



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

WORKFORCE INFORMATION REPORT

Data set out in this report relates to Quarter 3 2023/24

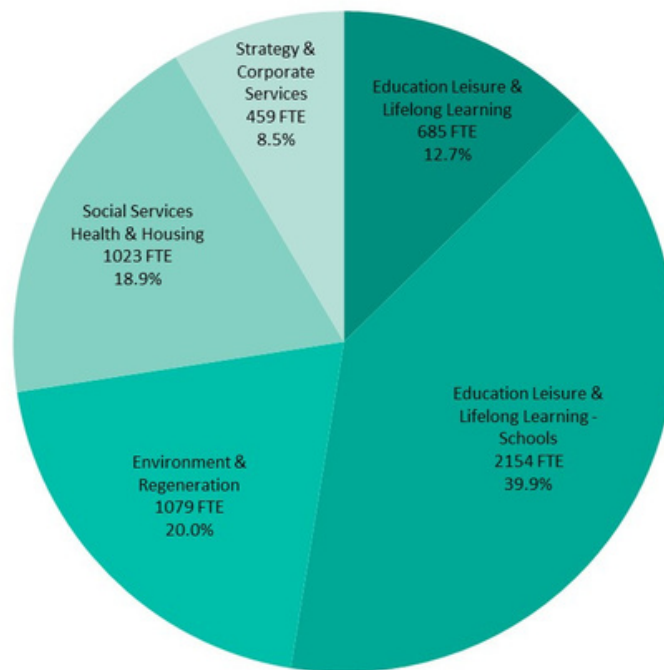
Overview of the Council's Workforce

6,499 Headcount

Staffing costs account for
48.7 % or £186.5 million^{YTD}
of gross expenditure*



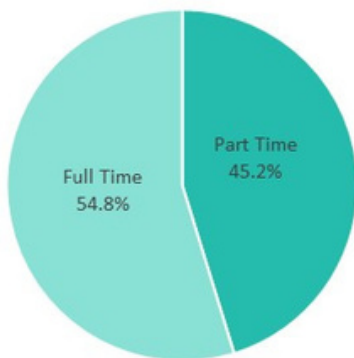
Employees - FTE by Directorate



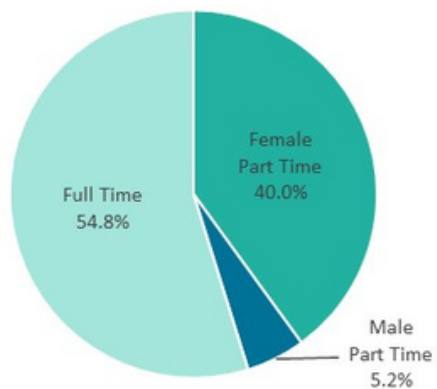
(FTE - Full-time equivalent)

Working Patterns

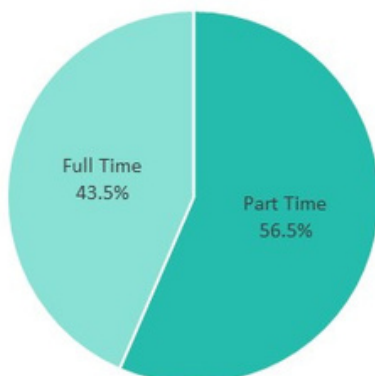
Total Workforce



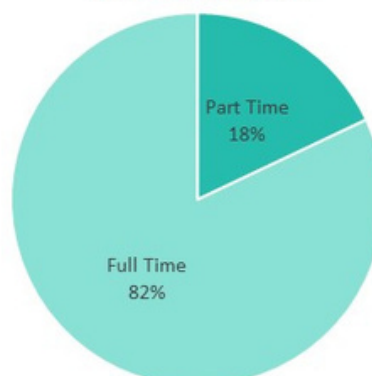
Total Workforce



Female Employees

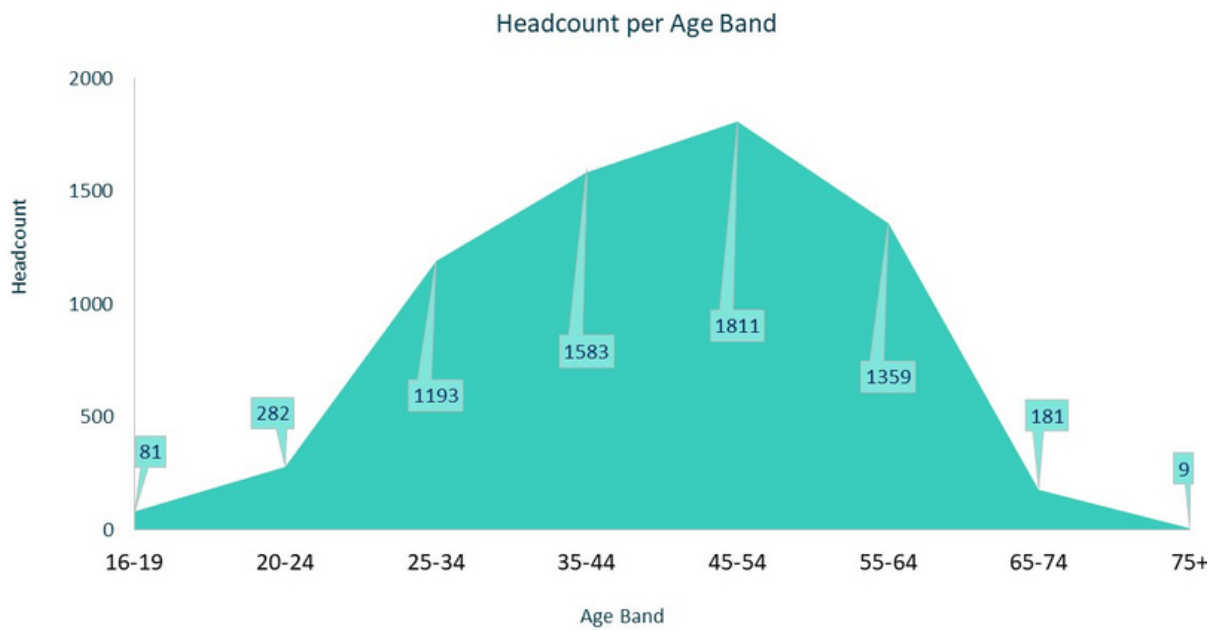


Male Employees



Protected Characteristics - Employees

Sex



3%

of employees have identified themselves as having a Disability

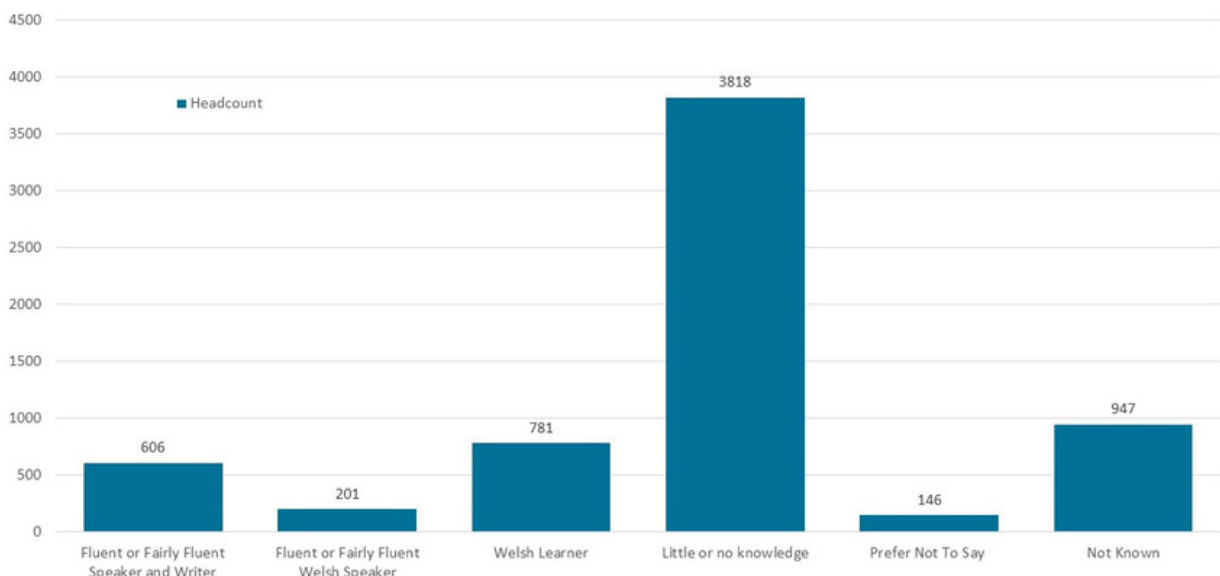
The overall proportion of Black, Asian & Minority Ethnic employees is

1.5%

2%

of employees identify as being Lesbian, Gay, Bisexual, Transgender or other

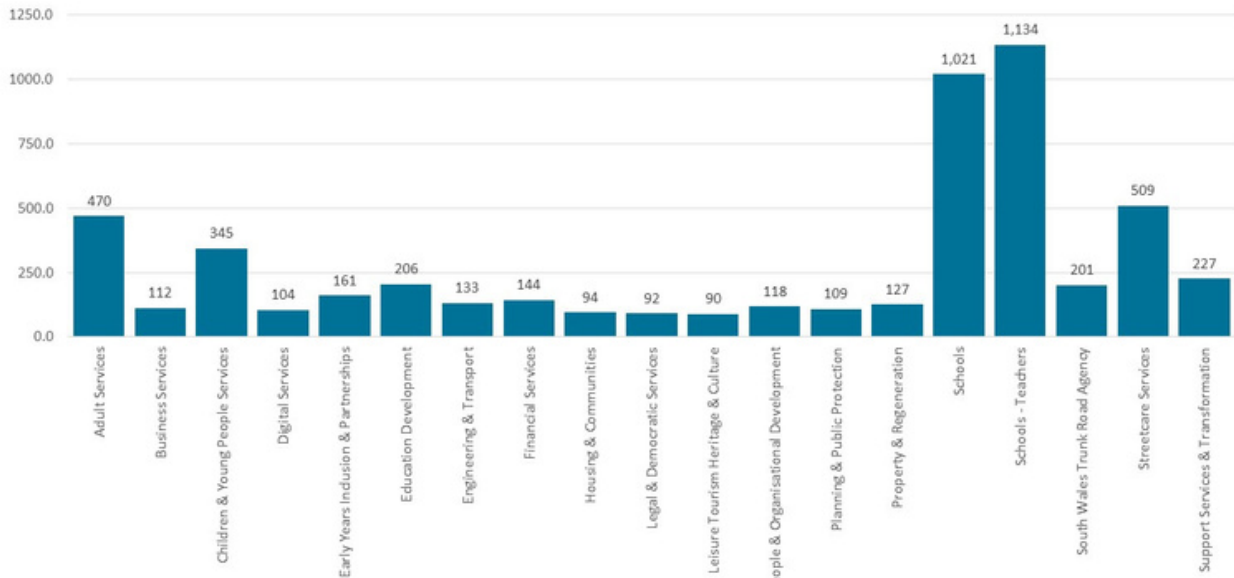
Employees' Welsh Language Ability



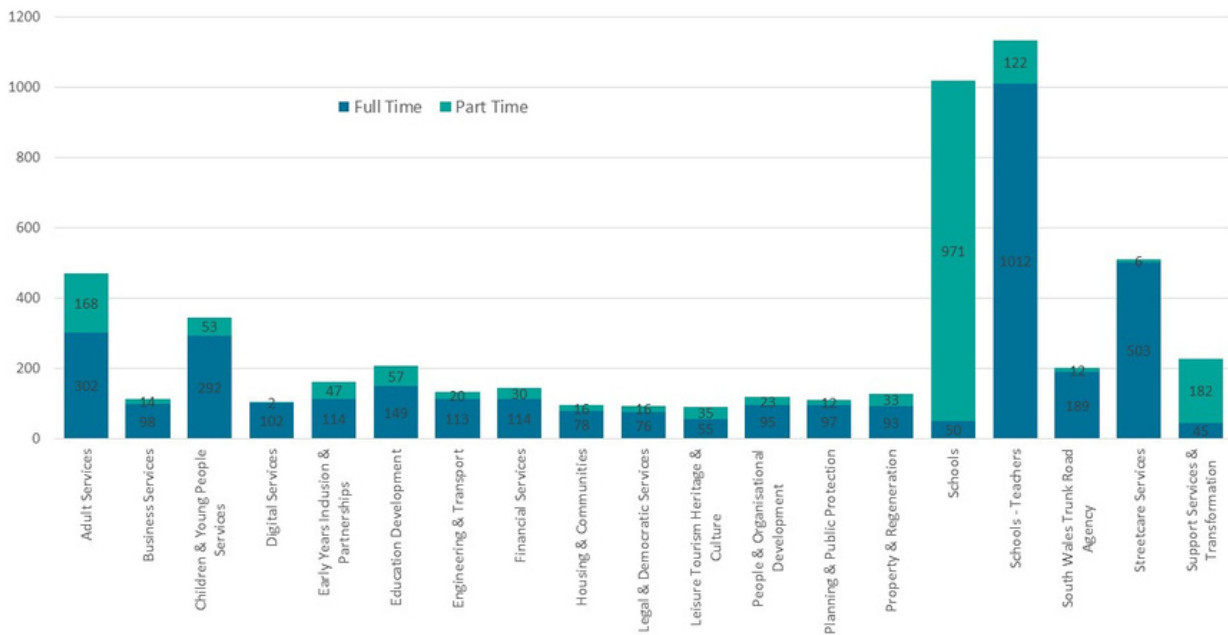
- These figures are self-reported by employees

Employees by Service Area

Full Time Equivalent Per Service Area



Full Time/Part Time FTE Per Service Area



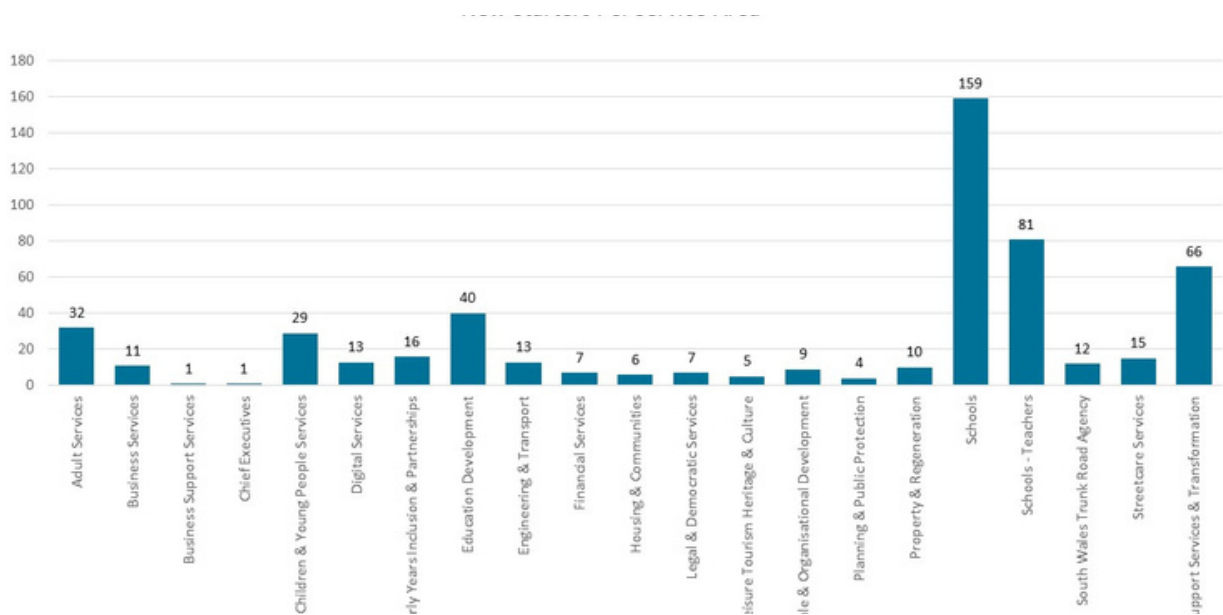
Joiners

530 employees have joined the Council between 1st April 2023 and 31st December 2023

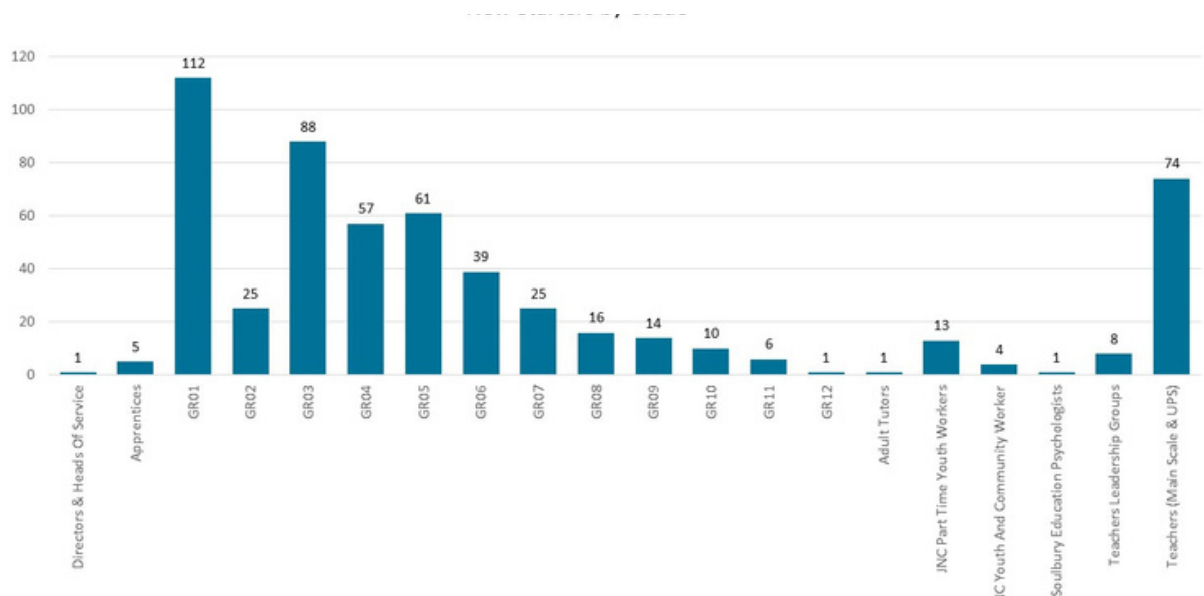
Joiners - these are employees new to the Authority

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

Joiners per Service Area



Joiners by Grade



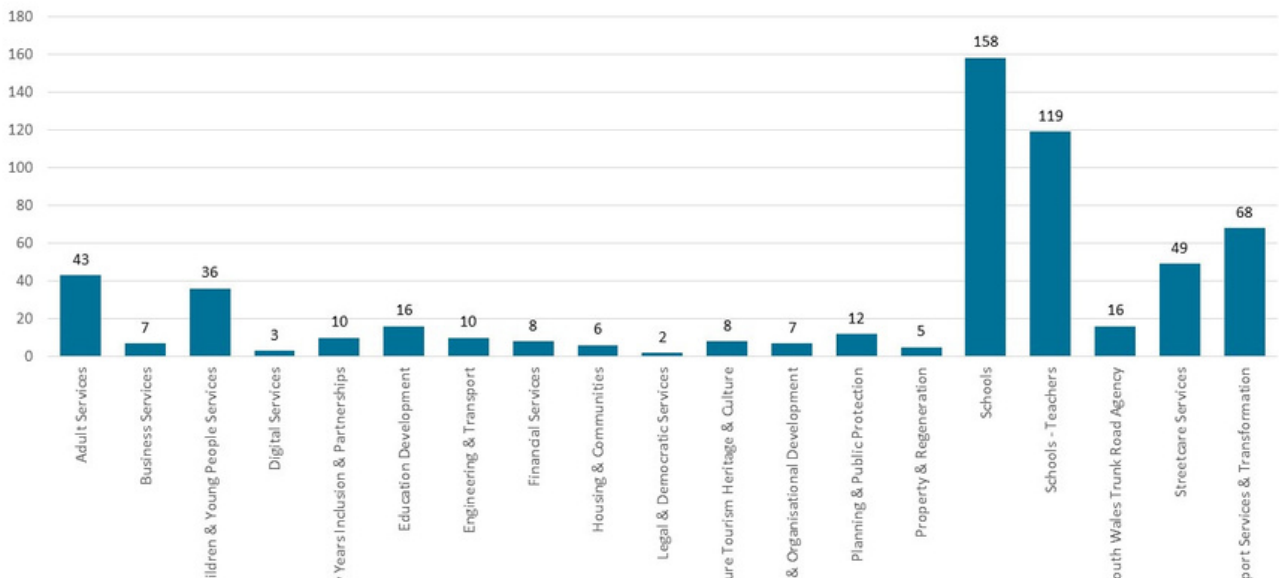
Leavers

576 employees have left the Council between 1st April 2023 and 31st December 2023

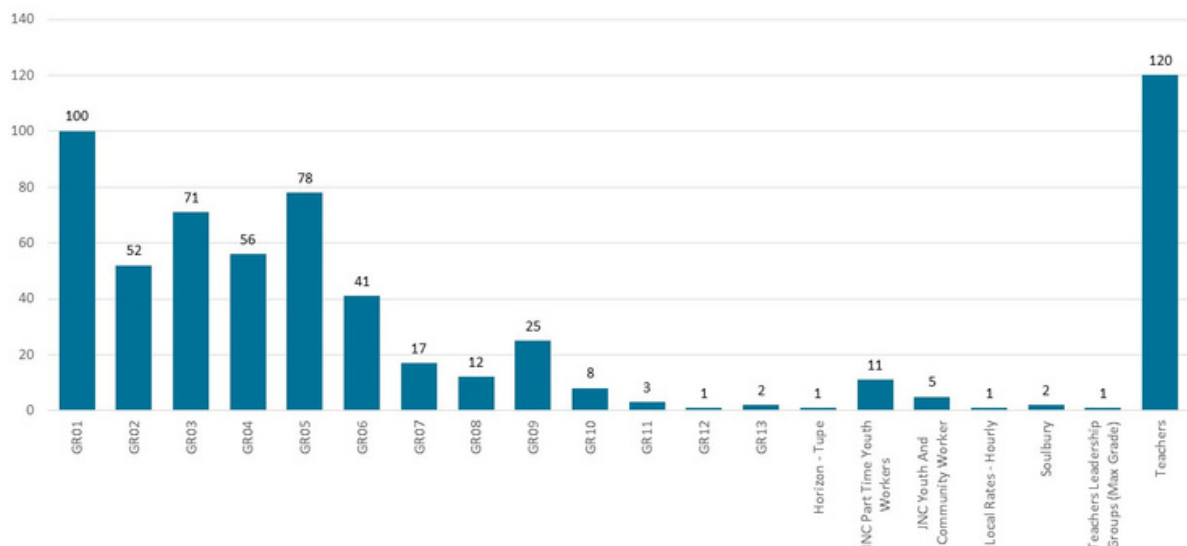
Leavers - these are people who have left all jobs with the Authority

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

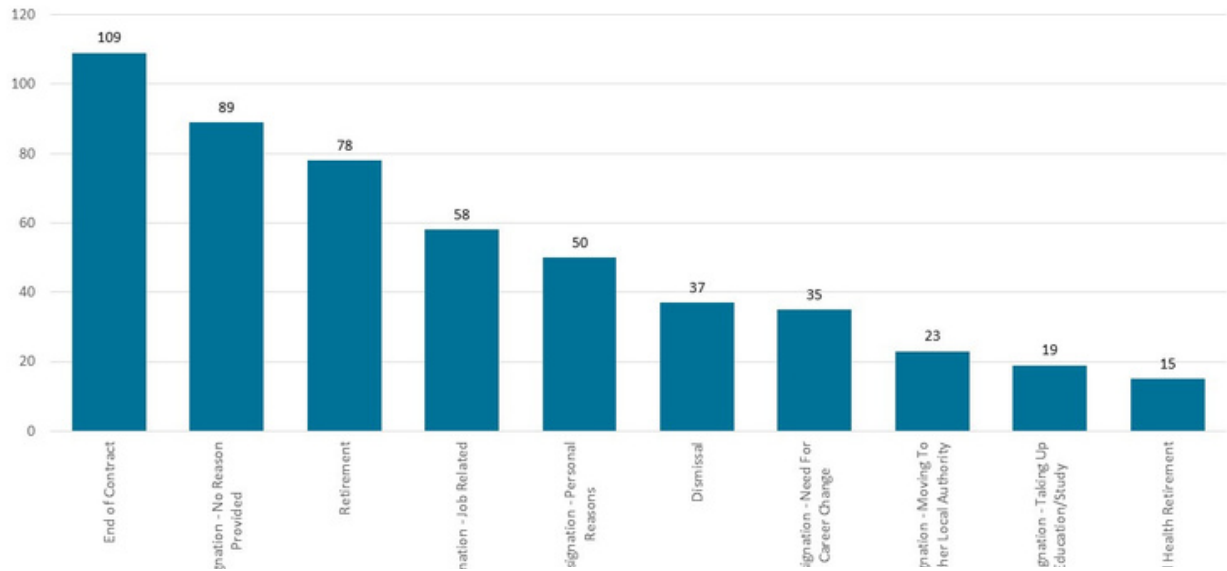
Leavers per Service Area



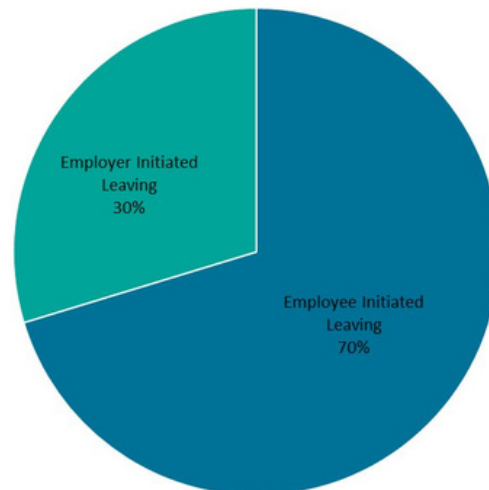
Leavers per Grade



Leavers by top 10 Leaving Reasons



Employer / Employee initiated Leaving Reasons



Between 1st April 2023 and 31st December 2023

- 1 Voluntary Redundancy
- 7 Voluntary Redundancies (Schools)
- 1 Compulsory Redundancies (Schools)

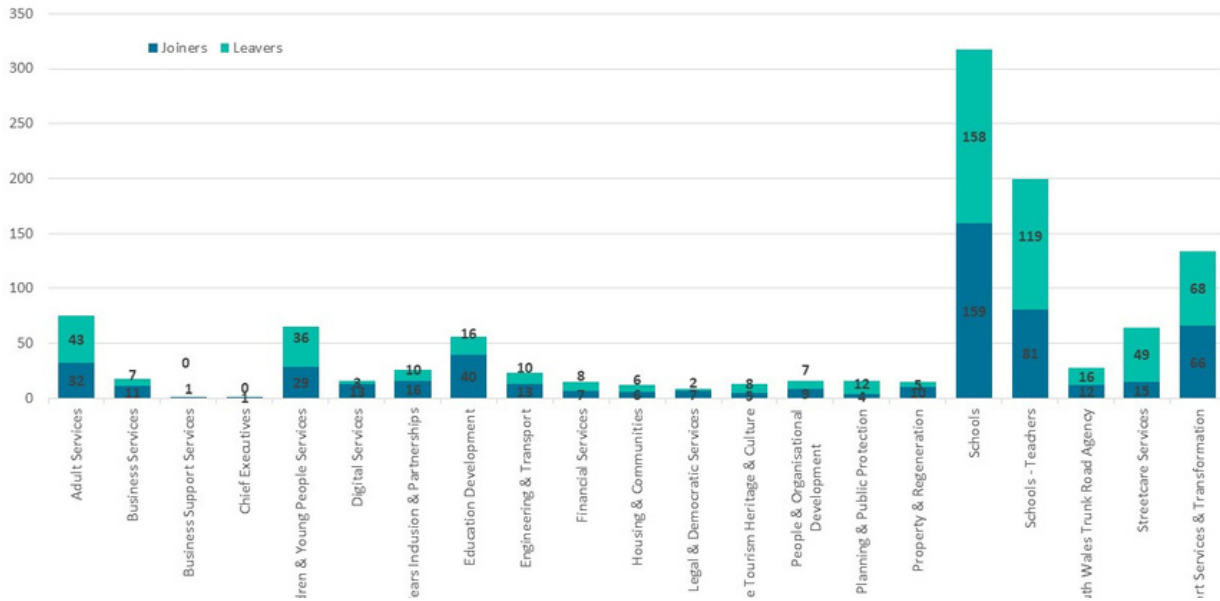
Joiners/Leavers

Joiners - employees who are new to the authority *

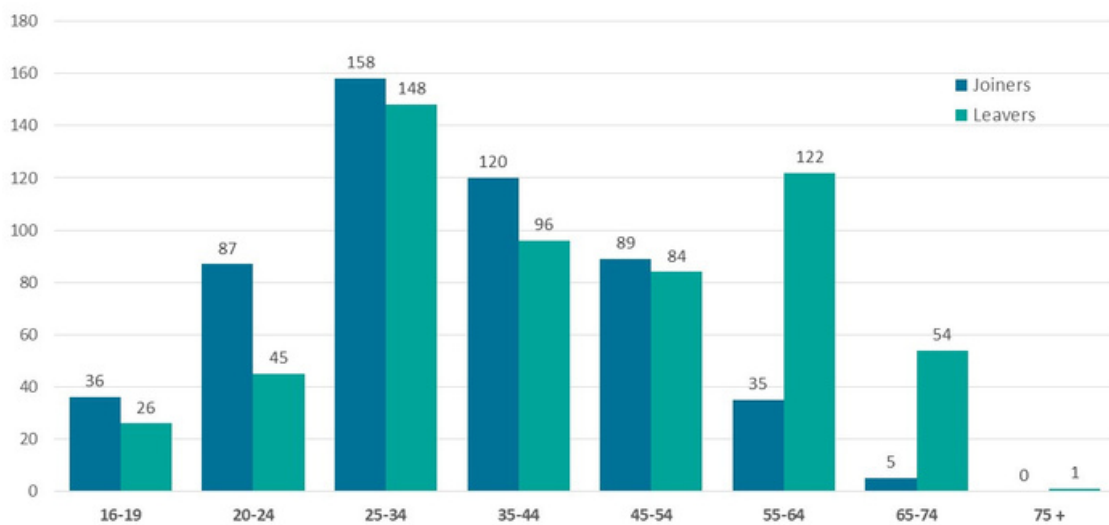
Leavers - employees who have left all jobs with the authority

**employees with multiple roles will be counted per role*

Joiners/Leavers per Service Area



Joiners / Leavers per Age Band





Sickness Absence Quarter 3 2023/24

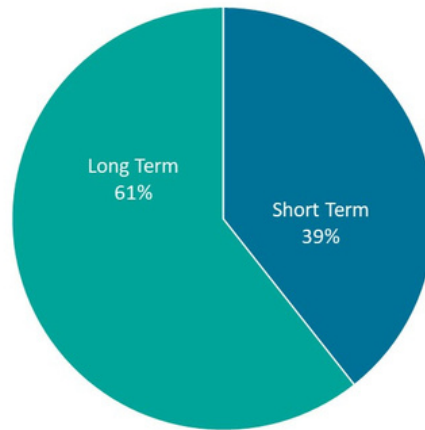
Number of working days/shifts per full-time equivalent (FTE) local authority employee lost due to sickness absence during the year

ID	Measure	Data Item(s)	Staff (exc teachers)	Teachers	All staff Q3 2023/24	All staff Q3 2022/23
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	11711.58	3016.88	14728.46	19920.93
		Number of working days/shifts lost to long-term sickness absence during the year	30764.67	4135.2	34899.87	30706.42
		Number of working days/shifts lost to sickness absence during the year	42476.25	7152.08	49628.33	50627.35
		Average number of full-time equivalent (FTE) employees	4245.86	1144.86	5390.72	5327.45
		PI Value			9.2	9.5

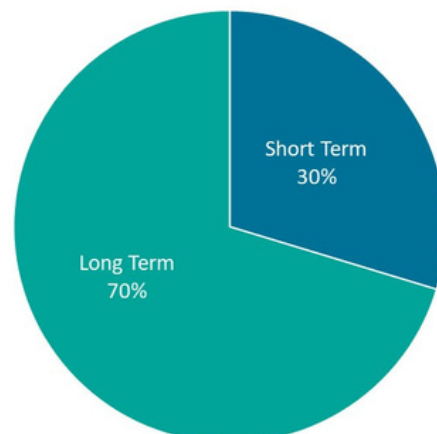
Ratio of short and long term sickness - number of FTE days lost (Including teachers)

Quarterly Comparisons

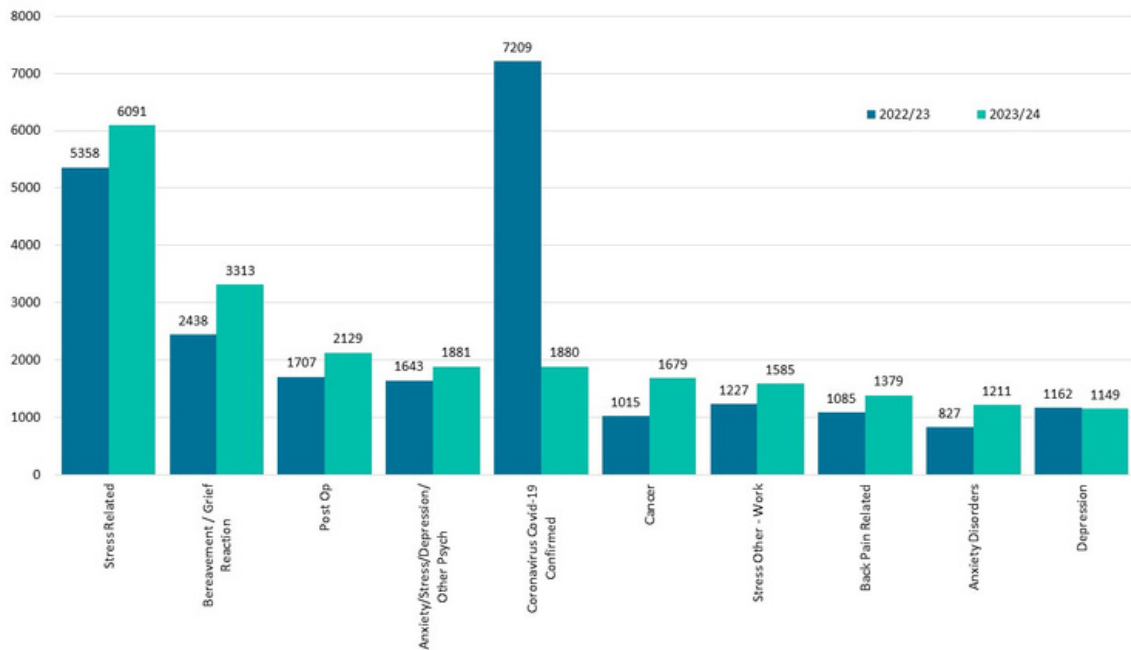
1st April 2022
to
31st December 2022



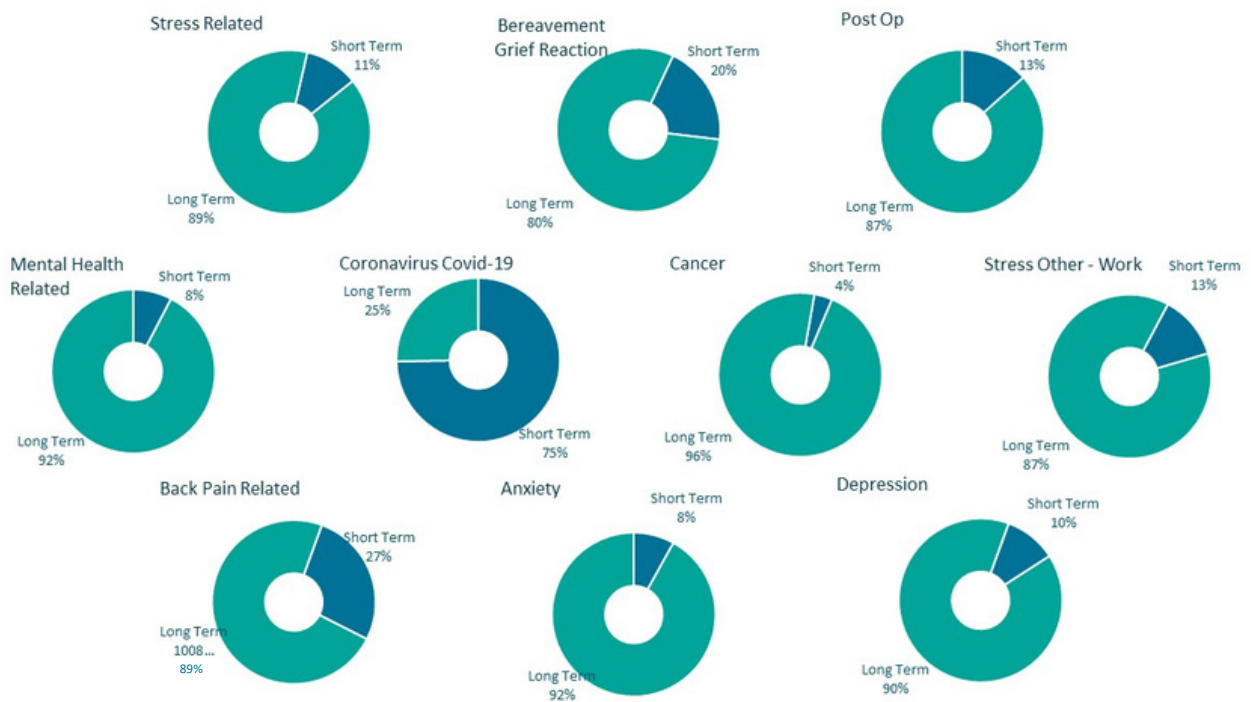
1st April 2023
to
31st December 2023



Sickness Absence Reasons - Top Ten



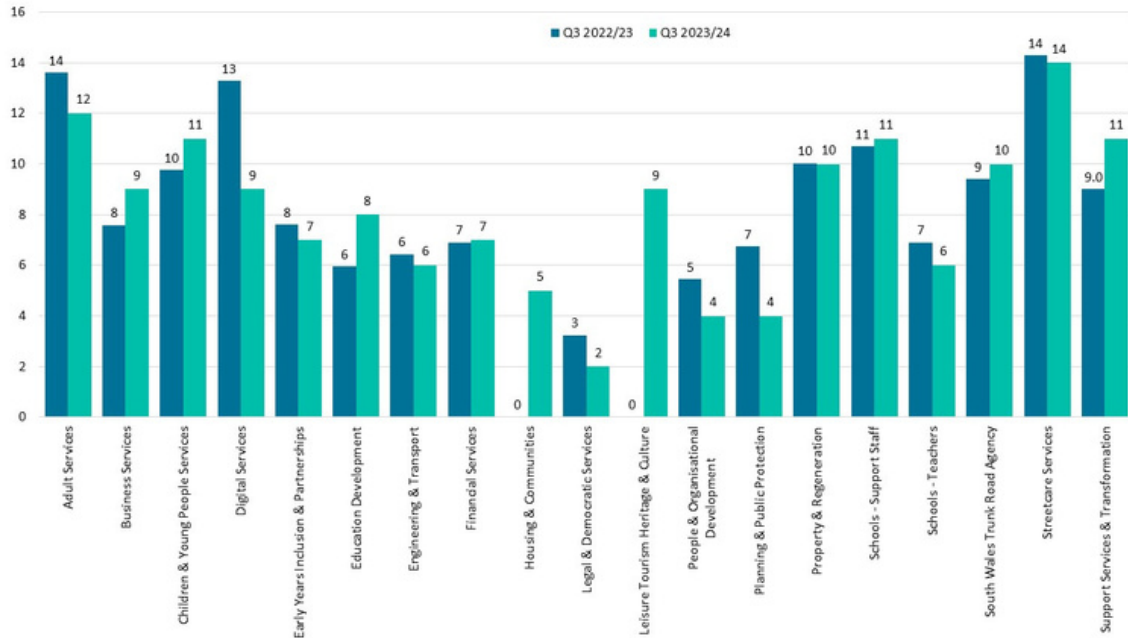
Long Term / Short Term Comparison (Top 10 reasons)



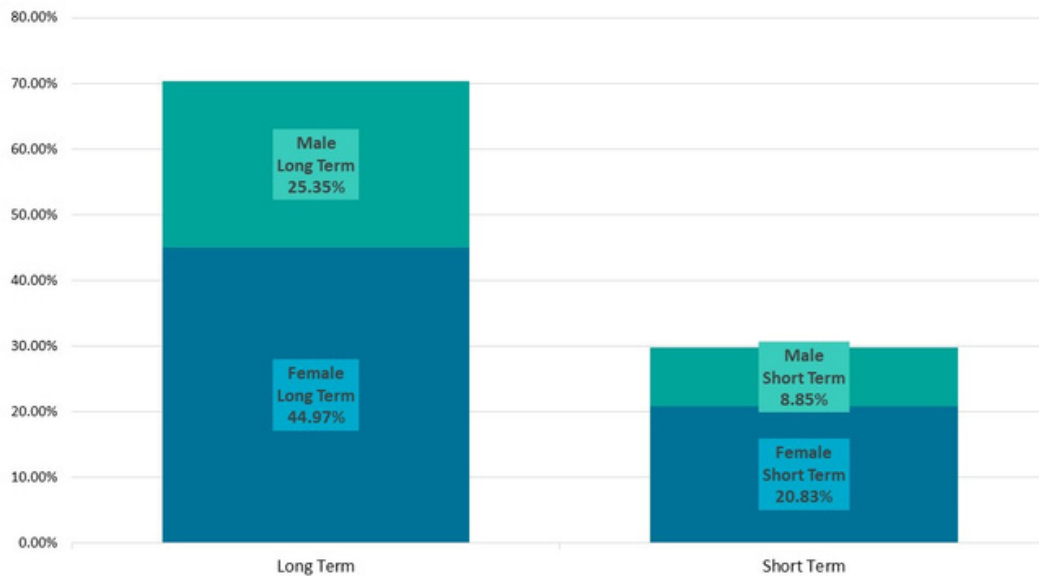
Overview of Sickness per Service Area

Average number of Sick days per Full Time Equivalent Employee

Quarter 3 2022/23 and 2023/24 comparison

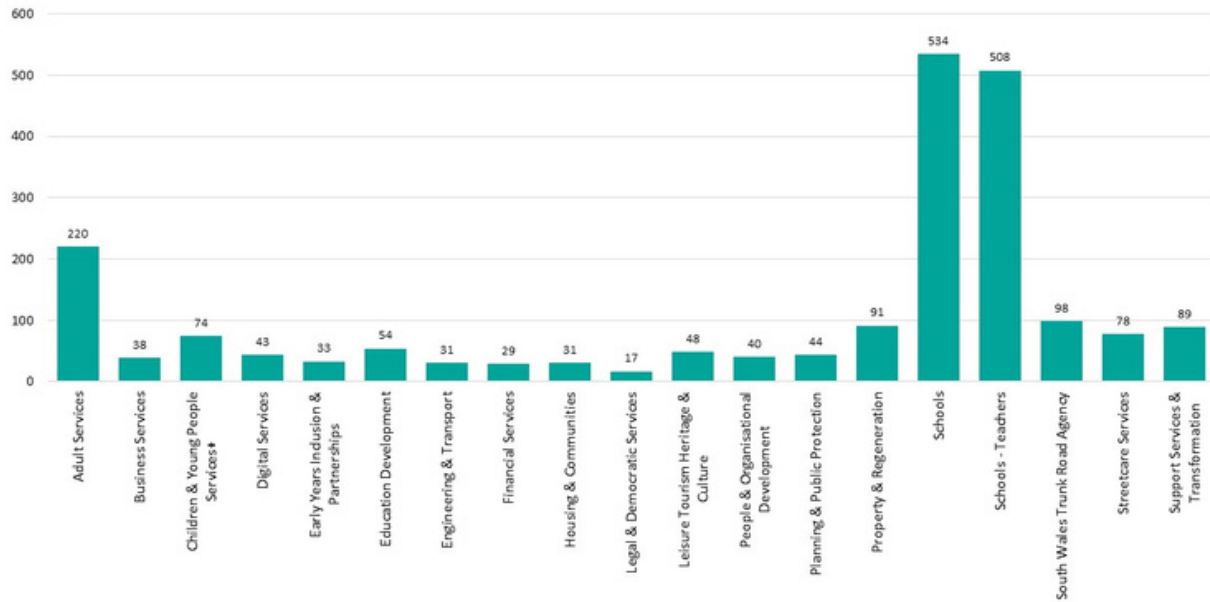


Long Term / Short Term Sickness per Gender



COVID - 19 Sickness Absence

Total number of FTE Working Days Lost Per Service



Total number of FTE Working Days Lost

