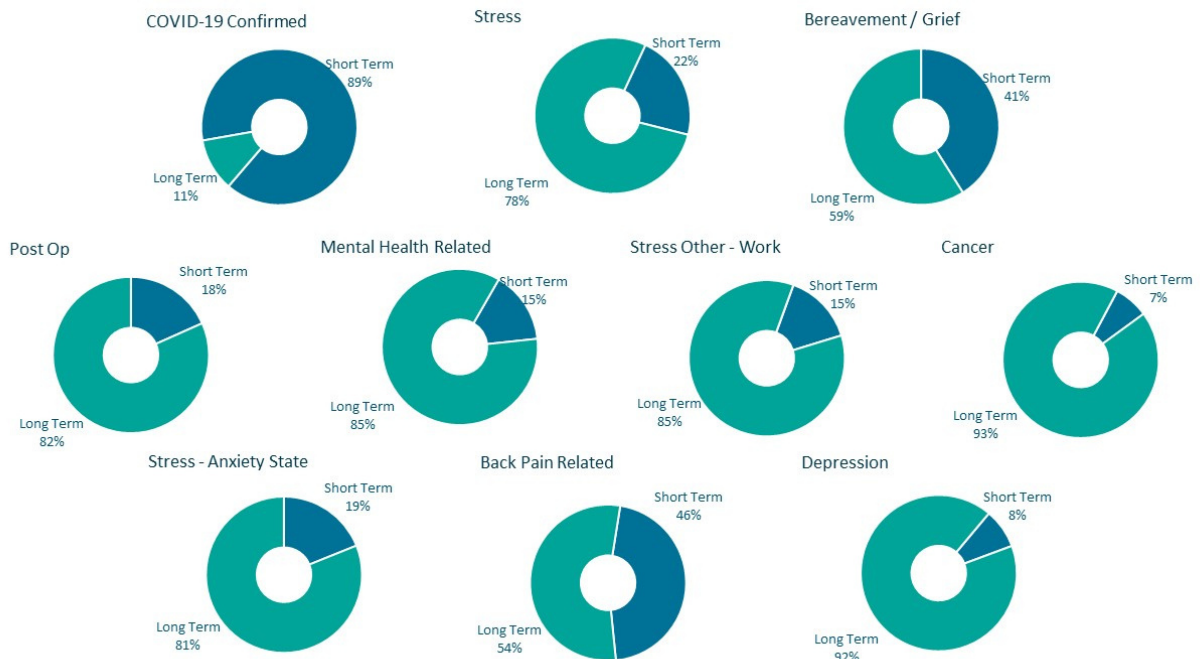
Sickness Absence Reasons - Top Ten



Covid 19, Stress & Bereavement are the top 3 reasons.
 In this period last year
 Stress, Bereavement & Back Pain were the top 3 reasons.

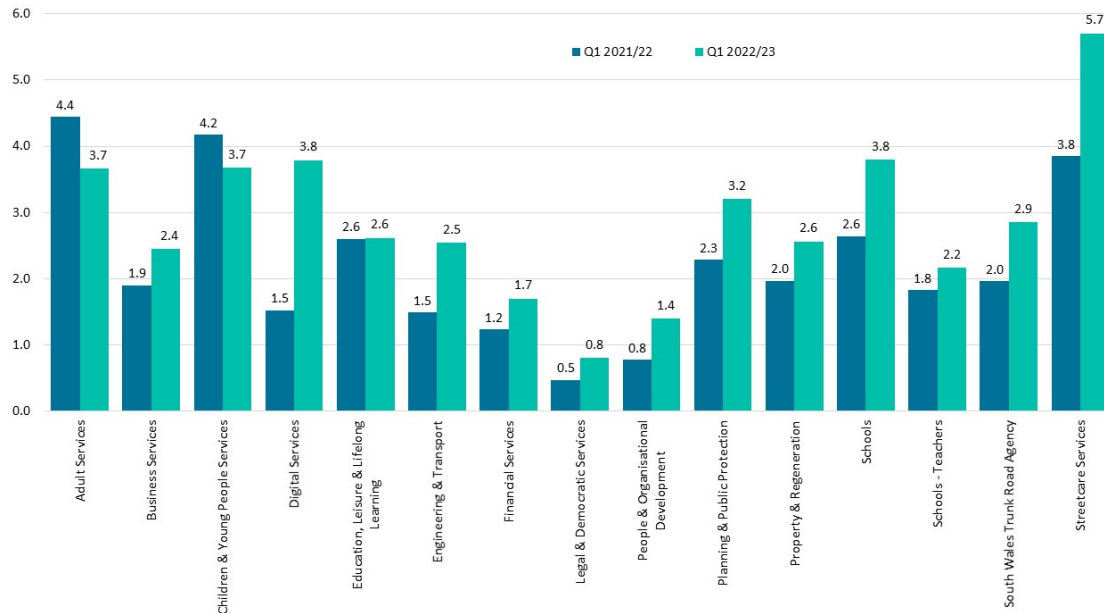
Covid 19 - 2482 FTE, 15 % of all days lost, **up** 13 % from quarter 1 2021/22
Stress - 1894 FTE, 11 % of all days lost, **down** 3 % from quarter 1 2021/22
Bereavement 800 FTE 5 % of all days lost, **up** 2 % from quarter 1 2021/22

Long Term / Short Term Comparison (Top 10 reasons)

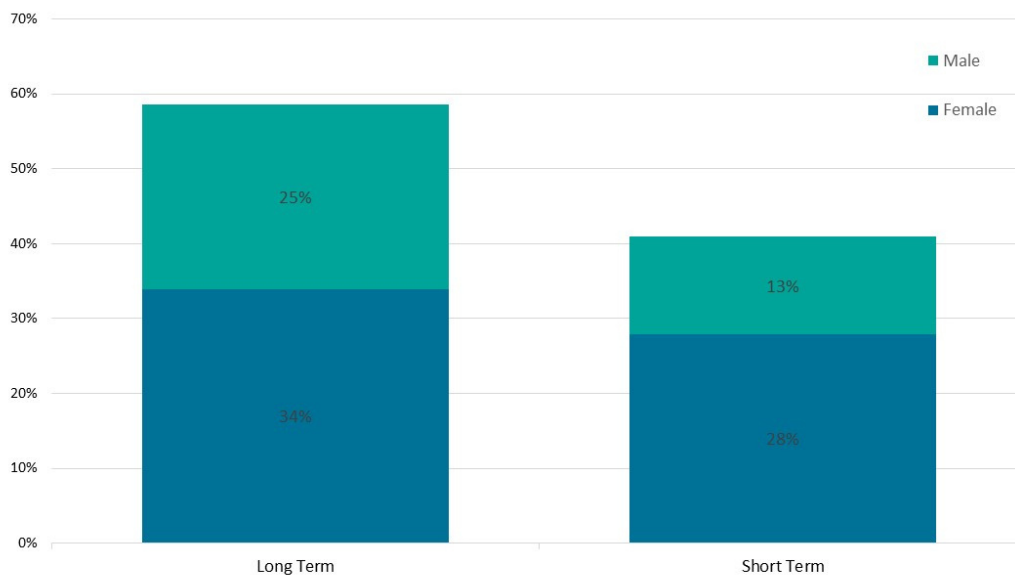


Overview of Sickness per Service Area

Average number of Sick days per Full Time Equivalent Employee Quarter 1 2021/22 and 2022/23 comparison

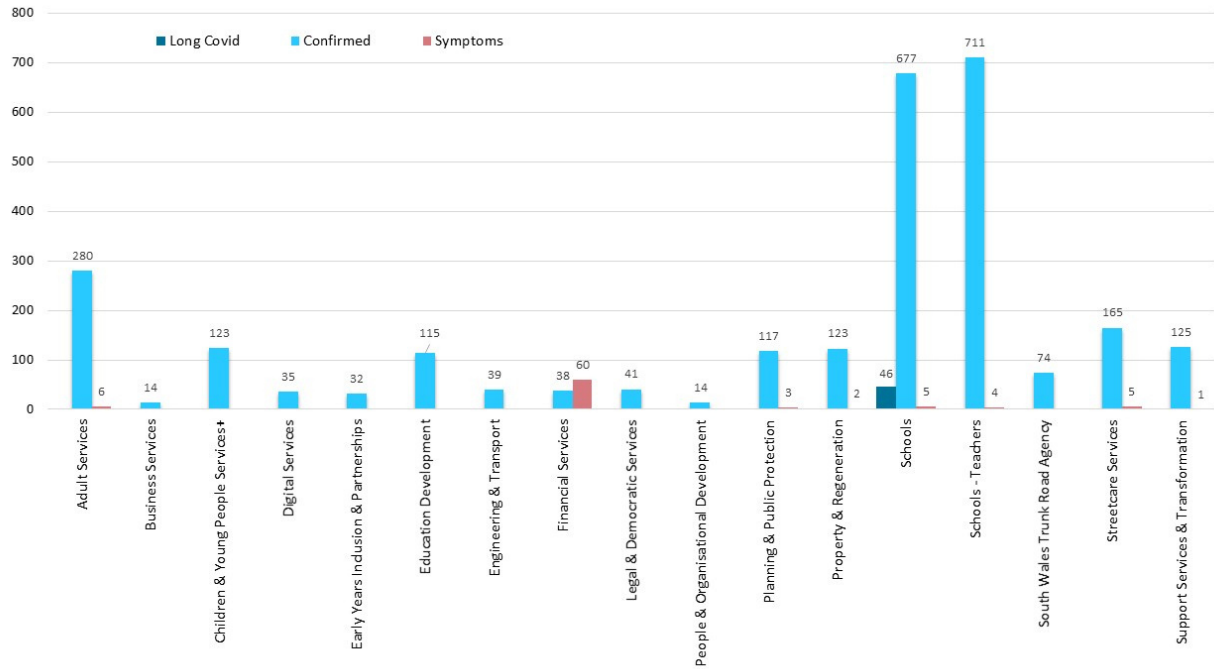


Long Term / Short Term Sickness per Gender Quarter 1 2022/23



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

