

# Business Intelligence Hub

## CYC Workforce Profile

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### Contents

1. Key Performance Indicators.....	2
1.1 Staff Headcount (snapshot) .....	2
1.2 Staff FTE's.....	2
1.3 Average Sickness Days per FTE (rolling 12 months).....	3
1.4 Number of New Starters .....	3
1.5 Number of Leavers.....	3
1.6 Leaving Reasons (% of Leavers) .....	4
1.7 Total Turnover % (rolling 12 months) .....	4
1.8 Number of Voluntary Leavers .....	5
1.9 Voluntary Turnover % (rolling 12 months) .....	5
1.10 Work With York YTD – Total Assignments .....	5
1.11 Work With York – Long Term Assignments (over 12 months).....	5
2. Equalities Profiling .....	6
2.1 Gender .....	6
2.2 Sexual Orientation .....	6
2.3 Age .....	6
2.4 Ethnicity .....	7
2.5 Disability.....	7
2.6 Disability Type.....	7

## 1. Key Performance Indicators

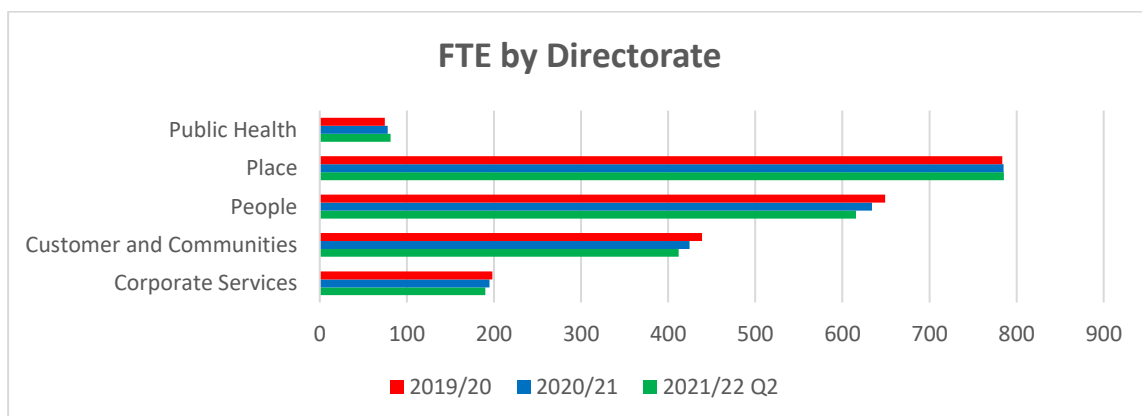
Below are tables containing details of KPI figures for 2019/20, 2020/21 and up to end of Q2 2021/22. Councillors, casual and school staff have been excluded from these figures so as to only account for core CYC staff, historic data has been mapped to match the current Directorate structure. The majority of the data within this report is available publically on the York Open Data platform - [www.yorkopendata.org](http://www.yorkopendata.org)

### 1.1 Staff Headcount (snapshot)

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	2590	2552	2507
Corporate Services	218	214	207
Customer and Communities	613	594	576
People	806	789	765
Place	865	862	863
Public Health	96	100	99

### 1.2 Staff FTE's

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	2144.4	2116.9	2084.2
Corporate Services	198.3	194.8	189.9
Customer and Communities	438.9	424.7	412.0
People	649.0	634.1	615.6
Place	783.4	785.1	785.5
Public Health	74.8	78.1	81.2



### 1.3 Average Sickness Days per FTE (rolling 12 months)

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	11.6	8.8	9.3
Corporate Services	7.8	4.9	4.7
Customer and Communities	14.8	5.6	5.6
People	12.4	12.6	12.0
Place	7.6	8.8	10.5
Public Health	7.0	6.5	6.9
Benchmark – CIPD (All Sectors)	6.6	5.9	N/A
Benchmark – CIPD (Public Sector)	8.5	8.4	N/A

### 1.4 Number of New Starters

Directorate	2019/20	2020/21	2021/22 to Q2
City of York Council (exc. schools)	325	200	184
Corporate Services	27	15	8
Customer and Communities	80	38	27
People	103	80	98
Place	107	53	42
Public Health	8	14	9

### 1.5 Number of Leavers

Directorate	2019/20	2020/21	2021/22 to Q2
City of York Council (exc. schools)	290	275	195
Corporate Services	25	22	16
Customer and Communities	69	51	45
People	115	130	82
Place	79	61	42
Public Health	1	12	10

### 1.6 Leaving Reasons (% of Leavers)

City of York Council (exc. schools)	2019/20	2020/21	2021/22 Q2
Died in Service	1-2%	1-2%	0%
Dismissal - end of contract	4%	6%	4.0%
Dismissal - lack of capability	1-2%	<1%	1-2%
Dismissal - misconduct	< 1%	1-2%	0%
Dismissal - probationary period	< 1%	<1%	0%
Dismissal - redundancy	2-3%	<1%	1-2%
Not known	< 1%	1-2%	<1%
Other reason	1-2%	1-2%	0%
Resignation	62%	49%	72.7%
Resignation - Career	1-2%	<1%	<1%
Resignation - Ill Health	< 1%	<1%	0%
Resignation - Job related	1-2%	0%	0%
Resignation - Personal	< 1%	0%	0%
Resignation - Workplace related	< 1%	0%	0%
Retirement	17%	18%	18.2%
Retirement - Early	1-2%	1-2%	<1%
Retirement - Ill Health	1-2%	1-2%	1-2%
Retirement - Redundancy	< 1%	<1%	0%
Transfer	< 1%	1-2%	0%
TUPE Transfer Out	< 1%	13%	0%
Settlement Agreement	1-2%	<1%	<1%
Change of payroll provider	< 1%	0%	0%

### 1.7 Total Turnover % (rolling 12 months)

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	11.3%	10.7%	13.4%
Corporate Services	11.5%	10.2%	14.1%
Customer and Communities	11.4%	8.4%	11.5%
People	13.3%	16.4%	20.4%
Place	9.4%	7.0%	8.1%
Public Health	2.7%	12.3%	15.1%

### 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 to Q2
City of York Council (exc. schools)	198	143	142
Corporate Services	17	13	12
Customer and Communities	53	35	37
People	81	57	60
Place	44	34	27
Public Health	1	4	7

### 1.9 Voluntary Turnover % (rolling 12 months)

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	7.7%	5.6%	8.6%
Corporate Services	7.8%	6.0%	9.9%
Customer and Communities	8.7%	5.8%	8.8%
People	9.4%	7.2%	11.6%
Place	5.2%	3.9%	5.3%
Public Health	2.7%	4.1%	10.1%

### 1.10 Work With York YTD – Total Assignments

Directorate	2019/20	2020/21	2021/22 Q2
City of York Council (exc. schools)	1082	986	712
Corporate Services	67	24	46
Customer and Communities	134	69	45
People	462	359	176
Place	412	335	233
Public Health	7	199	212

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

Directorate	2020/21	2021/22 Q2
City of York Council (exc. schools)	106	87
Corporate Services	2	2
Customer and Communities	10	8
People	32	29
Place	62	48
Public Health	0	0

## 2. Equalities Profiling

The tables and graphs below summary the City of York Council's equalities profile. These were produced using a snapshot of data taken on 30/06/2021. Councillors, casual and school staff have been excluded. National age data is provided by ONS annual figures (2017) with York and National figures taken from the 2011 Census.

### 2.1 Gender

	2019/20		2020/21		2021/22 Q2	
	Male	Female	Male	Female	Male	Female
City of York Council	36.4%	63.6%	37.8%	62.3%	38.0%	62.0%
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 Q2
Heterosexual	96.6%	96.2%	95.8%
Non Heterosexual	3.4%	3.8%	4.2%

### 2.3 Age

	2019/20		2020/21		2021/22 Q2	
	CYC	National	CYC	National	CYC	National
16-24	2.6%	10.5%	2.6%	10.5%	3.0%	10.5%
25-34	12.0%	23.4%	12.7%	23.4%	12.6%	23.4%
35-49	37.0%	33.6%	34.9%	33.6%	34.0%	33.6%
50-64	45.4%	28.5%	46.5%	28.5%	46.0%	28.5%
65+	3.0%	4.0%	3.2%	4.0%	4.5%	4.0%

## 2.4 Ethnicity

	2019/20		2020/21		2021/22 Q2	
	White - British	BME Community	White - British	BME Community	White - British	BME Community
City of York Council	95.0%	5.0%	93.8%	6.2%	94.5%	5.5%
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 Q2
Declared Disabled	4.7%	4.8%	4.7%
Not Declared Disabled	95.3%	95.2%	95.3%

## 2.6 Disability Type (of declared disability)

	2019/20	2020/21	2021/22 Q2
Learning disability	10.3%	10.8%	11.6%
Long-standing illness	33.6%	33.3%	33.9%
Mental illness	3.4%	3.3%	4.1%
Physical	11.2%	10.0%	9.9%
Sensory	5.2%	5.8%	5.8%
Other	36.2%	36.7%	34.7%