



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

WORKFORCE INFORMATION REPORT

Data set out in this report relates to Quarter 2 2022/23

Overview of the Council's Workforce

6,351 Headcount

Staffing costs account for
45.7% or £116 million ^{YTD}
of gross expenditure

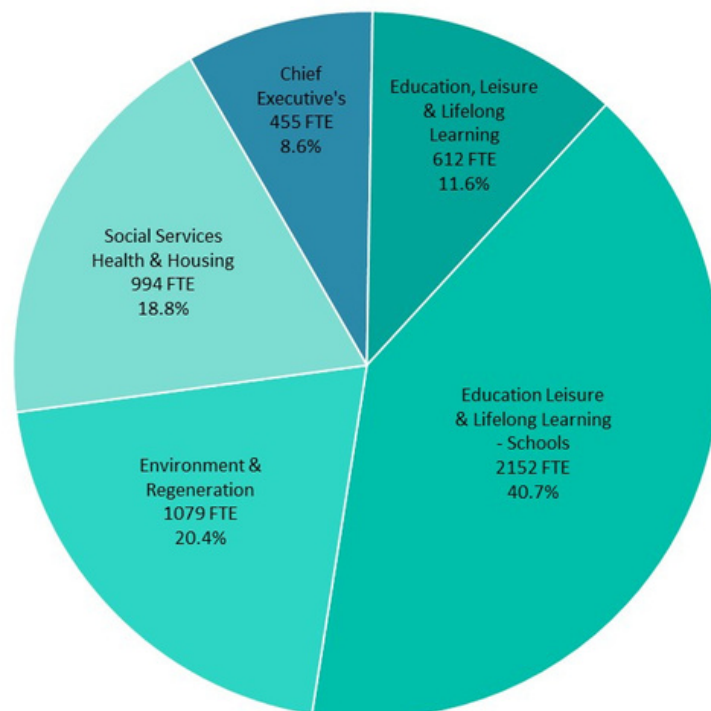


Redundancies

Between 1st April 2022 and
30th September 2022

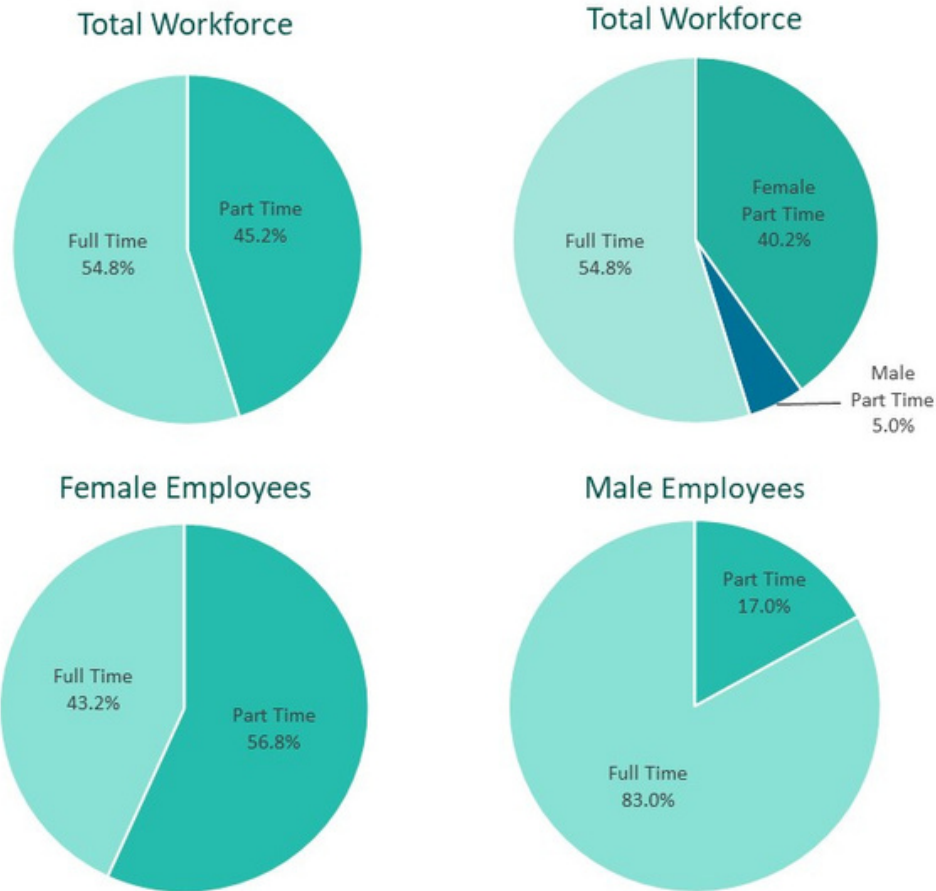
- 0 Voluntary Redundancies
- 5 Voluntary Redundancies in Schools
- 2 Compulsory Redundancy

Employees - FTE by Directorate

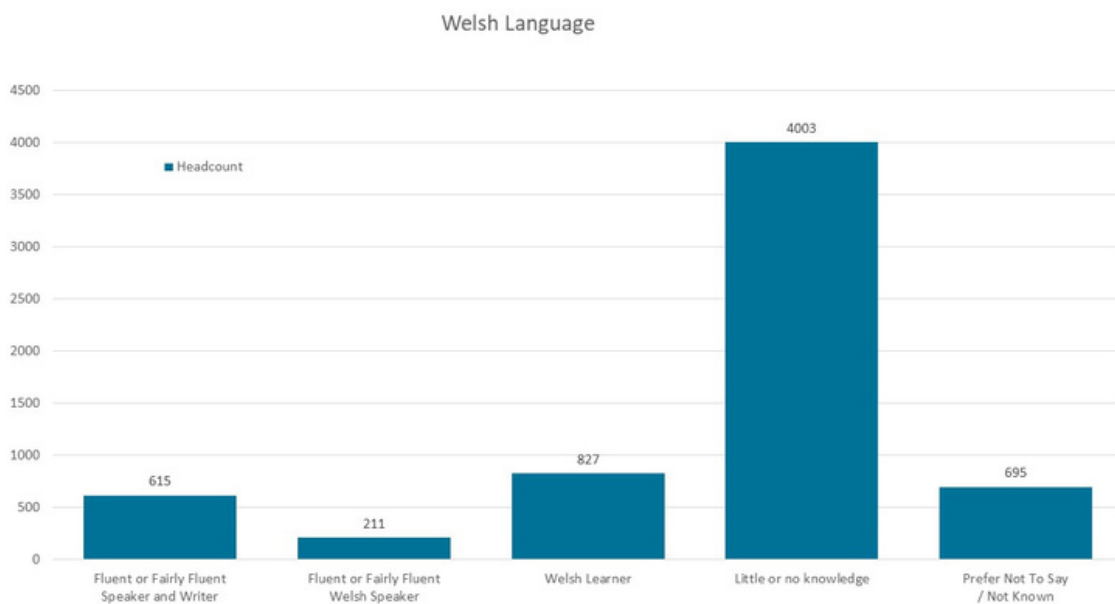


(FTE - Full-time equivalent)

Working Patterns



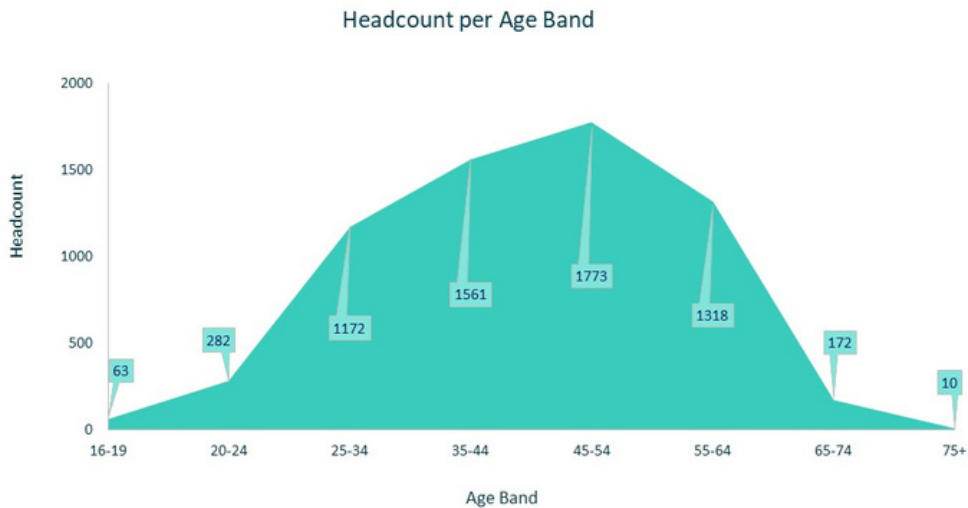
Employees' Welsh Language Ability



- These figures are self-reported by employees

Protected Characteristics - Employees

Sex



3%

of employees have identified themselves as having a Disability

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

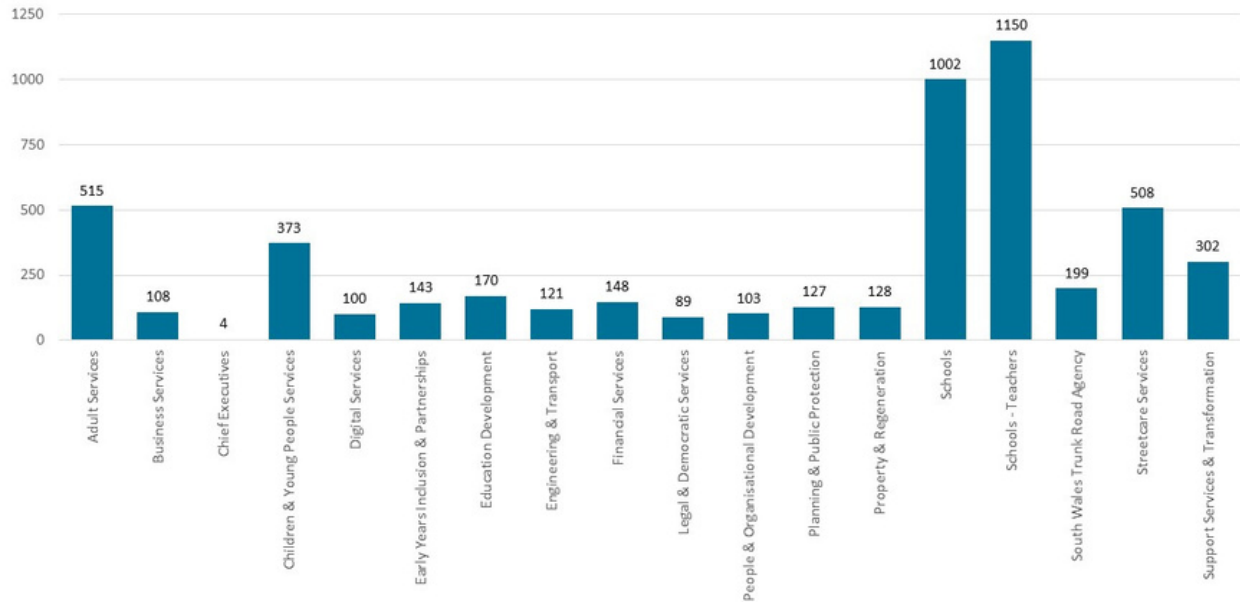
1.6%

2%

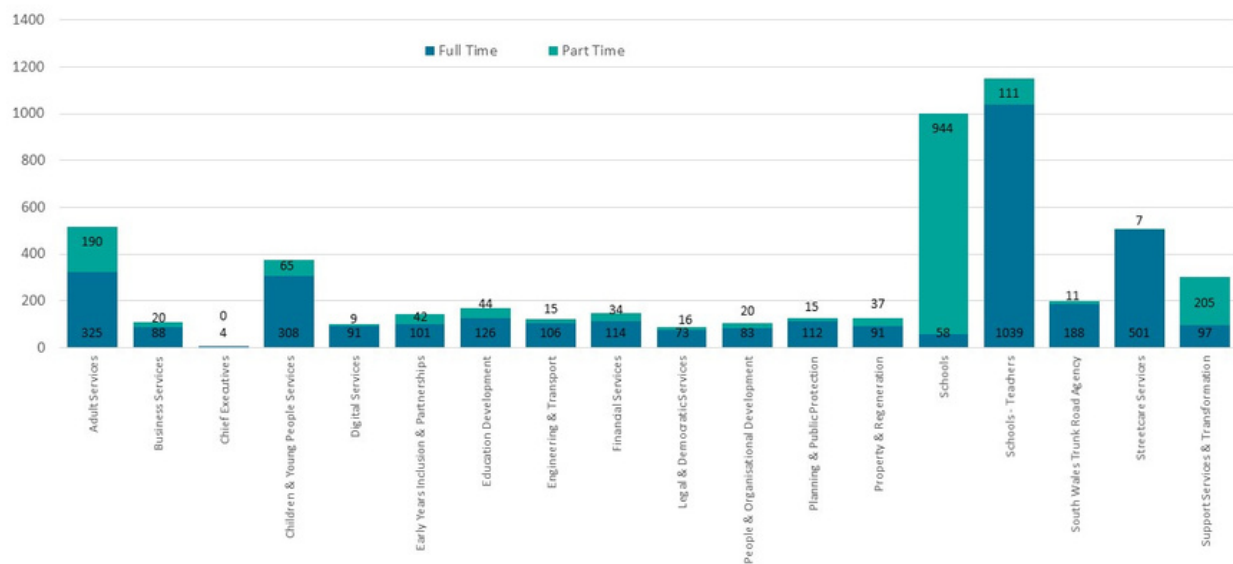
of employees have identify as being Bisexual, Gay Man/ Woman or other

Employees by Service Area

Full Time Equivalent Per Service Area



Full Time/Part Time FTE Per Service Area



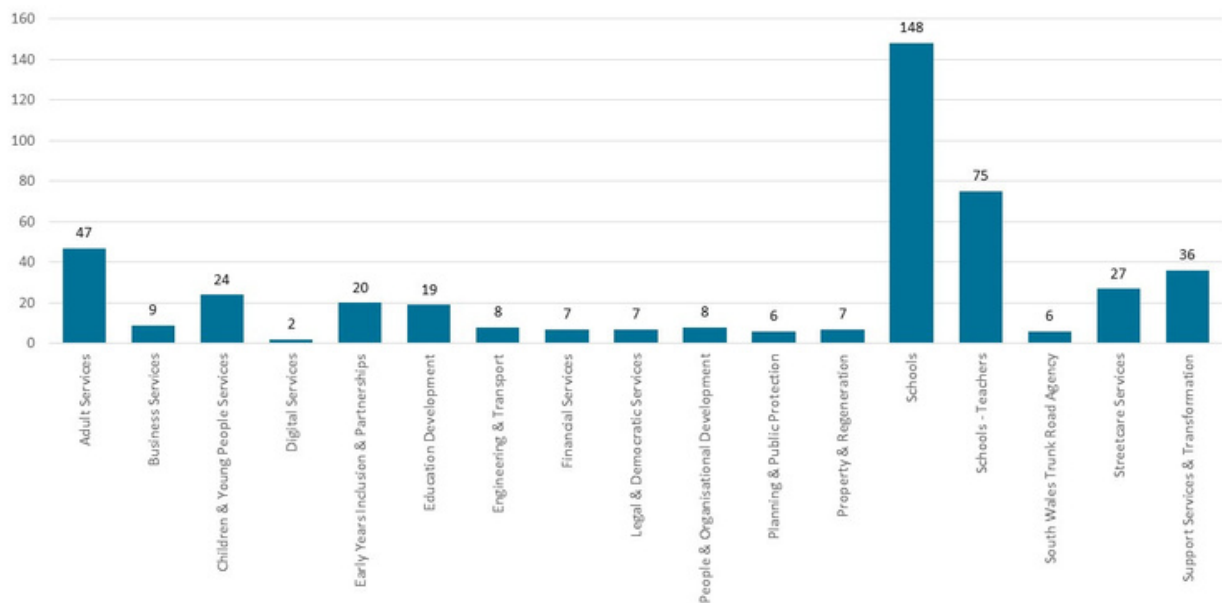
New Starters

455 employees have joined the Council between
1st April 2022 and 30th September 2022

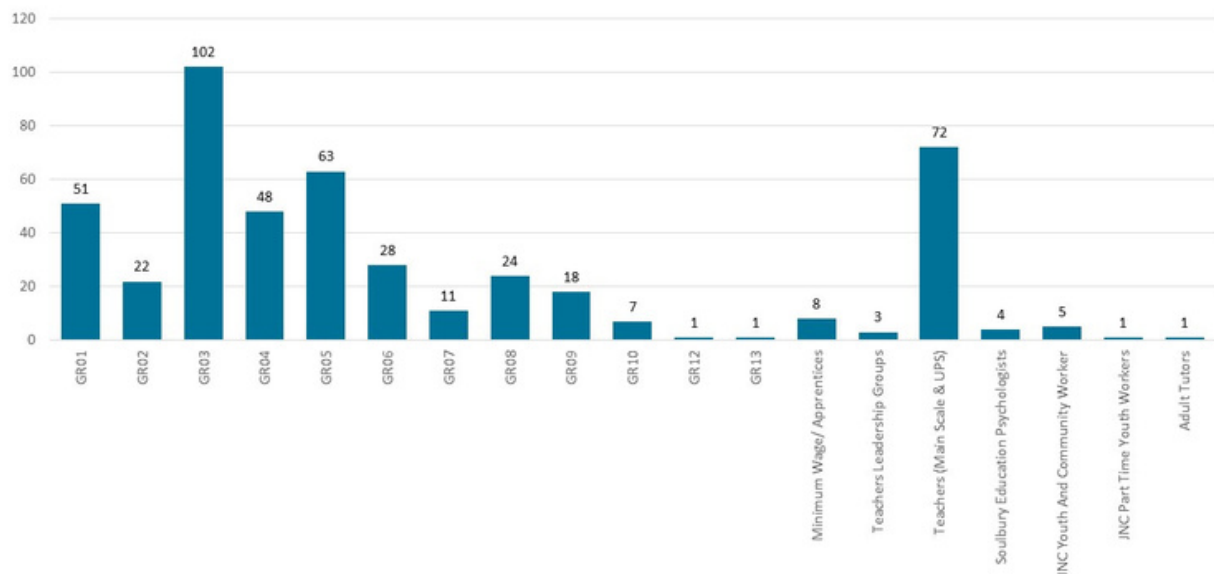
New Starters - these are employees new to the Authority

Headcount of Starters may vary from the totals shown under service area and grade
as some employees had multiple posts

New Starters per Service Area



New Starters by Grade



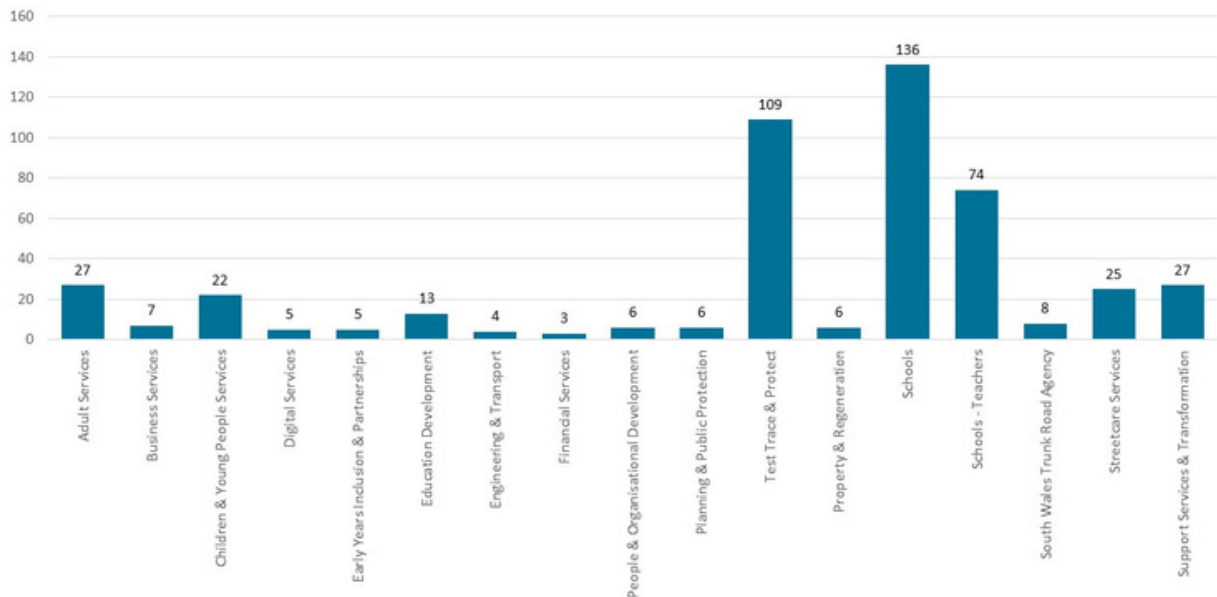
Leavers

478 employees have left the Council between
1st April 2022 and 30th September 2022

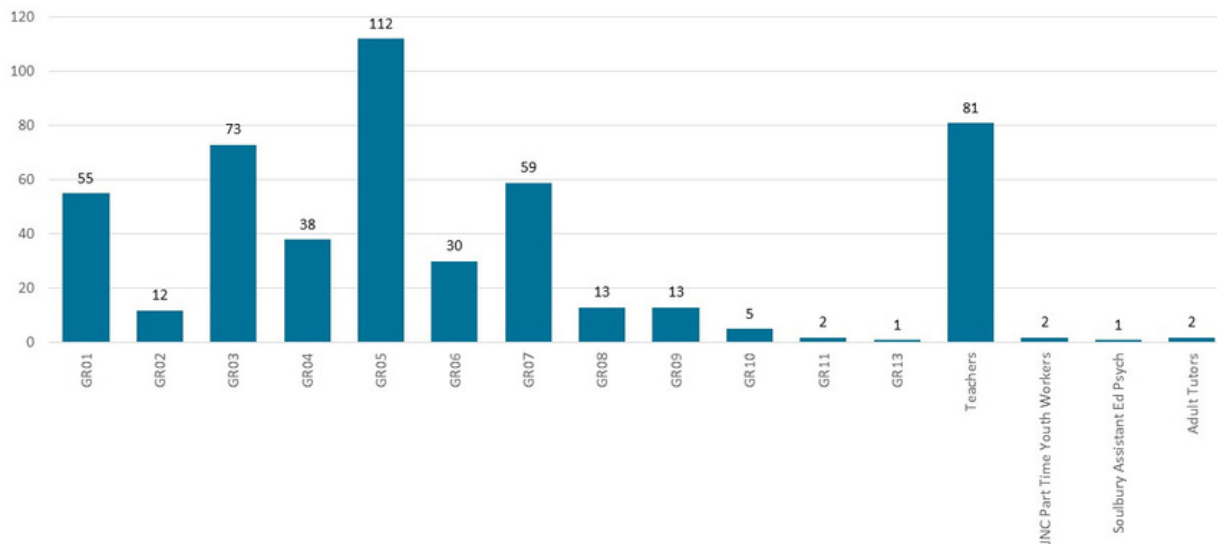
Leavers - these are people who have left all jobs with the Authority

Headcount of Leavers may vary from the totals shown under service area and grade
as some employees had multiple posts

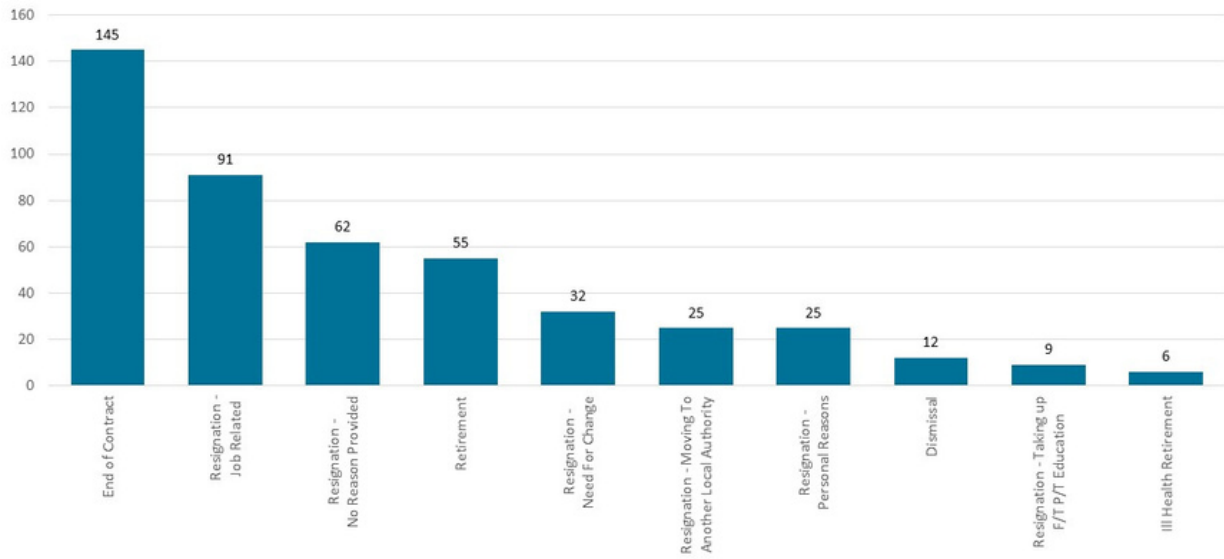
Leavers per Service Area



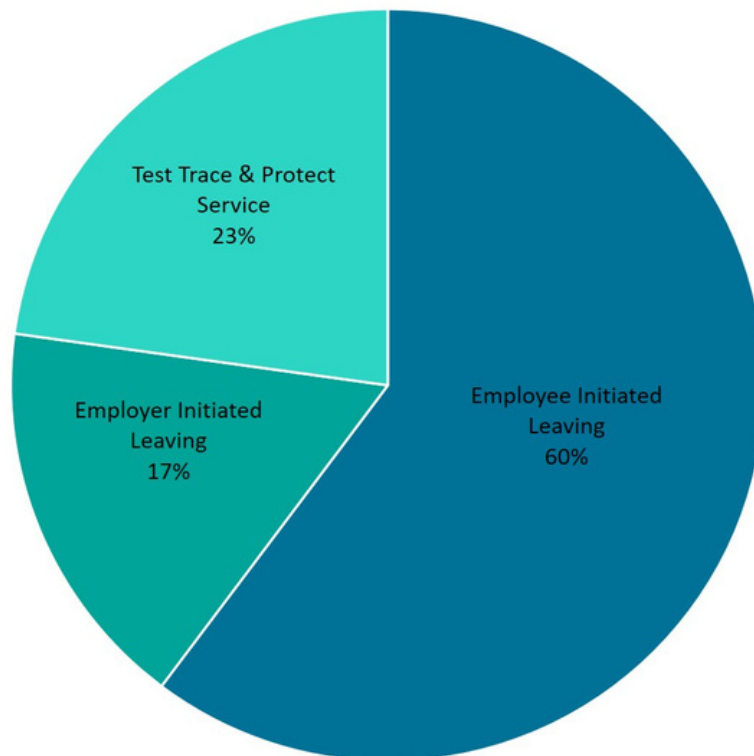
Leavers by Grade



Leavers by top 10 Leaving Reasons



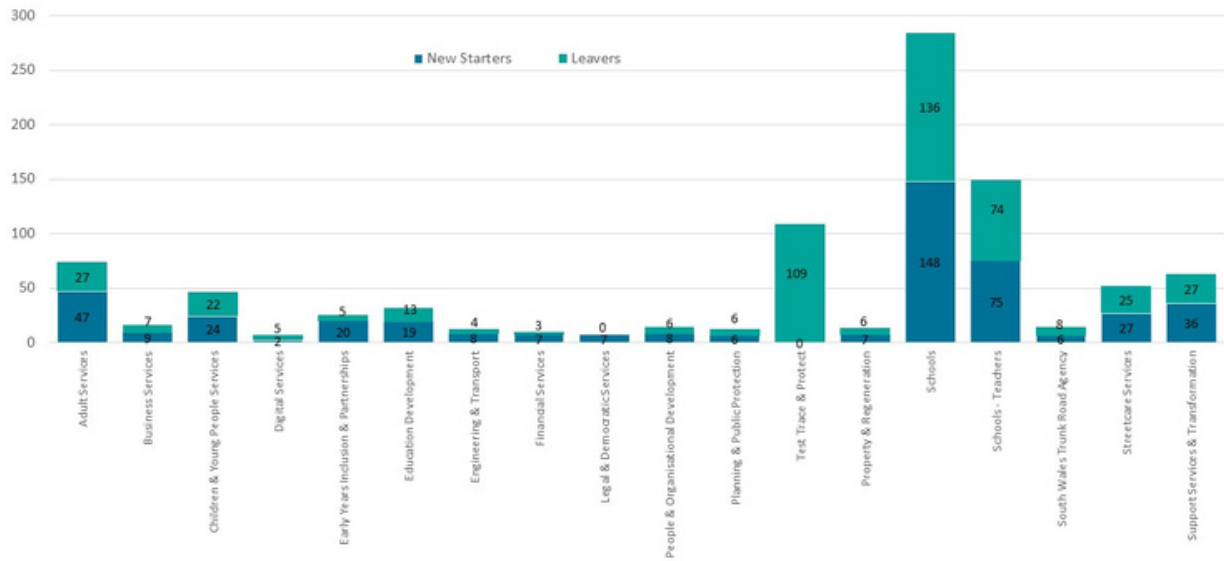
Employer / Employee initiated Leaving Reasons



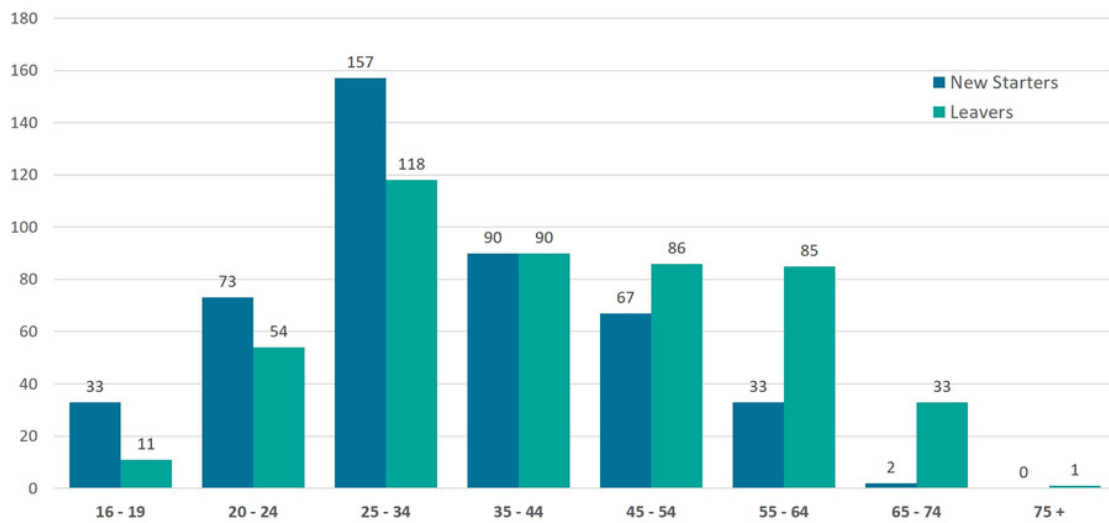
New Starters/Leavers

New Starters - employees who are new to the authority
 Leavers - employees who have left all jobs with the authority

New Starters/Leavers per Service Area



New Starters / Leavers per Age Band





Sickness Absence Quarter 2 2022/23

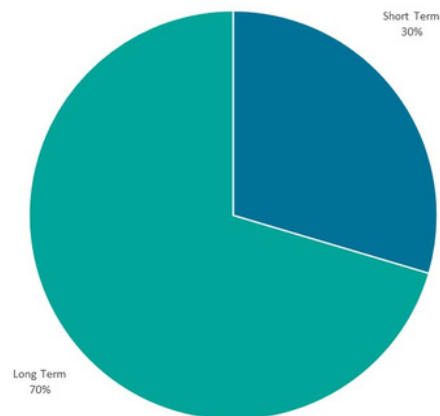
Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q2 2022/23	All staff Q2 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	17619.66	1532.91	19152.57	7846.56
		Number of working days/shifts lost to long-term sickness absence during the year	9254.76	2631.31	11886.06	18684.82
		Number of working days/shifts lost to sickness absence during the year	26874.41	4164.22	31038.63	25431.38
		Average number of full-time equivalent (FTE) employees	4146.74	1143.79	5290.53	5255.94
		PI Value				5.87

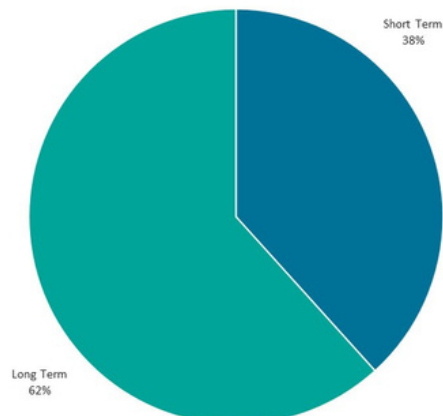
Ratio of short and long term sickness - number of FTE days lost (Including teachers)

Quarter 2 Comparisons

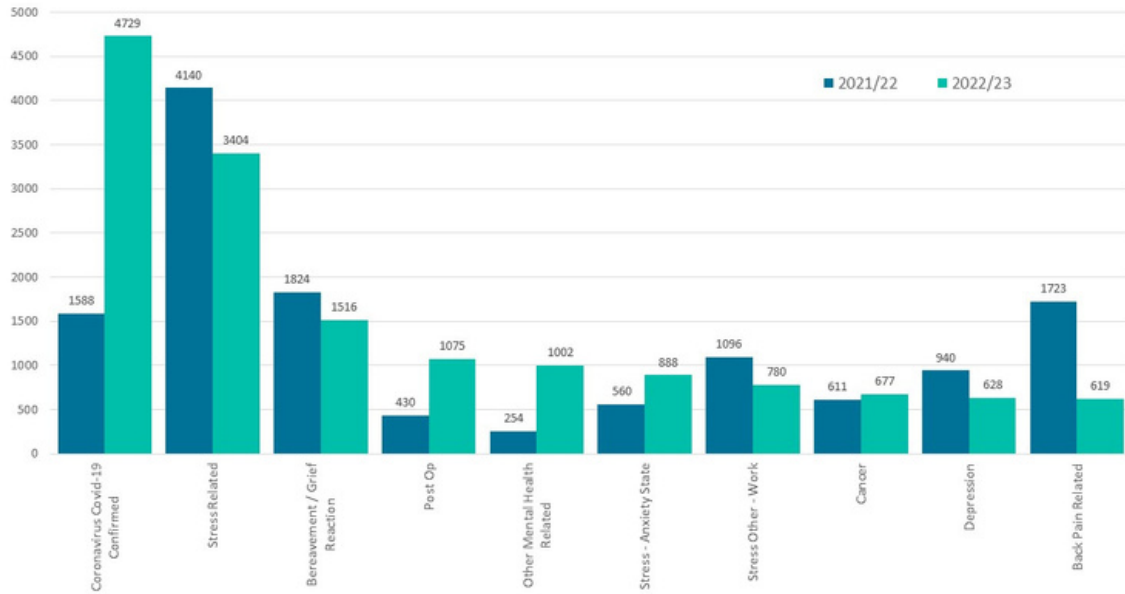
1st April 2021
to
30th September 2021



1st April 2022
to
30th September 2022



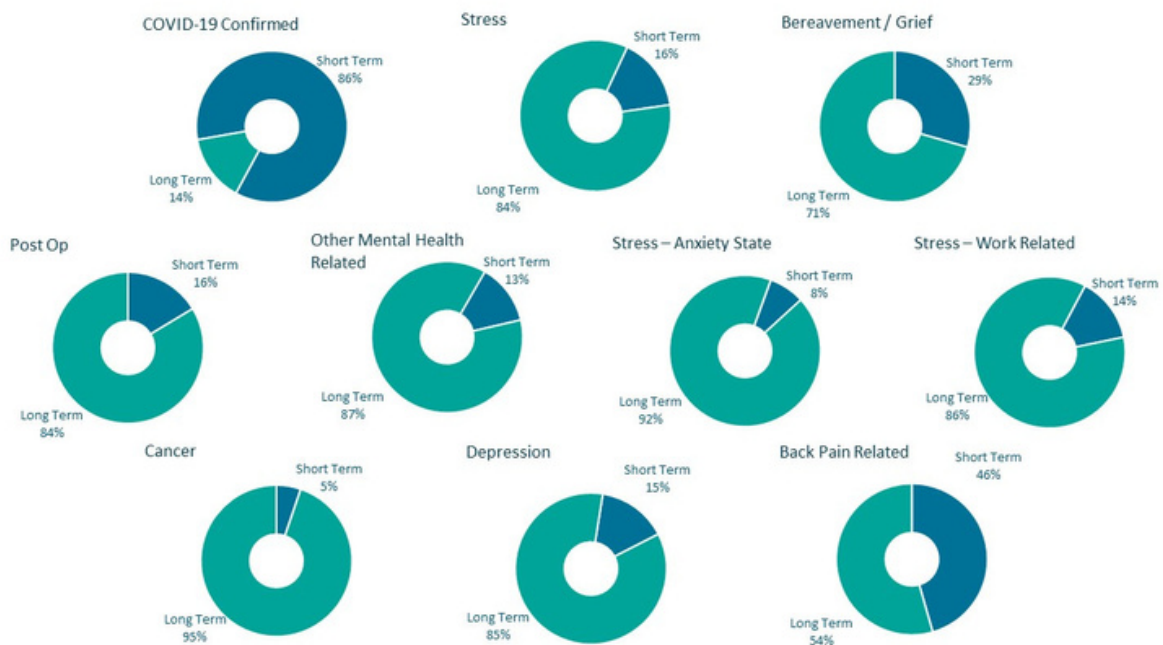
Sickness Absence Reasons - Top Ten



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

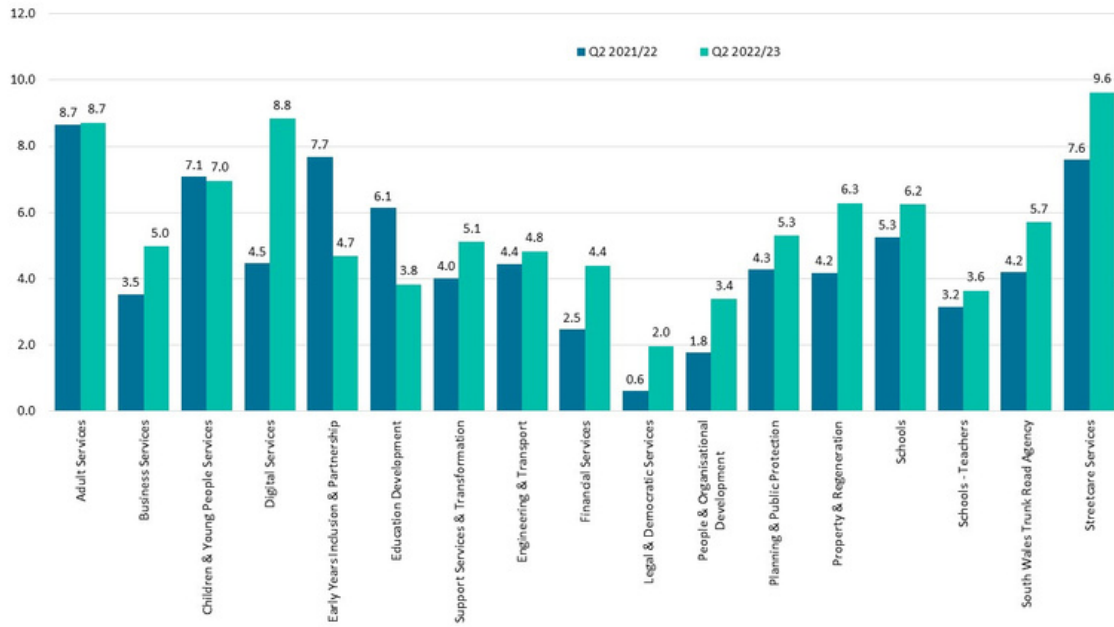
Covid 19 - 4729 FTE, 15 % of all days lost, **up** 11 % from quarter 2 2021/22
Stress - 3404 FTE, 11 % of all days lost, **down** 4.6 % from quarter 2 2021/22
Bereavement - 1516 FTE 5 % of all days lost, **down** 2 % from quarter 2 2021/22

Long Term / Short Term Comparison (Top 10 reasons)

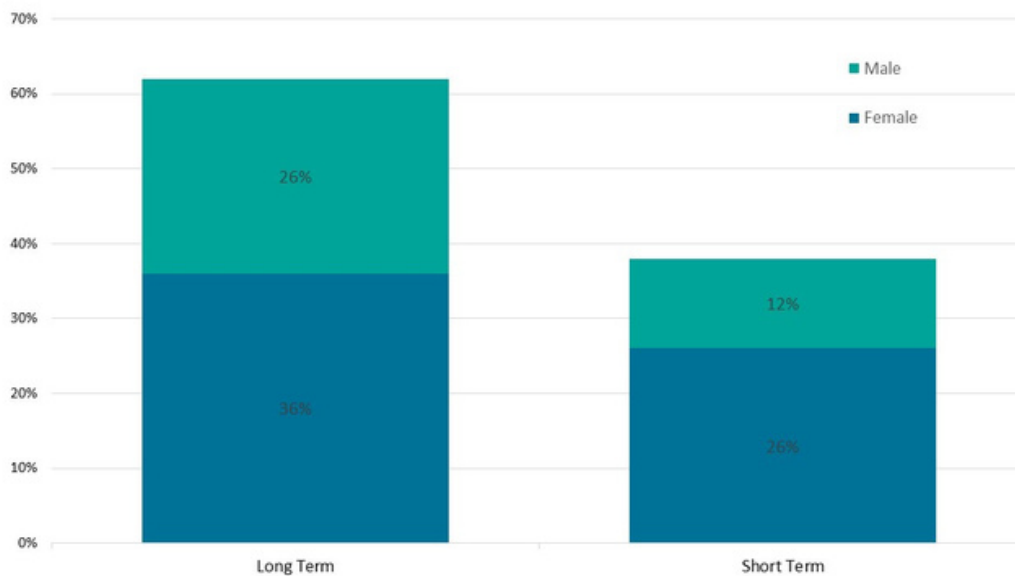


Overview of Sickness per Service Area

Average number of Sick days per Full Time Equivalent Employee Quarter 2 2021/22 and 2022/23 comparison

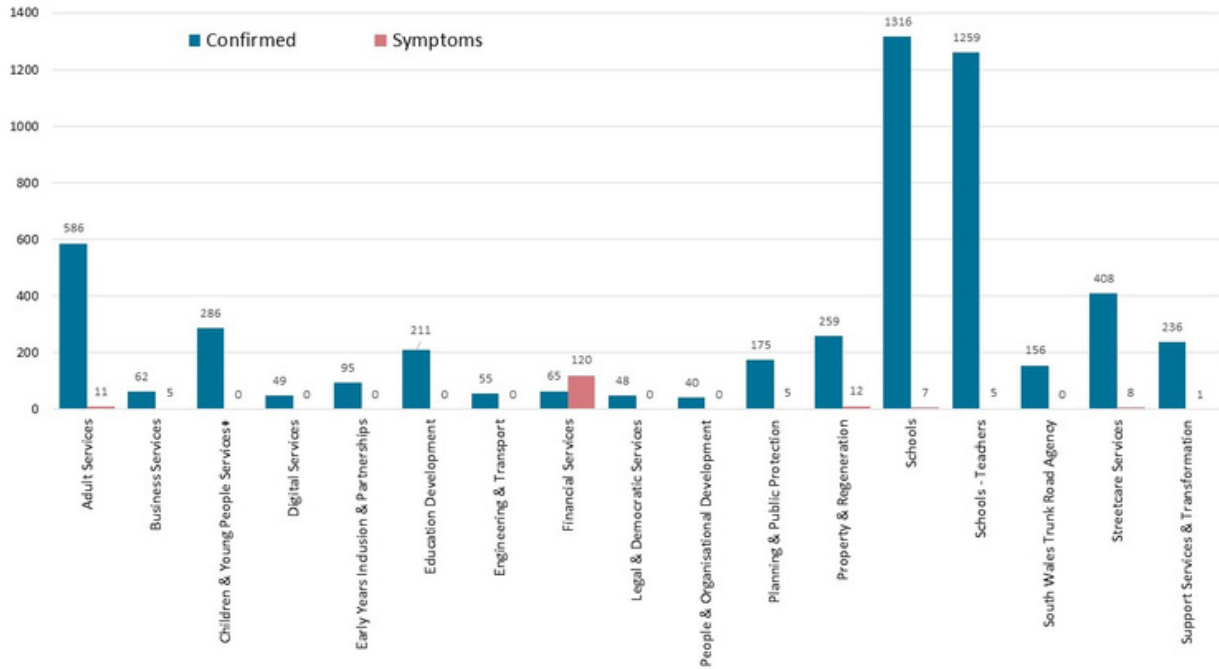


Long Term / Short Term Sickness per Gender Quarter 2 2022/23



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

