

Report of the Chief Operating Officer

Workforce Profile as at 30 September 2020

Summary

1. This report provides the Staffing Matters and Urgency Committee with the workforce profile, as at the end of 2020/2021.

Background

2. The data provided in this report is already available throughout the Council and through the Open Data Platform, however is not published together as shown in appendix 1.
3. The workforce data provided through the performance framework, is shared with Scrutiny committees and discussed at both Corporate Management Team and Directorate Management Teams.

Analysis

4. The information provided in the report gives a full overview to committee of key performance indicators directly linked to the councils workforce.
5. Committee will already be aware of the structural changes that have been occurring within the organisation, namely the new Directorate of People and the movement of Housing into Place. This report is still based upon the pre April 1st 2021 structure as the new structure only officially commenced on the 1 April 2021. Future reports will reflect the new structure, and will have information backdated so that comparisons can be made. Within this report the Housing function is already included within Place department figures as the change was made before in-year.
6. There is an increase of Work with York (temporary agency) numbers, this is directly linked to the Council running the lateral flow testing sites.

7. There has been less staff movement over the year, which can be expected due to the pandemic. Leavers has increased but that is a direct result of roles being TUPE'd in Haxby Hall.
8. Sickness absence figures are falling, this is a pattern experienced across many local authorities during the past 12 months, along with our increased management focus on support staff well being and absence management.

Consultation

9. The contents of the report and appendix have not be consulted on as the data is factual and already available through different sources.

Options

10. The Committee, in considering the workforce profile, may consider highlighting areas for consideration by the Customer and Corporate Scrutiny Committee.

Council Plan

11. The content of the report and appendix are not material to the Council Plan.

Implications

12. There are no implications from the report.

Risk Management

13. There are no identified risk risks associated with the report.

Recommendations

14. Staffing Matters and Urgency Committee is asked to:
 - i. note the workforce profile provided.
 - ii. consider if any area is to be referred to Customer and Corporate Services Scrutiny Committee.

Reason: In order to provide an overview of the workforce profile.

Contact Details

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Chief Officer Responsible for the report:

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Chief Operating Officer

Report X **Date** 07/06/2021
Approved

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Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all* **All** X

For further information please contact the author of the report

Background Papers:

None

Annexes

Appendix 1 – Workforce Data 2020/2021