

HR Dashboard

Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Summary of Data for 20/21

Establishment



311



273

584

FT

459

PT

125

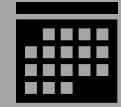
Absence



8.99 per FTE



1171.38



3650.57

Performance Management

**Number of
Disciplinarys**

13

**Number of
Grievances**

0

New Starters & Leavers



61

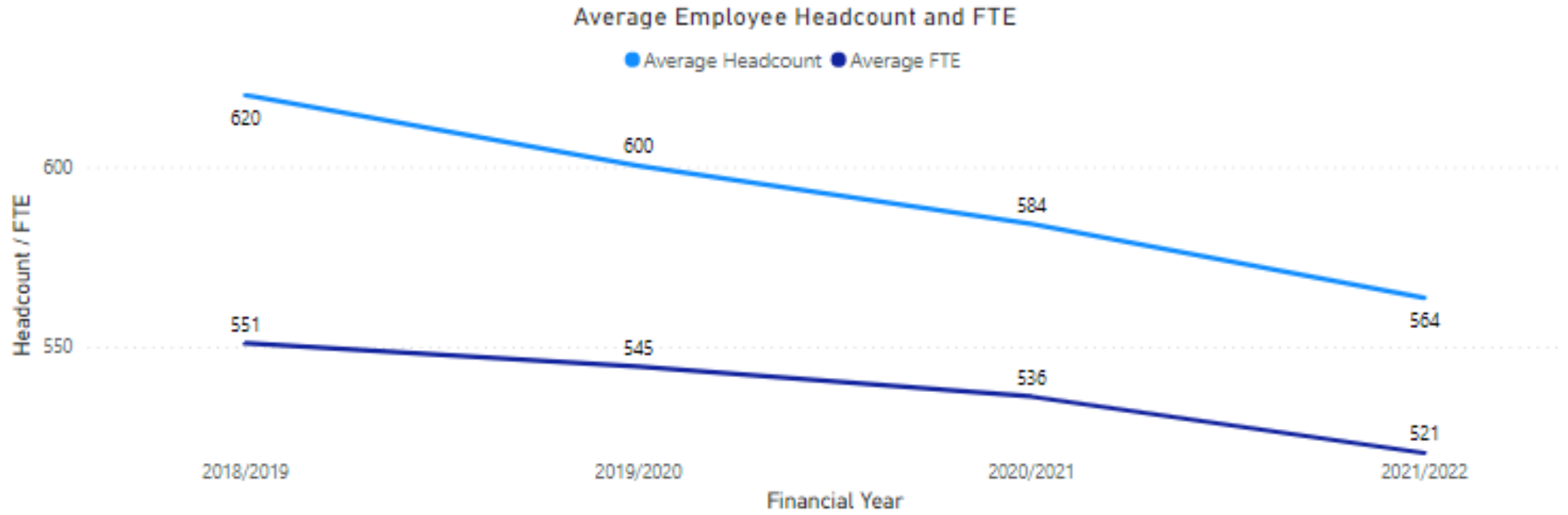


84

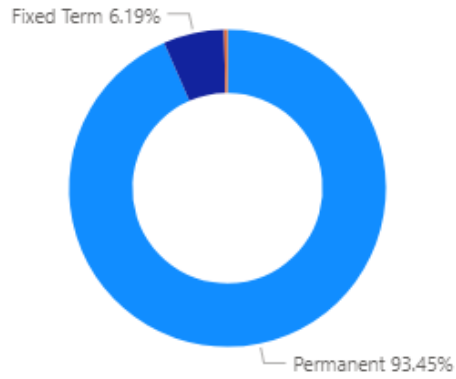
ESTABLISHMENT DATA

565	522
Current Headcount	Current Full Time Equivalent

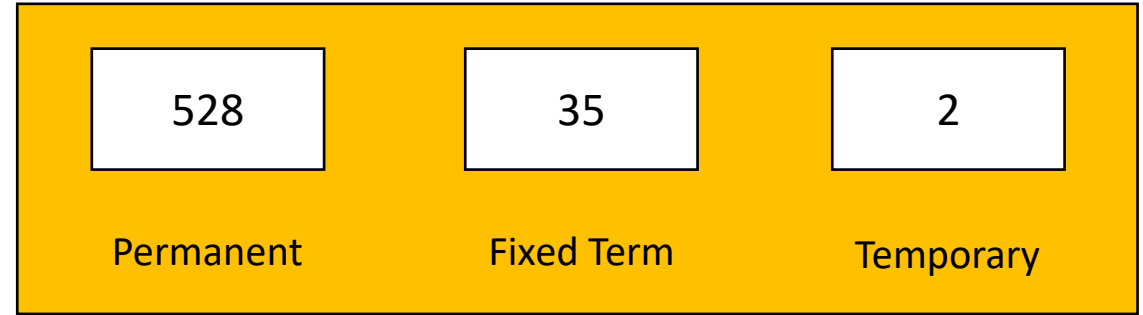
584	536.22
Average 20/21 Headcount	Average 20/21 Full Time Equivalent



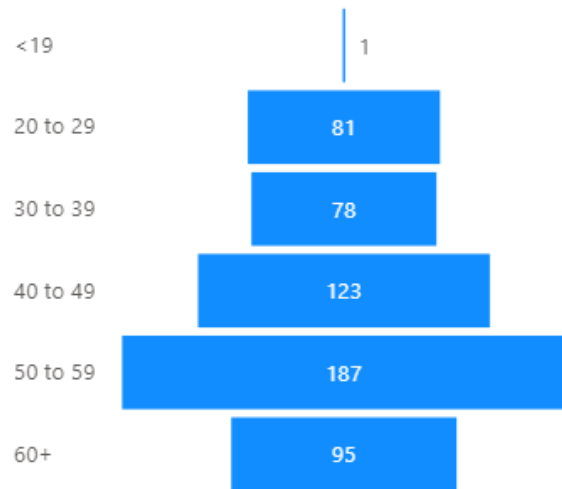
Headcount by Contract



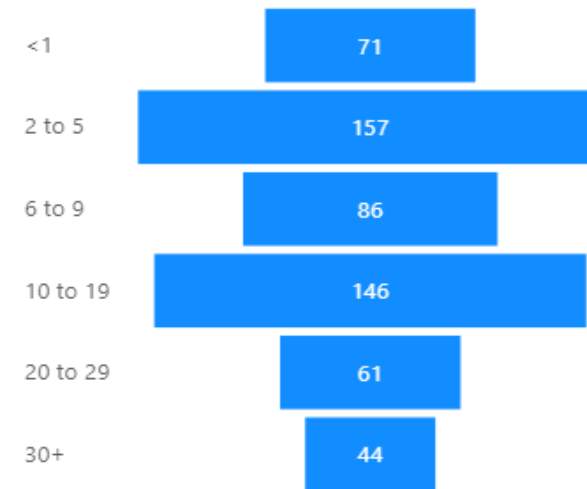
Contract T... ● Permanent ● Fixed Term ● Temporary



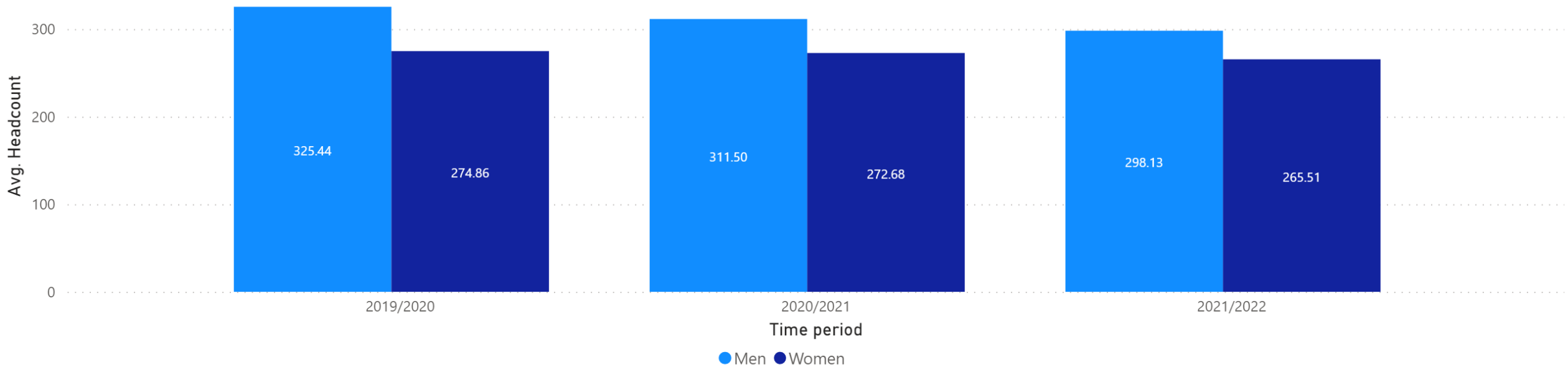
Employee Age Range



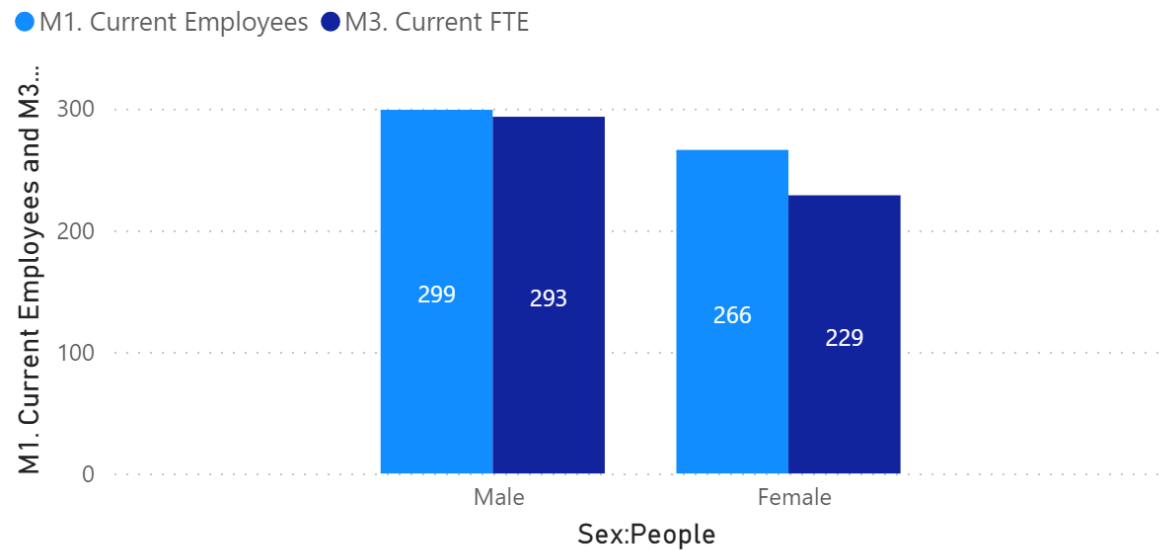
Headcount by Service Time (Years)



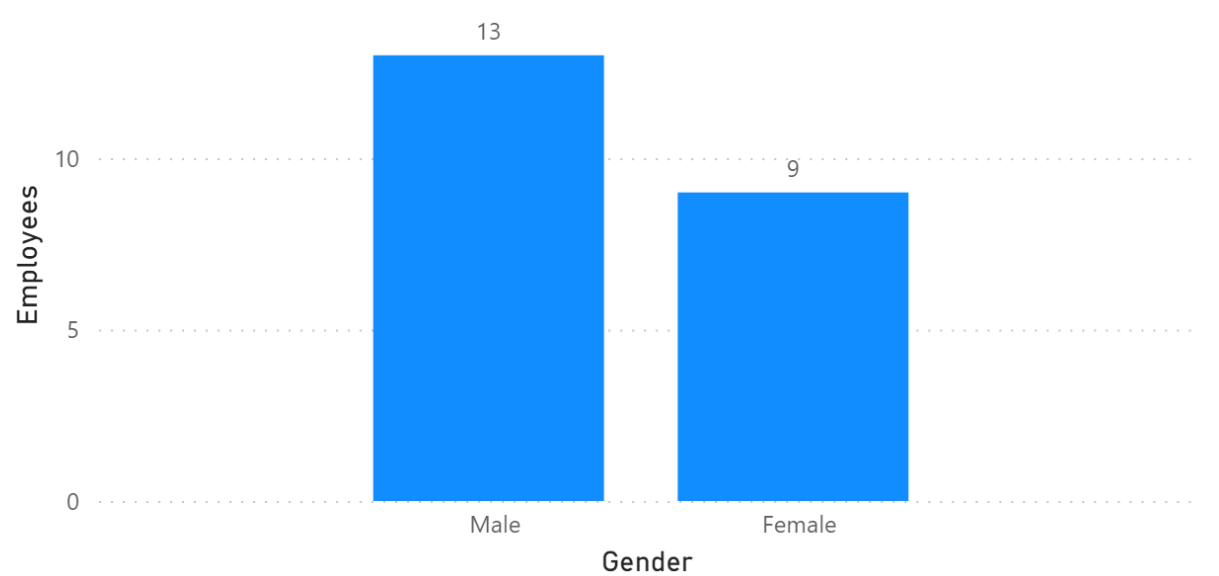
Average Headcount by Gender

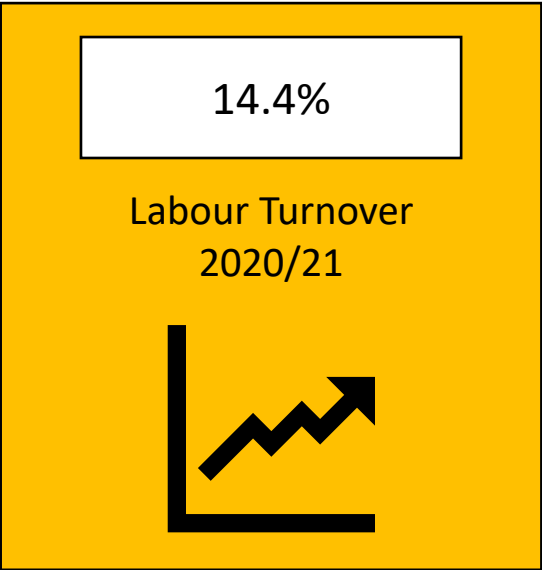


Current Workforce Gender (Headcount & FTE)

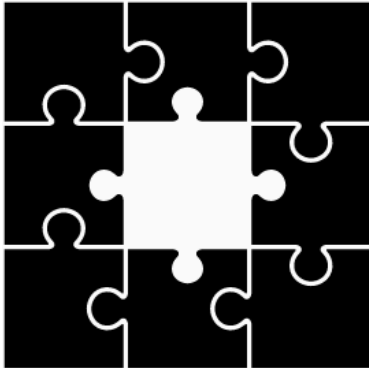


Employees Paid @SK20 and over





Vacancies



26

Hiring



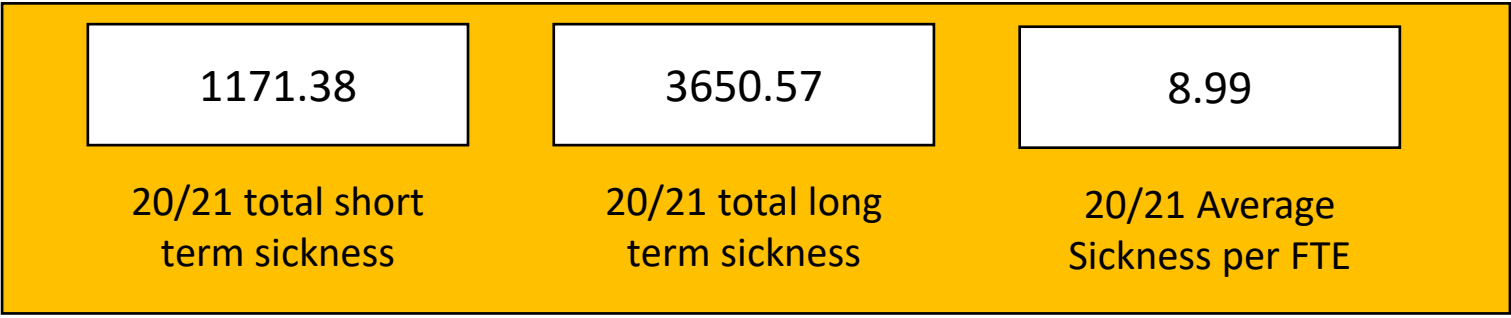
6

Agency /
Contractors

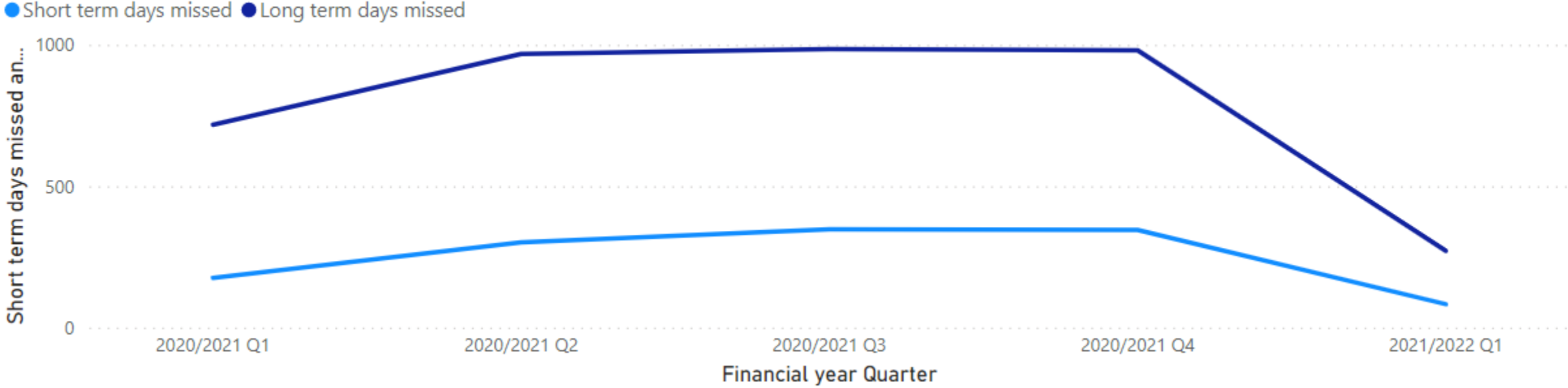


24

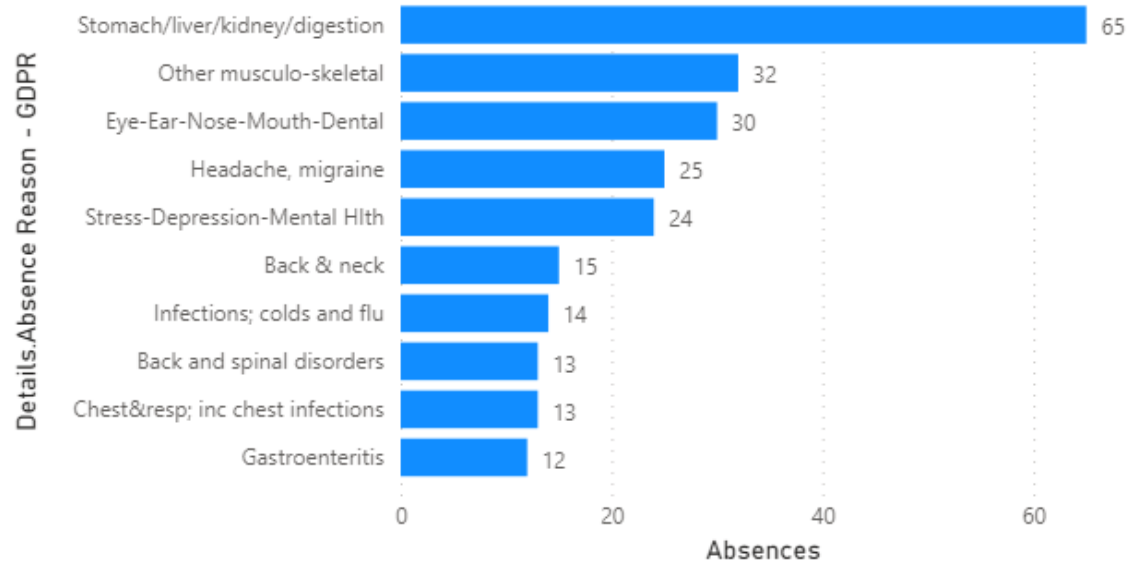
ABSENCE DATA



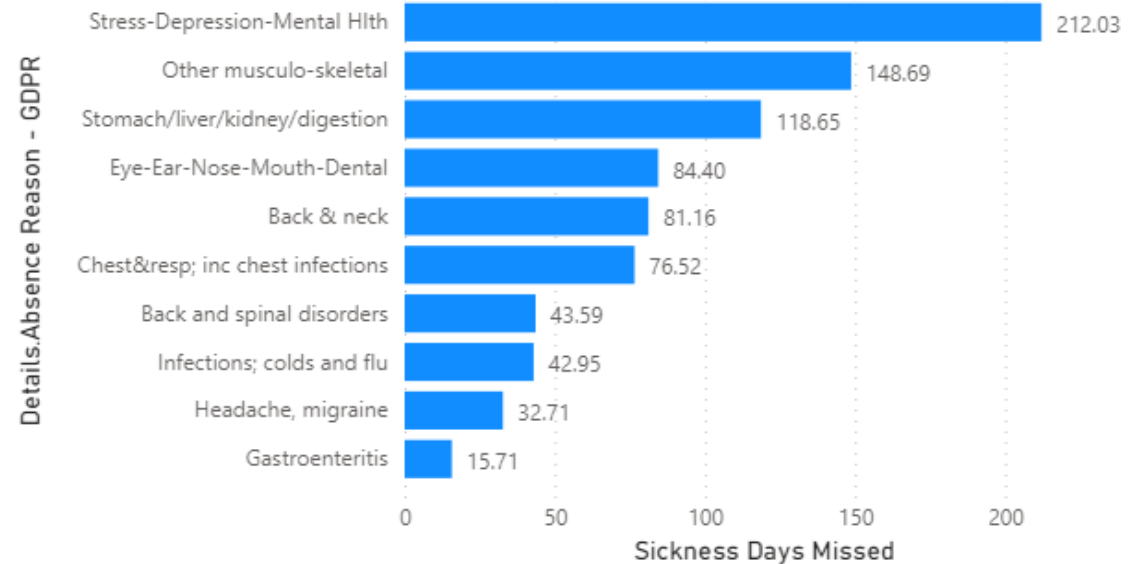
Short term days missed and Long term days missed by Financial year and Quarter



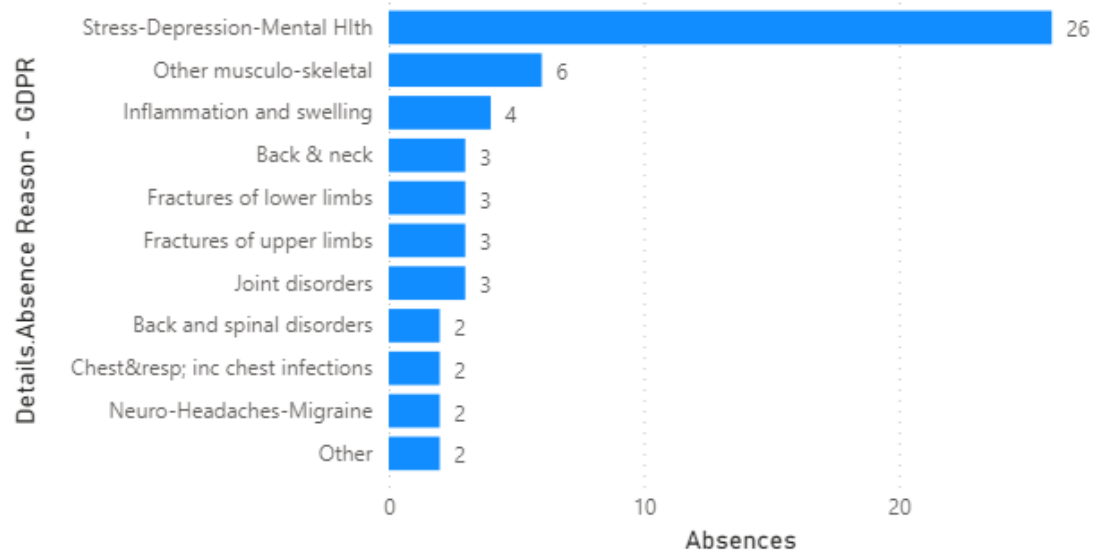
Absence Reasons (Short Term)



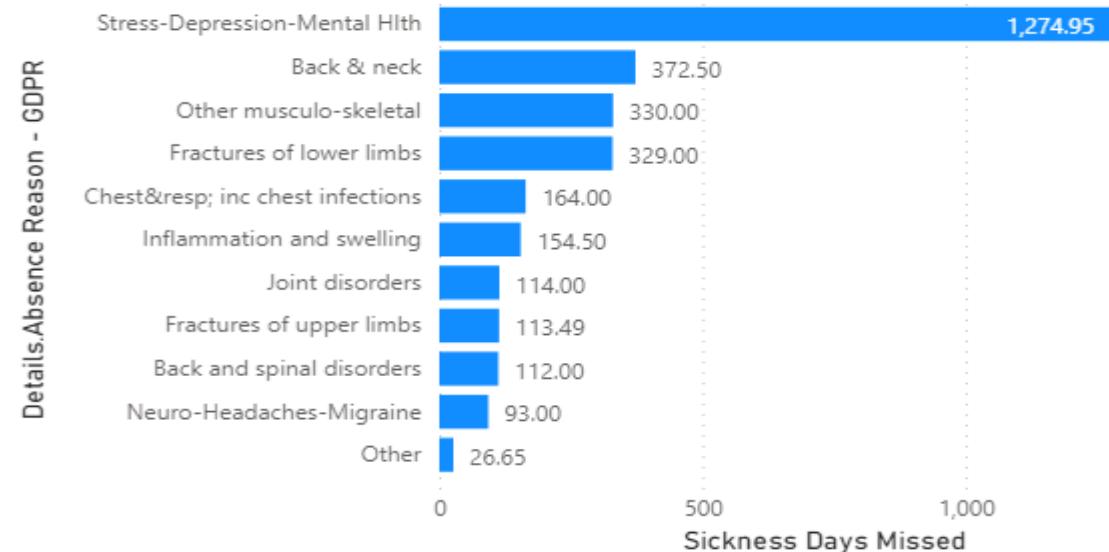
Absence Reasons (Short Term)



Absence Reasons (Long Term)

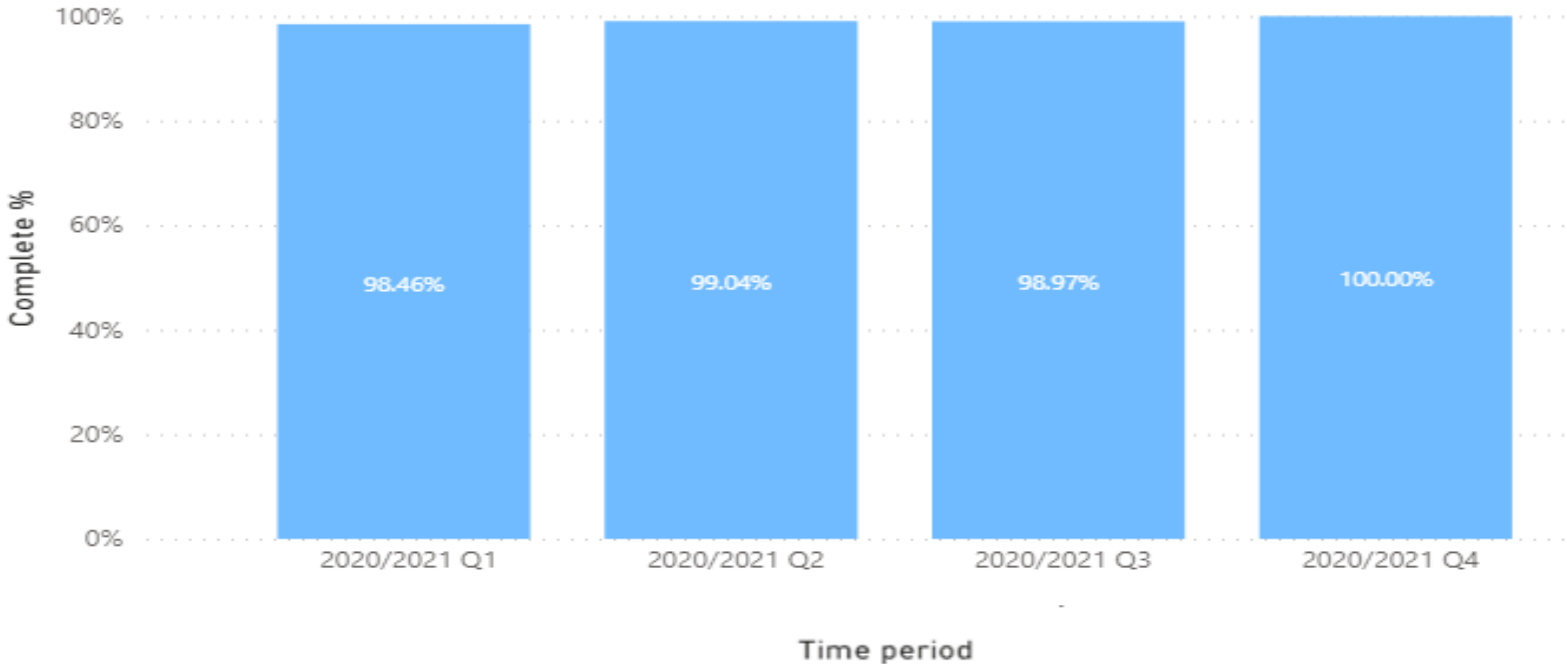


Absence Reasons (Long Term)



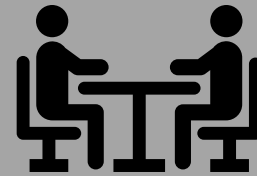
99.19%
RTWs Completed
20/21

RTW Completion Percentage





Number of visits to Employee Assistance Programme 20/21:
54 Calls / 346 visits to online portal



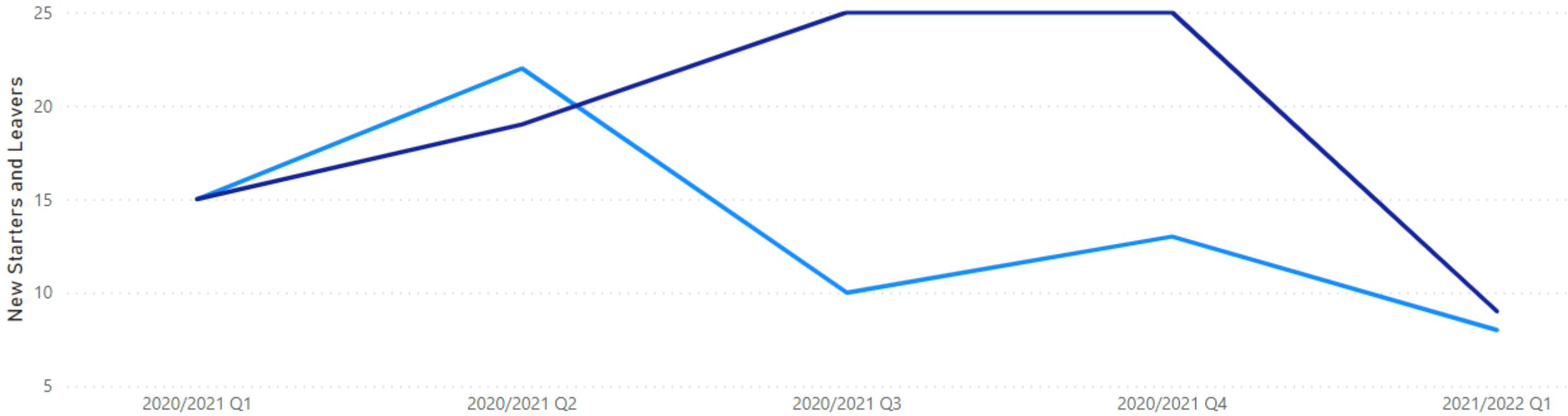
Number of visits to Mental Health First Aiders 20/21 :
27 (as of December 2020)

NEW STARTERS & LEAVERS DATA

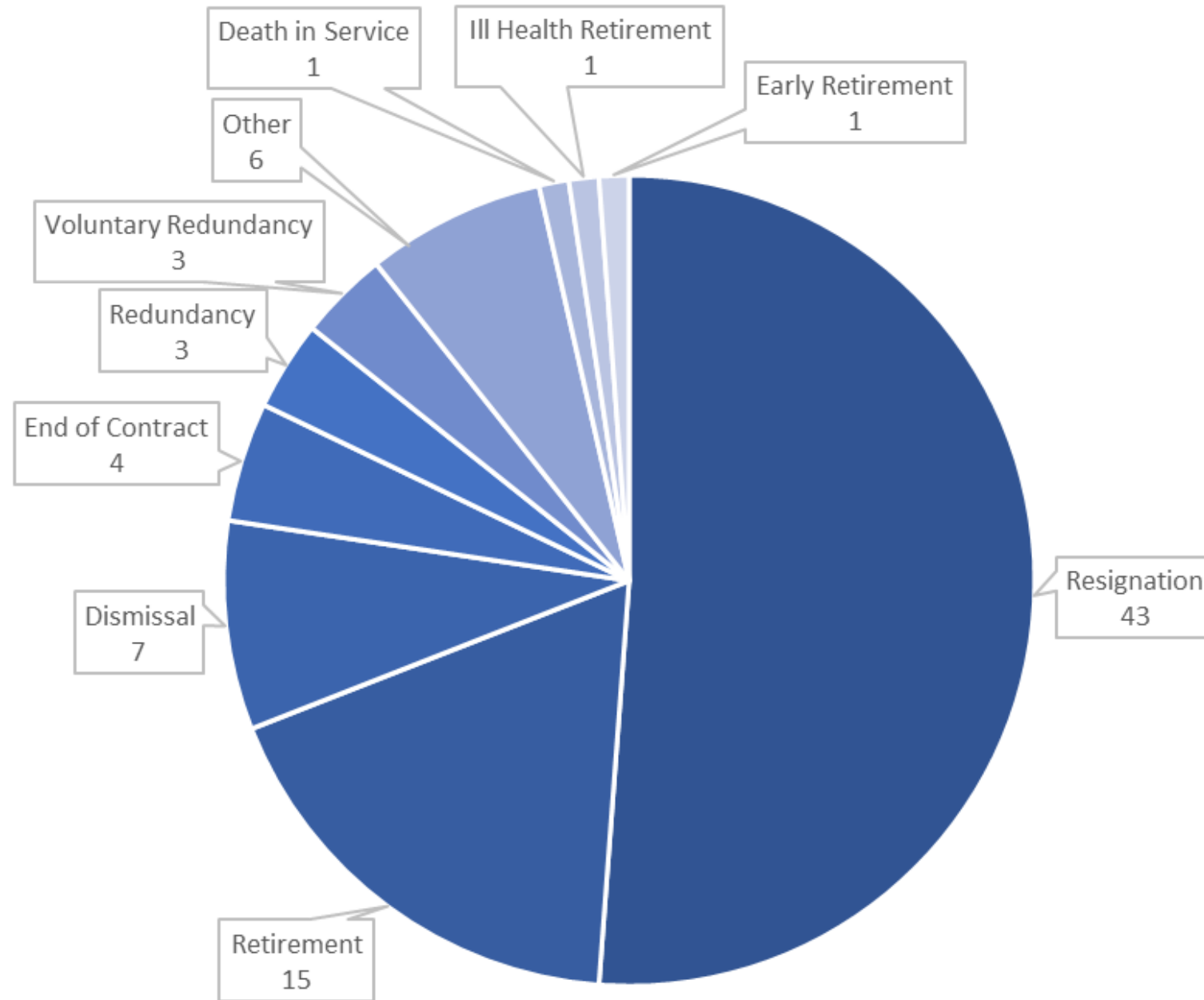
61
New Starters
20/21

84
Leavers
20/21

● New Starters ● Leavers

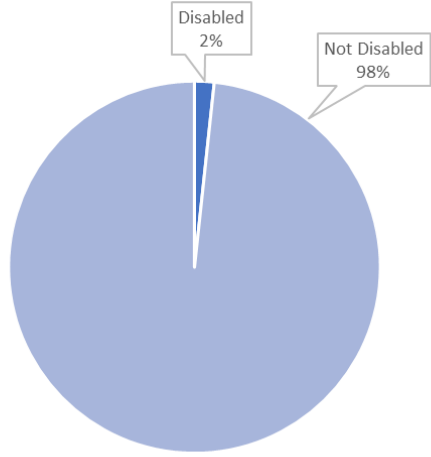


Leaving Reasons 2020/21

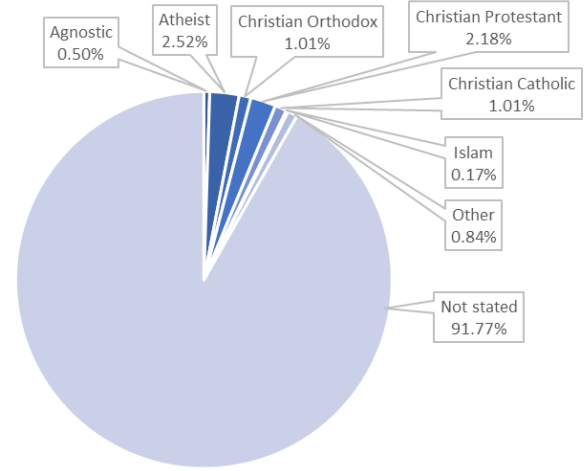


EQUALITY & DIVERSITY DATA

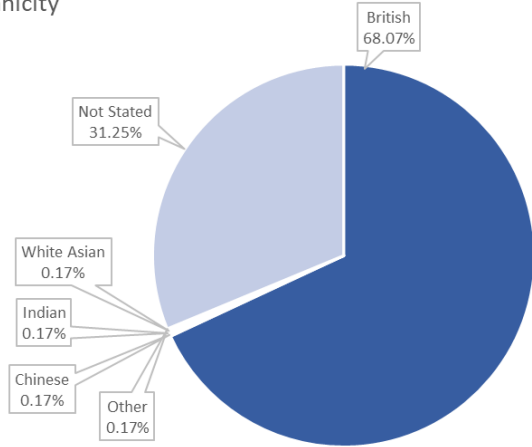
Disability



Religion



Ethnicity



PERFORMANCE MANAGEMENT DATA

Year to date for 2021 -22

Disciplinarys



3



0



1



2

Grievances



0

Investigations



2

LEARNING & DEVELOPMENT DATA

Learning and Development



450
Employees
attended
events



£78,370.19



102
Learning
Events

Leadership

Corporate Training

Service Specific

Customer Experience

Data Protection

HR

First Time Management Training

Procurement

Apprenticeships



15



2020/21

4



2020/21

7