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<b>TO</b>	Employment Committee
<b>DATE</b>	11 July 2022
<b>EXECUTIVE MEMBER</b>	Portfolio Holder for Corporate Policy and Resources

<b>KEY DECISION REQUIRED</b>	N
<b>WARDS AFFECTED</b>	N/A

<b>SUBJECT</b>	Workforce Data Summary – 2021/22 data
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<b>RECOMMENDATIONS</b>
(i) <b>The Employment Committee is asked to note the content of the Workforce Data summary, comprising of key equalities workforce information as well as sickness absence and employee turnover data</b>
<b>EXECUTIVE SUMMARY</b>
<p>This report and annex material provides the Employment Committee with an overview of the Council's workforce for the 2021/22 year.</p> <p>The high-level summary of the workforce data including sickness absence, employee turnover and equalities data, is to give an indication of the organisation's health and workforce demographic.</p>

## **BACKGROUND**

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 which was to be provided twice a year to the Committee. This data helps give an indication of the organisation's health.

## **KEY INFORMATION**

2. 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.
3. Key workforce information helps to inform and shape this, also taking into account organisational health indicators such as turnover and sickness absence rates.

## **CONSULTATION**

4. The Employment Committee were provided with a mid-year Workforce Summary report at the meeting of 8 December 2021. Annex 1 of this report is the updated full year report for the financial year 2021/22.

## **ANNEXES**

5. Workforce Data Summary – 2021/22