

Business Intelligence Hub

CYC Workforce Profile

Date Produced: 11/05/2022

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1. Key Performance Indicators

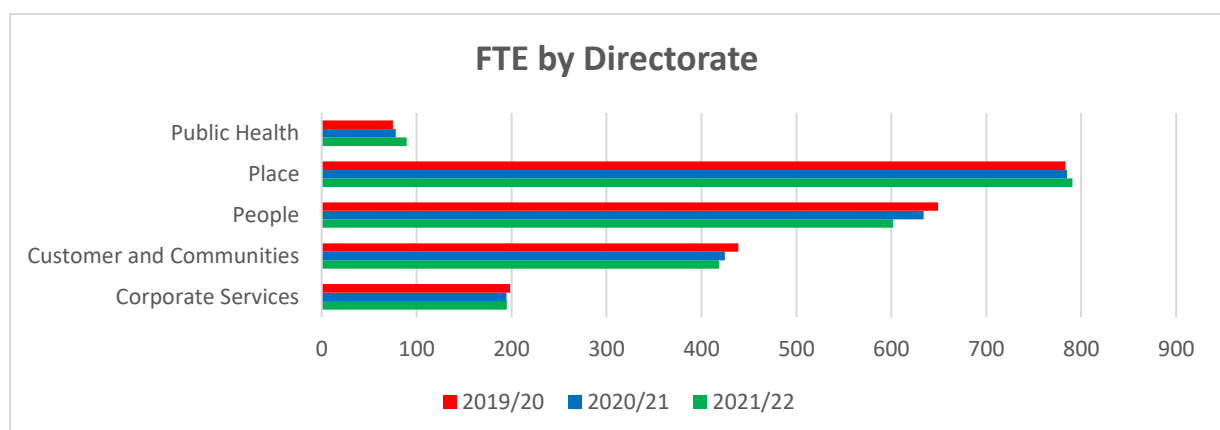
Below are tables containing details of KPI figures for 2019/20, 2020/21 and 2021/22. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure. The majority of the data within this report is available publicly on the York Open Data platform - www.yorkopendata.org

1.1 Staff Headcount (snapshot)

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	2590	2552	2500
Corporate Services	218	214	212
Customer and Communities	613	594	576
People	806	789	744
Place	865	862	865
Public Health	96	100	109

1.2 Staff FTE's

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	2144.4	2116.9	2095.6
Corporate Services	198.3	194.8	194.9
Customer and Communities	438.9	424.7	418.6
People	649.0	634.1	602.0
Place	783.4	785.1	790.7
Public Health	74.8	78.1	89.4



1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	11.6	8.8	11.8
Corporate Services	7.8	4.9	6.6
Customer and Communities	14.8	5.6	6.9
People	12.4	12.6	14.1
Place	7.6	8.8	14.2
Public Health	7.0	6.5	8.3
Benchmark – LGA (Public Sector)	8.4	7.1	N/A
Benchmark – LGA (Public Sector – Y&H)	10.0	8.0	N/A

1.4 Number of New Starters

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	325	200	362
Corporate Services	27	15	25
Customer and Communities	80	38	68
People	103	80	152
Place	107	53	93
Public Health	8	14	24

1.5 Number of Leavers

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	290	275	383
Corporate Services	25	22	30
Customer and Communities	69	51	81
People	115	130	160
Place	79	61	91
Public Health	1	12	22

1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2019/20	2020/21	2021/22
Died in Service	1-2%	1-2%	<1%
Dismissal - end of contract	4%	7%	3%
Dismissal - lack of capability	2%	1&%	1-2%
Dismissal - misconduct	1-2%	1-2%	1%
Dismissal - probationary period	0%	<1%	0%
Not known	2%	3%	3%
Redundancy	3%	1-2%	4%
Resignation	66%	50%	68%
Retirement	18%	19%	20%
Retirement - Ill Health	1-2%	1-2%	<1%
Settlement Agreement	1-2%	<1%	<1%
TUPE Transfer Out	<1%	14%	0%

1.7 Total Turnover % (rolling 12 months)

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	11.3%	10.7%	15.3%
Corporate Services	11.5%	10.2%	14.2%
Customer and Communities	11.4%	8.4%	14.0%
People	13.3%	16.4%	21.1%
Place	9.4%	7.0%	10.6%
Public Health	2.7%	12.3%	21.4%
Benchmark – LGA (Public Sector)	N/A	9.0%	N/A
Benchmark – LGA (Public Sector – Y&H)	N/A	9.0%	N/A

1.8 Number of Voluntary Leavers

Voluntary Turnover occurs when an employee willingly chooses to leave their position.

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	198	143	261
Corporate Services	17	13	21
Customer and Communities	53	35	60
People	81	57	107
Place	44	34	58
Public Health	1	4	15

1.9 Voluntary Turnover % (rolling 12 months)

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	7.7%	5.6%	10.4%
Corporate Services	7.8%	6.0%	9.9%
Customer and Communities	8.7%	5.8%	10.4%
People	9.4%	7.2%	14.1%
Place	5.2%	3.9%	6.7%
Public Health	2.7%	4.1%	14.6%

1.10 Work With York YTD – Total Assignments

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	1082	986	996
Corporate Services	67	24	64
Customer and Communities	134	69	71
People	462	359	283
Place	412	335	330
Public Health	7	199	248

1.11 Work with York – Long Term Assignments (over 12 months)

Directorate	2019/20	2020/21	2021/22
City of York Council (exc. schools)	111	110	125
Corporate Services	0	2	1
Customer and Communities	8	10	8
People	56	36	35
Place	47	62	57
Public Health	0	0	24

2. Equalities Profiling

The tables below summary the City of York Council's equalities profile. These were produced using a snapshot of data taken on 31st March 2022. Councillors, casual and school staff have been excluded. Age data is provided by The local government earnings and demography survey (LGEDS) 2019/20 with all York and National figures used taken from the 2011 Census.

2.1 Gender

	2019/20		2020/21		2021/22	
	Male	Female	Male	Female	Male	Female
City of York Council	36.4%	63.6%	37.8%	62.3%	38.0%	62.0%
Public Sector	33.7%	66.3%	33.7%	66.3%	33.7%	66.3%
York	49.0%	51.0%	49.0%	51.0%	49.0%	51.0%
National	49.4%	50.6%	49.4%	50.6%	49.4%	50.6%

2.2 Sexual Orientation

	2019/20	2020/21	2021/22
Heterosexual	96.6%	96.2%	95.6%
Non-Heterosexual	3.4%	3.8%	4.4%

2.3 Age

		16-24	25-34	35-49	50-64	65+
2019/20	CYC	2.6%	12.0%	37.0%	45.4%	3.0%
	Y&H	5.1%	13.8%	35.6%	42.7%	2.8%
	England & Wales	4.7%	14.7%	35.7%	41.3%	3.5%
2020/21	CYC	2.6%	12.7%	34.9%	46.5%	3.2%
	Y&H	5.1%	13.8%	35.6%	42.7%	2.8%
	England & Wales	4.7%	14.7%	35.7%	41.3%	3.5%
2021/22	CYC	3.3%	13.2%	33.3%	46.2%	4.1%
	Y&H	5.1%	13.8%	35.6%	42.7%	2.8%
	England & Wales	4.7%	14.7%	35.7%	41.3%	3.5%

2.4 Ethnicity

	2019/20		2020/21		2021/22	
	White - British	BME Community	White - British	BME Community	White - British	BME Community
City of York Council	95.0%	5.0%	93.8%	6.2%	93.7%	6.3%
Public Sector	89.9%	1.4%	89.9%	1.4%	89.9%	1.4%
Public Sector – Y&H	94.7%	0.9%	94.7%	0.9%	94.7%	0.9%
York	90.2%	9.8%	90.2%	9.8%	90.2%	9.8%
National	80.5%	19.5%	80.5%	19.5%	80.5%	19.5%

2.5 Disability

	2019/20		2020/21		2021/22	
	Not Disabled	Declared Disabled	Not Disabled	Declared Disabled	Not Disabled	Declared Disabled
City of York Council	95.3%	4.7%	95.2%	4.8%	93.6%	6.4%
Public Sector	95.0%	5.0%	N/A	N/A	N/A	N/A
Public Sector – Y&H	96.3%	3.7%	N/A	N/A	N/A	N/A
York	85.0%	15.0%	85.0%	15.0%	85.0%	15.0%
National	82.0%	18.0%	82.0%	18.0%	82.0%	18.0%

2.6 Disability Type (of declared disability)

	2019/20	2020/21	2021/22
Learning disability	10.3%	10.8%	9.4%
Long-standing illness	33.6%	33.3%	35.2%
Mental illness	3.4%	3.3%	7.8%
Physical	11.2%	10.0%	10.2%
Sensory	5.2%	5.8%	7.8%
Other	36.2%	36.7%	29.7%