

Report of the Head of Human Resources and Organisational Development

Workforce Profile as at Quarter 4 (31st March 2022)

Summary

1. This report provides the Staffing Matters and Urgency Committee (SMUC) with the workforce profile, as at the end of quarter 4 of 2021/2022.

Background

2. The data provided in this report is already available throughout the Council.
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. **Annex 1** gives a full overview of key performance indicators directly linked to the Council's workforce.
5. Comparing the Q4 position as at 2020/2021 and 2021/2022 headcount and FTE have decreased slightly, but leavers have increased. Of the leavers, resignations remain the highest reason for leaving followed by retirement. Resignations are in line with regional figures as numerous vacancies, new opportunities, promotions and career changes are being sought following the main pandemic period and for some staff the introduction of hybrid working has opened up opportunities further afield that were not formally considered. This is a trend across the region and nationally.
6. Turnover has increased but as mentioned above this reflects the current recruitment climate.
7. Work with York (WWY) assignments have continued to be used, these are directly associated with recruitment pressures across all directorates. We are however, expecting further reductions in agency

assignments in the People directorate and Public Health from Q1 of 2022/2023 as numerous restructures have been implemented and funding for posts that were engaged for pandemic activities have now ceased.

8. There are a number of vacancies that remain unfilled and acting up arrangements are in place with existing members of staff and HR are working with relevant managers to ensure creative recruitment for hard to fill vacancies.
9. Sickness absence figures fell at the end of 2020/2021, they have increased back to pre-pandemic levels of 2019/20 at the end of March 2022. This is a national trend and common across many of our neighbouring councils across the Yorkshire and Humber region. It should however, be note that each Council records absence slightly different so direct comparisons are difficult, but there is a trend of reductions in absence during 2020/2021 and increases in 2021/2022 outturns. We continue to ensure that wellbeing support and good absence management is embedded into day-to-day management and teams looking out for each other. We will soon be engaging with our workforce regarding their wellbeing via a survey.
10. In terms of equalities profiling, the workforce gender and age distribution remain largely comparable year on year. Similarly, the declaration of sexual orientation remains steady. Council employees declaring a disability in 2021/22 have increased slightly as have those staff members declaring their ethnicity from a BME Community.
11. We will soon receive preliminary data from the 2021 Census, and this will give the Council more up to date comparison information with our local community. Alongside this exercise we are promoting and requesting that employees update the sensitive information (for example disability, ethnicity, sexual orientation) status to allow us to have a closer comparison with our local community.
12. In practical terms we are also working to ensure that our recruitment opportunities are sent to a wide range of community groups to attract and ensure that these are promoted to as many areas as possible of our community.

Consultation

13. The contents of the report and Annex have not been consulted on as the data is factual and already available through different sources.

Options

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

Council Plan

15. The content of the report and annex are not material to the Council Plan.

Implications

16. There are no implications from the report.

Risk Management

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

Recommendations

18. 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:

Ian Floyd
Chief Operating Officer
Report **Date**
Approved

Yes **8/6/2022**

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

Annex 1 – Workforce Data 2021/2022 Quarter 4