

Signed off by	Interim Head of Paid Service
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To	Employment Committee
Date	Wednesday, 8 December 2021
Executive Member	Portfolio Holder for Corporate Policy and Resources

Key Decision Required	N
Wards Affected	N/A

Subject	Workforce Data Summary 2021/22 (6 month update)
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Recommendations
(i) The Employment Committee is asked to note the content of the bi-annual Workforce Data summary, comprising of sickness absence and employee turnover data
Executive Summary
<p>This report and annex material provides the Employment Committee with an overview of the Council's workforce data for mid-year 2021/22.</p> <p>This high-level summary of the workforce sickness absence and employee turnover data, which is provided twice annually, is to give an indication of the organisation's health.</p>

Background
<ol style="list-style-type: none"> 1. It was agreed at the Employment Committee of 29 July 2019, that Employee Demographic and Organisation Workforce Measures data be reported annually, at the first Employment Committee meeting of the municipal year, with the exception of sickness and turnover data.

2. It was agreed that sickness and turnover data is reported twice a year to the Committee, at the first meeting of the year (as referenced in the paragraph above) and again after six months.
3. The information is provided in this report/annex therefore relates to the latest sickness absence and turnover data. This data helps provide an indication of the organisation's health.

Key Information

1. The Council needs to understand, plan and develop its workforce requirements for the future in order to provide excellent services to the community it serves and to support the Council's vision, aims and values.
2. Key workforce information helps to inform and shape this; sickness absence and employee turnover in particular.
3. Sickness absence and employee turnover data and narrative is contained within annex 1.

Legal Implications

4. As the report is data for noting, there are no legal implications to be considered.

Financial Implications

5. As the report is data for noting, there are no direct financial implications to consider.

Equalities Implications

6. As the report is data for noting, there are no equalities implications directly related to the report/data presented. An equalities impact assessment will be considered when the sickness absence policy is reviewed in the 2022 HR workplan.

Communication Implications

7. As the report is data for noting, there are no communications implications to consider.

Environmental Sustainability Implications

8. As the report is data for noting, there are no environmental sustainability implications to consider.

Risk Management Considerations

9. As the report is data for noting, there are no risk management considerations.

Other Implications

- None

Consultation

10. The Employment Committee were provided with the Workforce Summary data at the first meeting of the municipal year on 23 June 2021. What is presented in the annex of this report is the agreed mid-year report.

Annexes

1. Workforce Summary – 2021/22 6 month data
2. Sickness Absence Policy & Procedure