

# HR Dashboard Employment Committee 2021/22 YTD



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL

# Summary of Data for 2021/22 YTD

## Establishment

(Headcount as of October)



295



269

564

**FT**

453

**PT**

111

## Absence



6.05per FTE



795.45



2383.76

## Performance Management

**Number of  
Disciplinarys**

7

**Number of  
Grievances**

0

## New Starters & Leavers



43



53

# 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

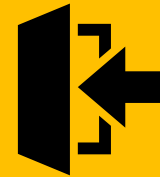
**Number of  
Disciplinarys**

13

**Number of  
Grievances**

0

## New Starters & Leavers



61



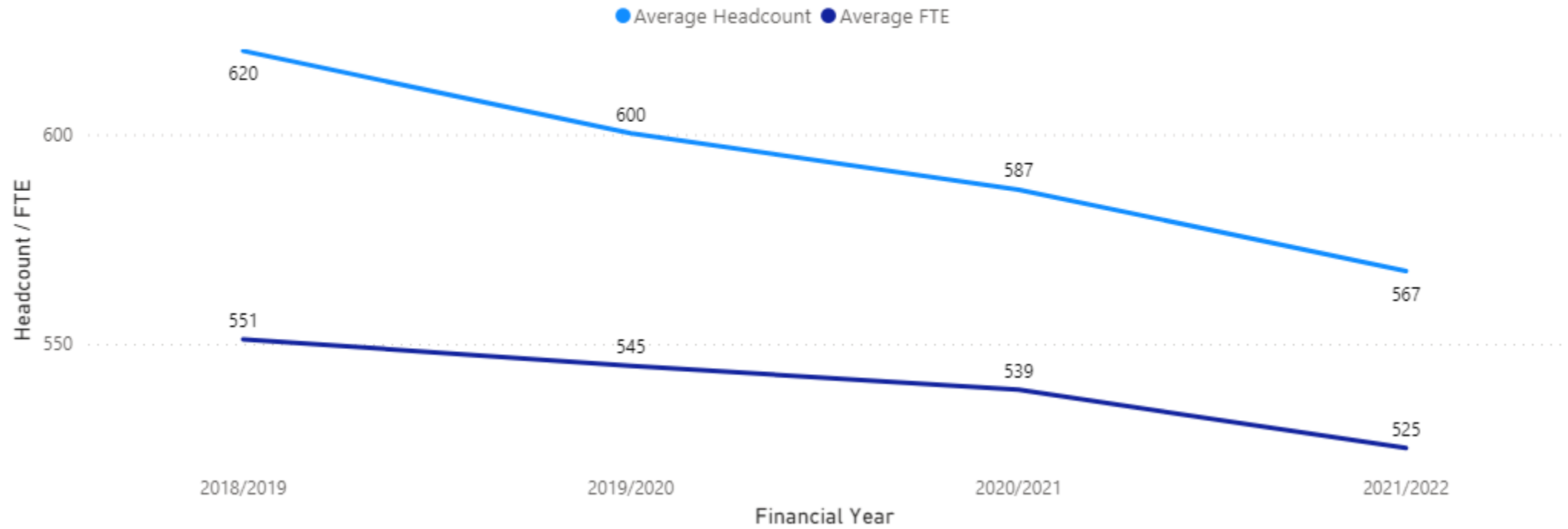
84

# ESTABLISHMENT DATA

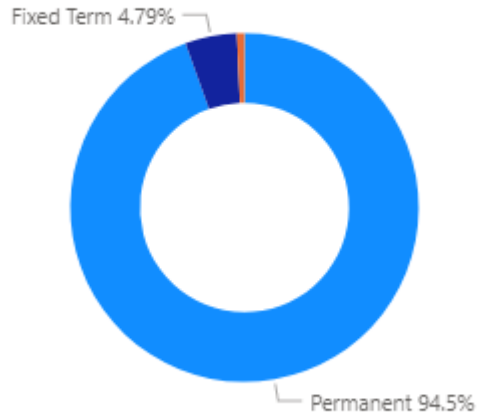
564	523.81
Current Headcount	Current Full Time Equivalent

584	536.22
Average Headcount 2020/2021	Average Full Time Equivalent 2020/2021

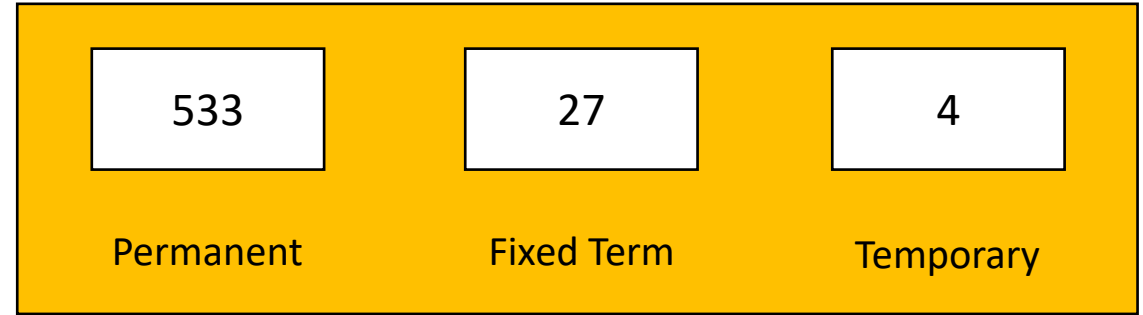
Average Employee Headcount and FTE



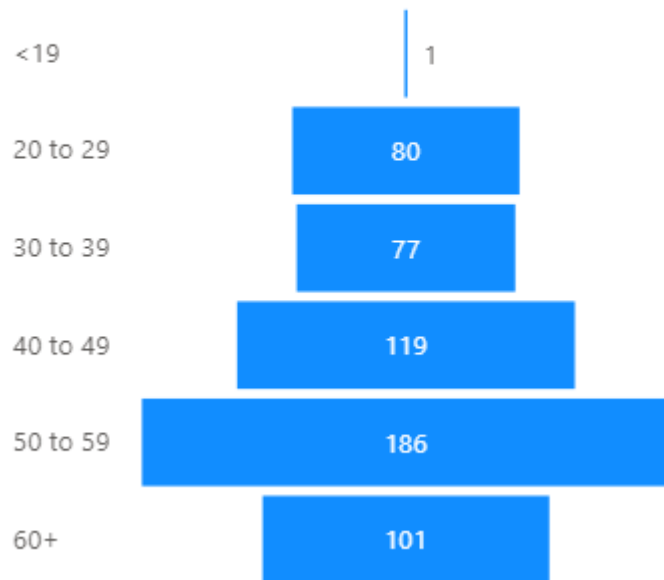
## Headcount by Contract



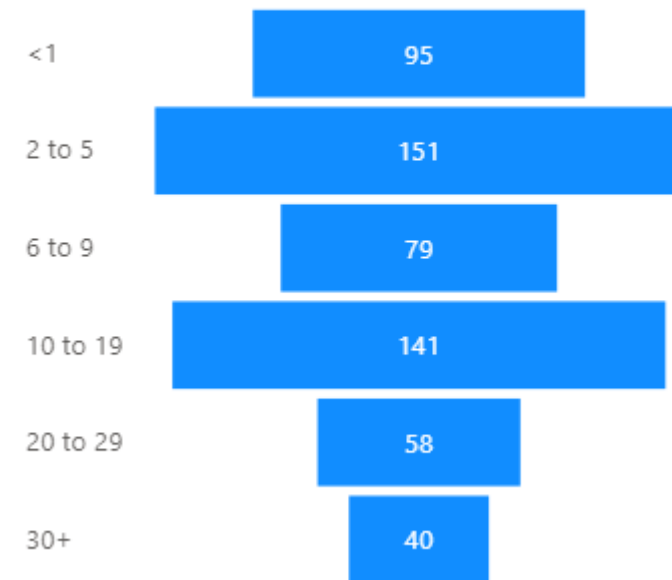
Contract T... ● Permanent ● Fixed Term ● Temporary



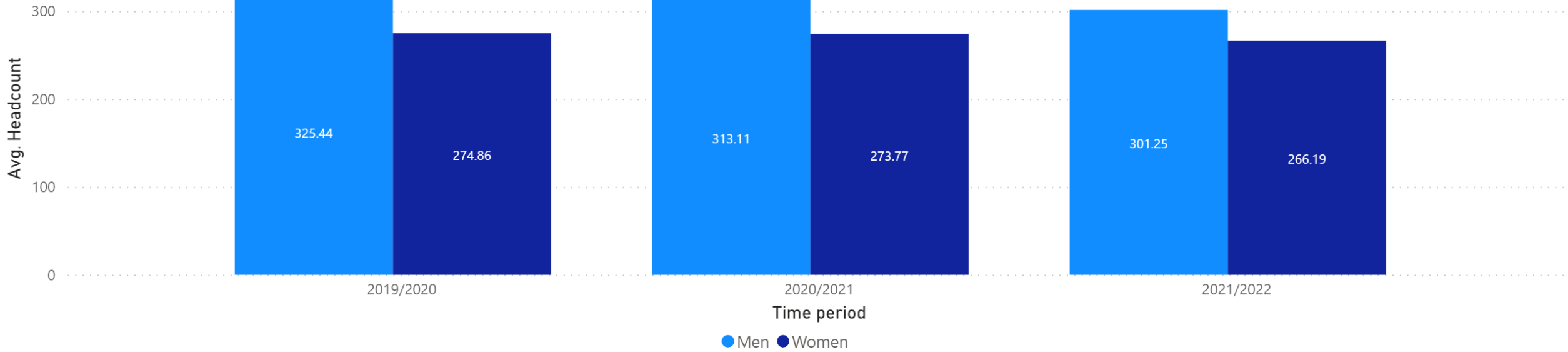
## Employee Age Range



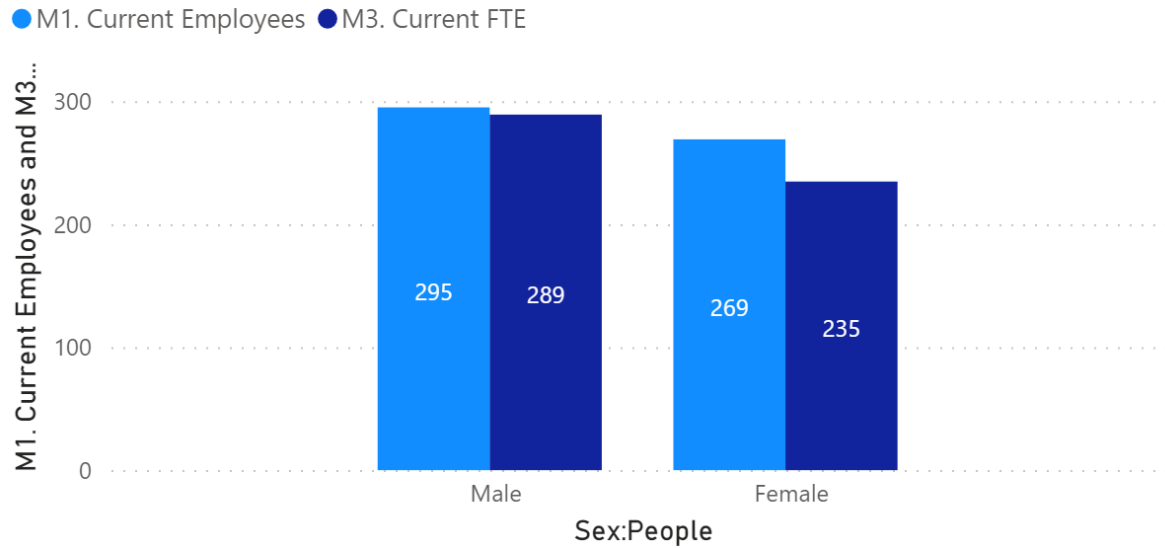
## Headcount by Service Time (Years)



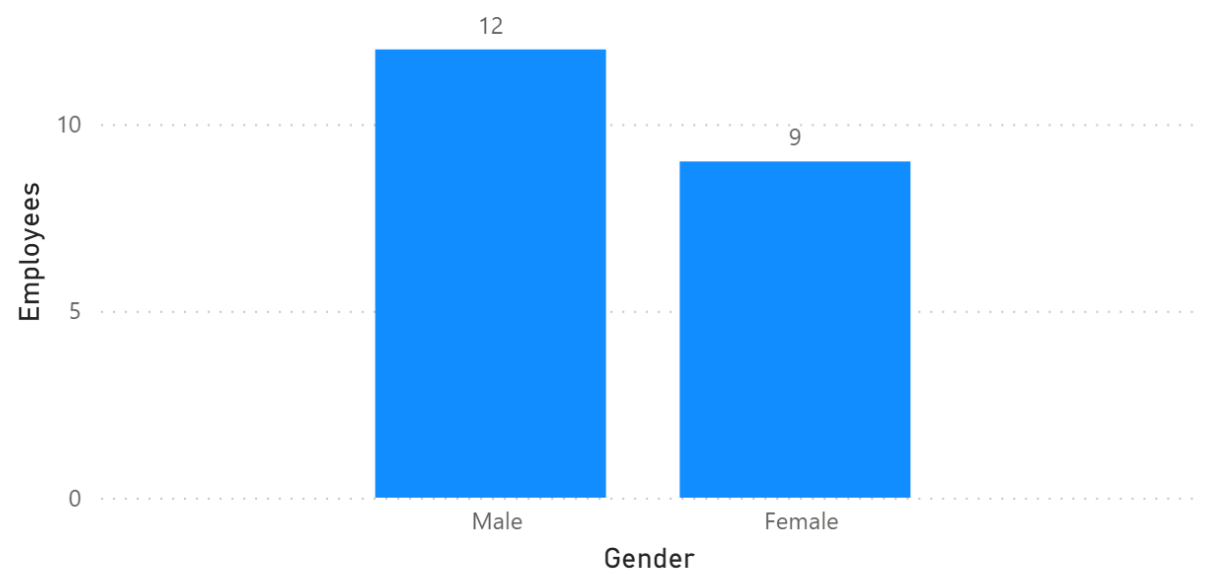
### Average Headcount by Gender

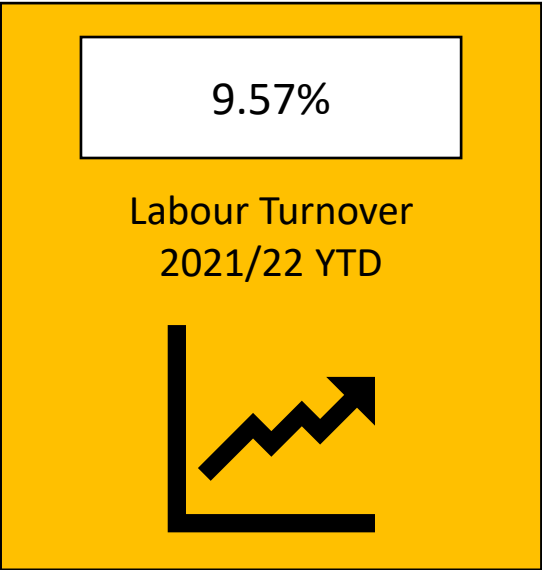


### Current Workforce Gender (Headcount & FTE)

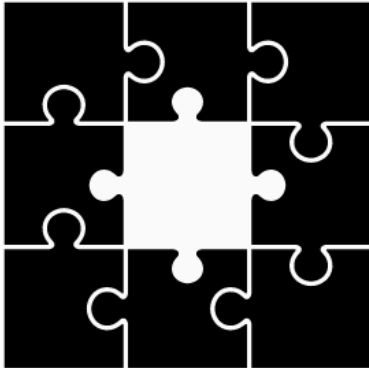


### Employees Paid @SK20 and over





Vacancies



**75**

Hiring



**40**

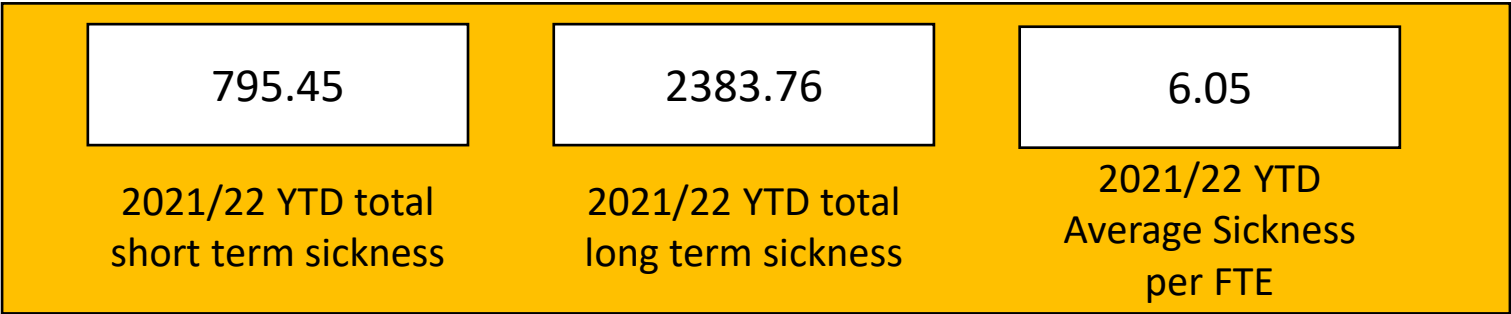
Agency /  
Contractors



**31**



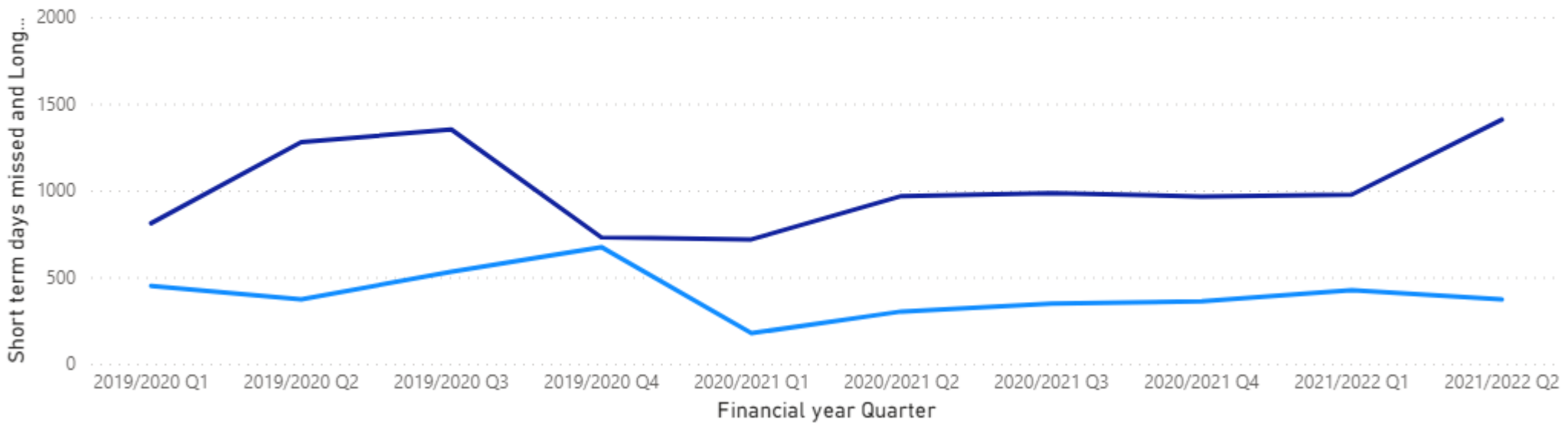
ABSENCE DATA



Short term days missed, Long term days missed

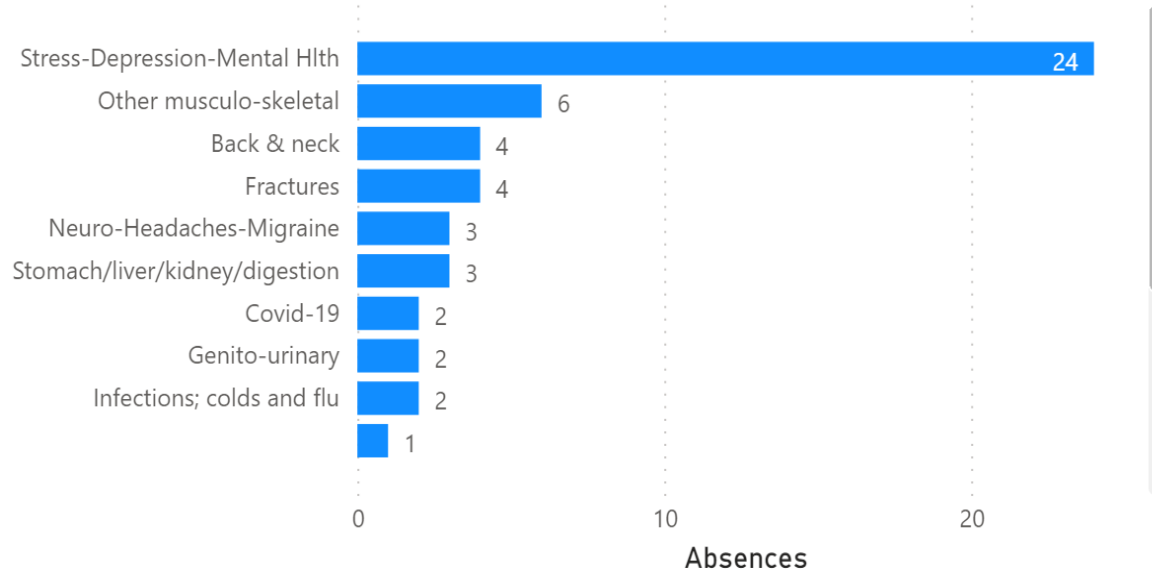
BY FINANCIAL YEAR, QUARTER

● Short term days missed ● Long term days missed



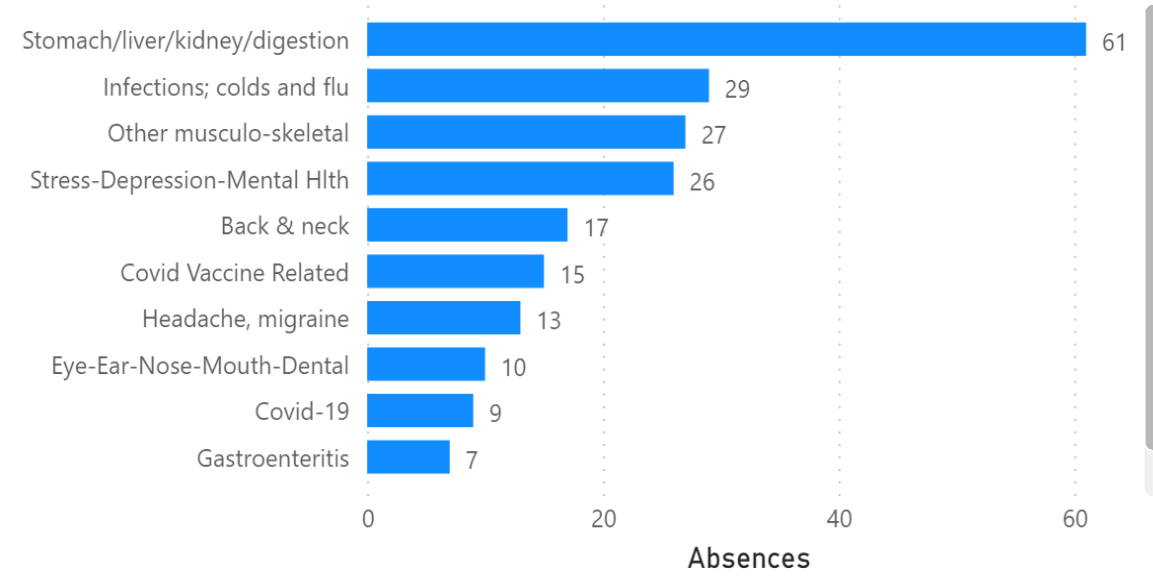
### Absence Reasons (Long Term)

Details: Absence Reason - GDPR



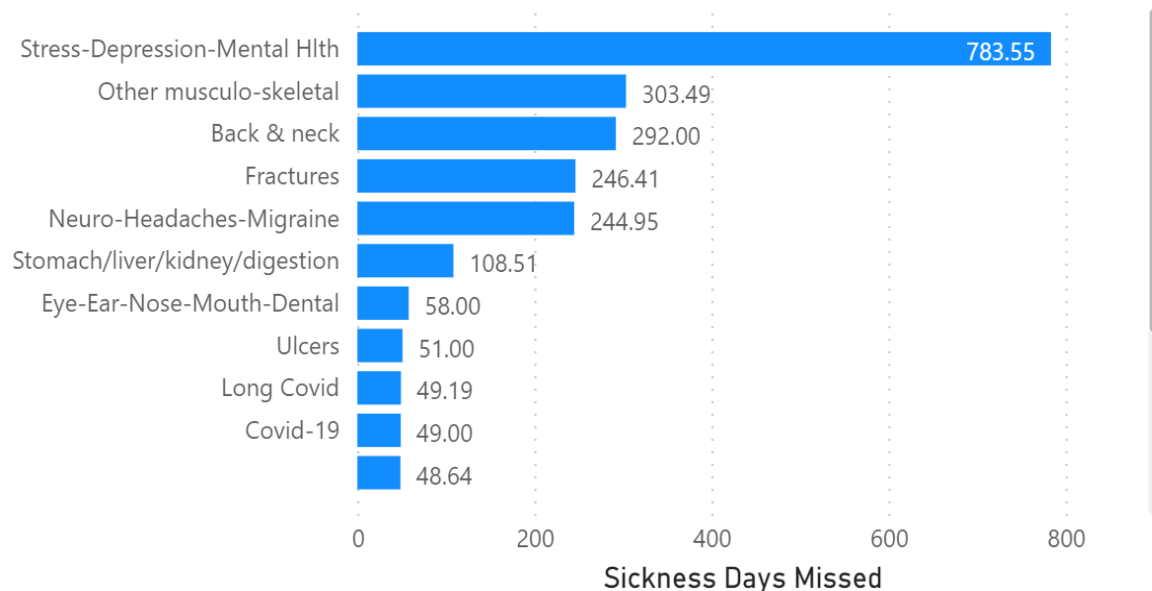
### Absence Reasons (Short Term)

Details: Absence Reason - GDPR



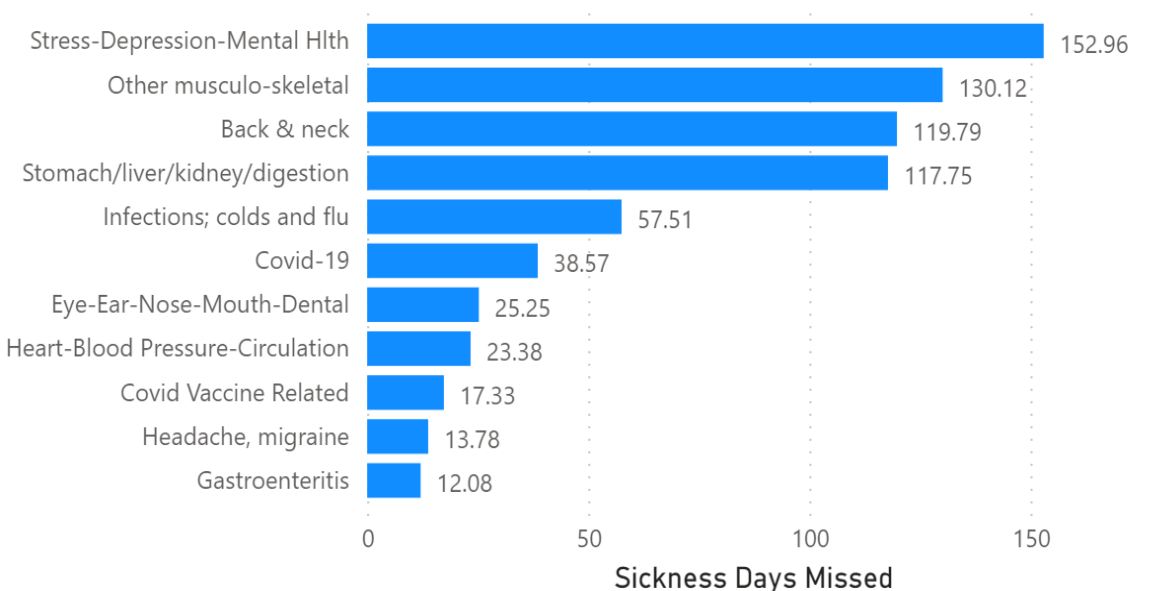
### Absence Reasons (Long Term)

Details: Absence Reason - GDPR



### Absence Reasons (Short Term)

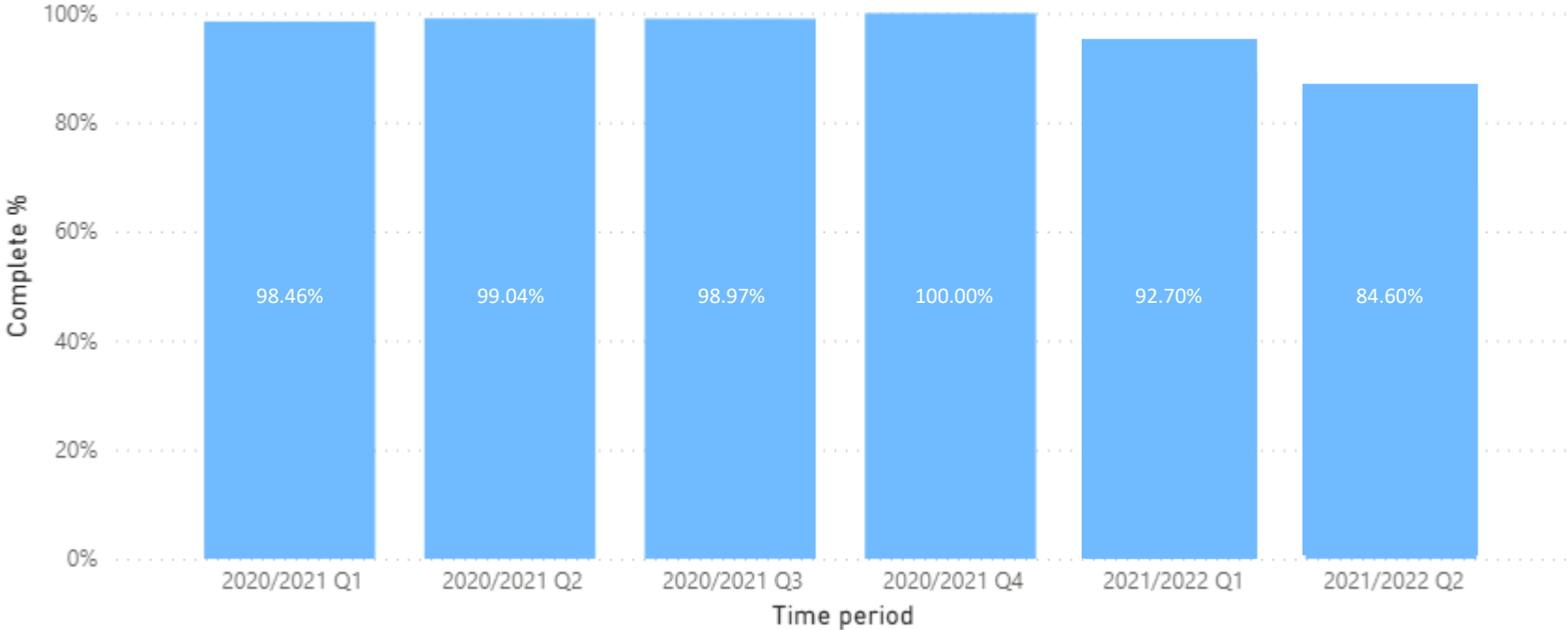
Details: Absence Reason - GDPR



88.65%

RTWs Completed  
21/22 YTD

RTW Completion Percentage

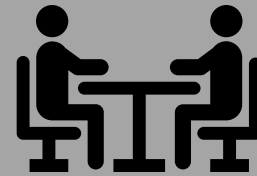




Number of visits to Employee Assistance Programme 21/22

YTD:

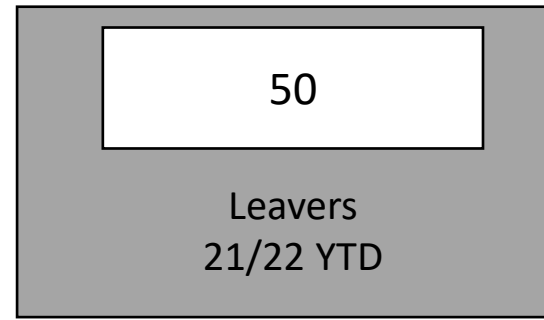
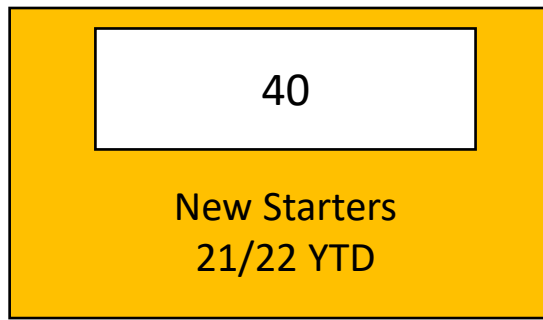
**45 Calls / 173 visits to  
online portal**



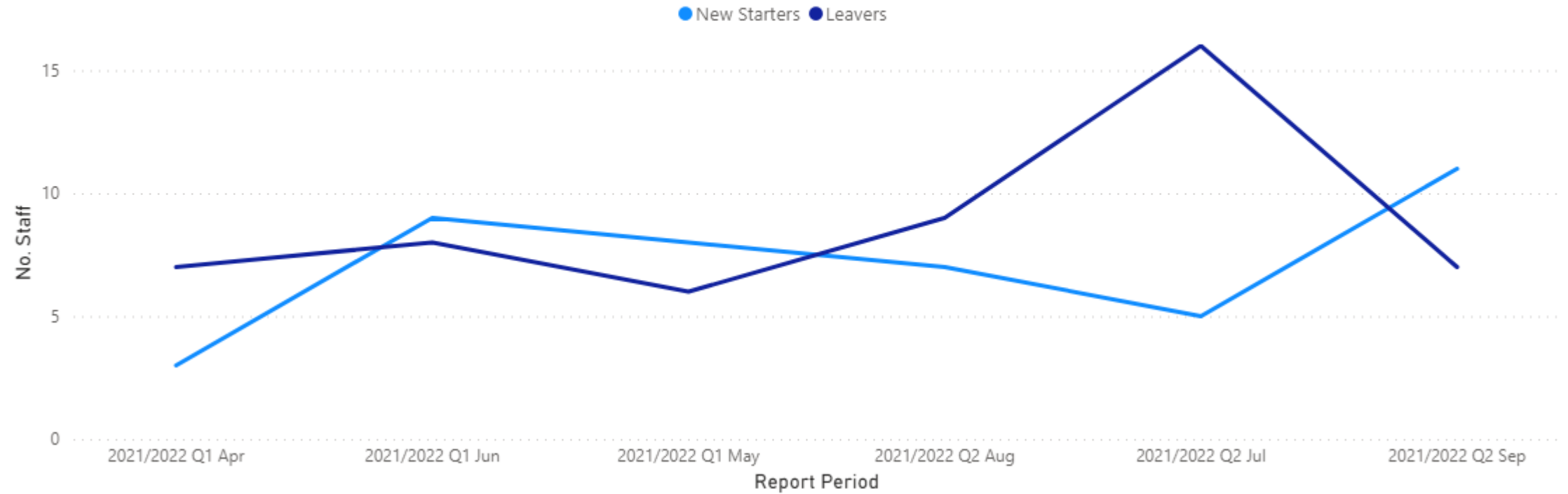
Number of visits to Mental Health First Aiders 21/22

YTD : **35**

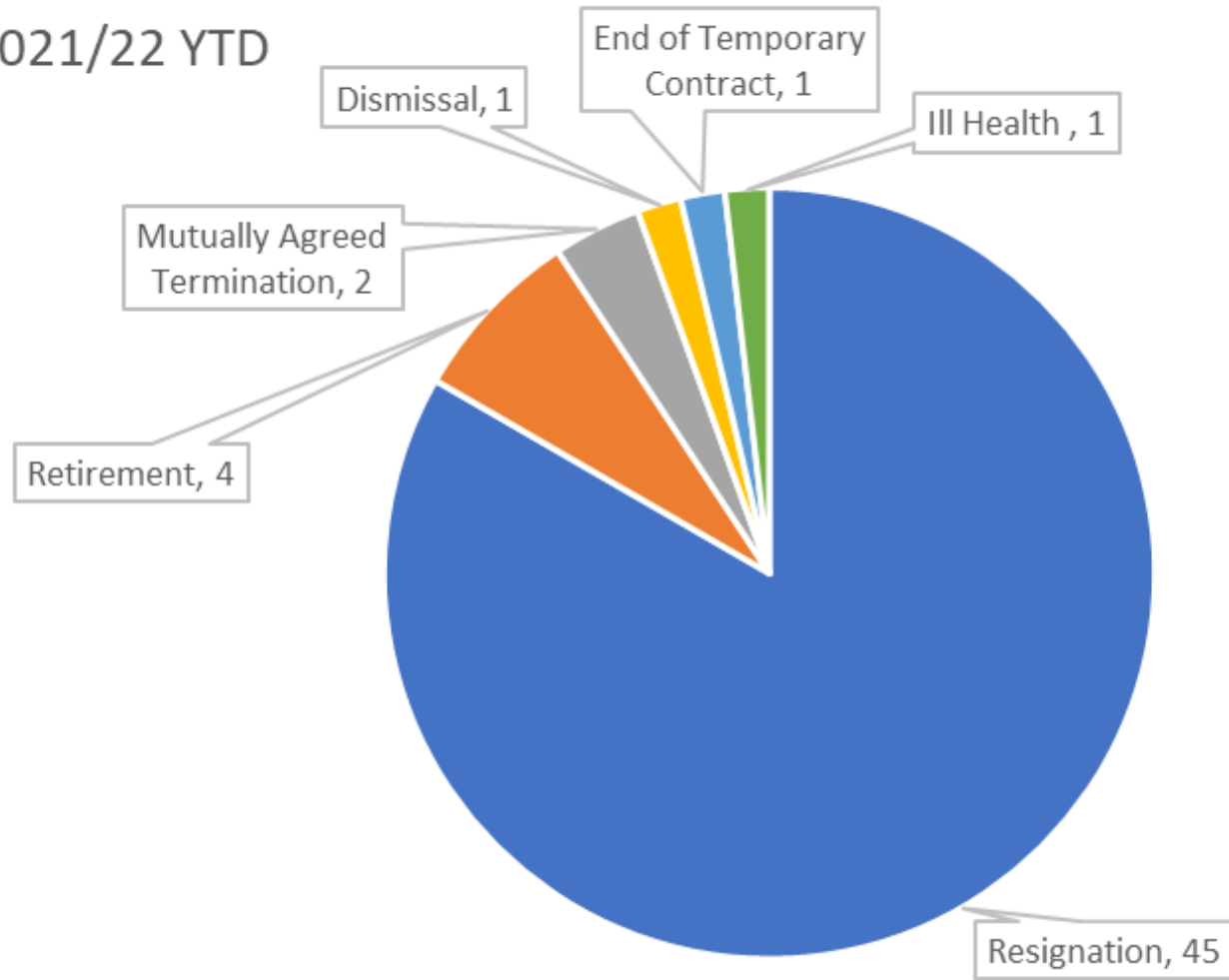
# NEW STARTERS & LEAVERS DATA



New Starters and Leavers



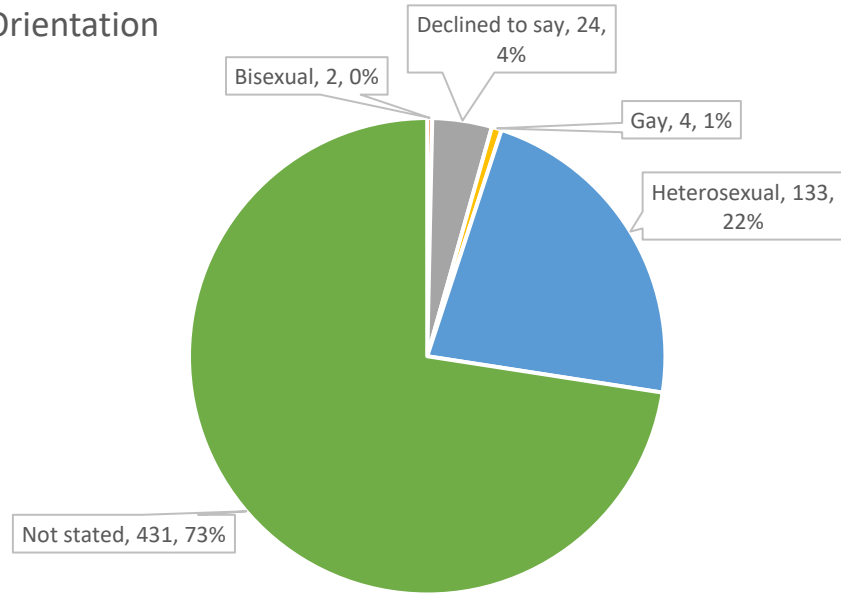
# Leaver Reasons 2021/22 YTD



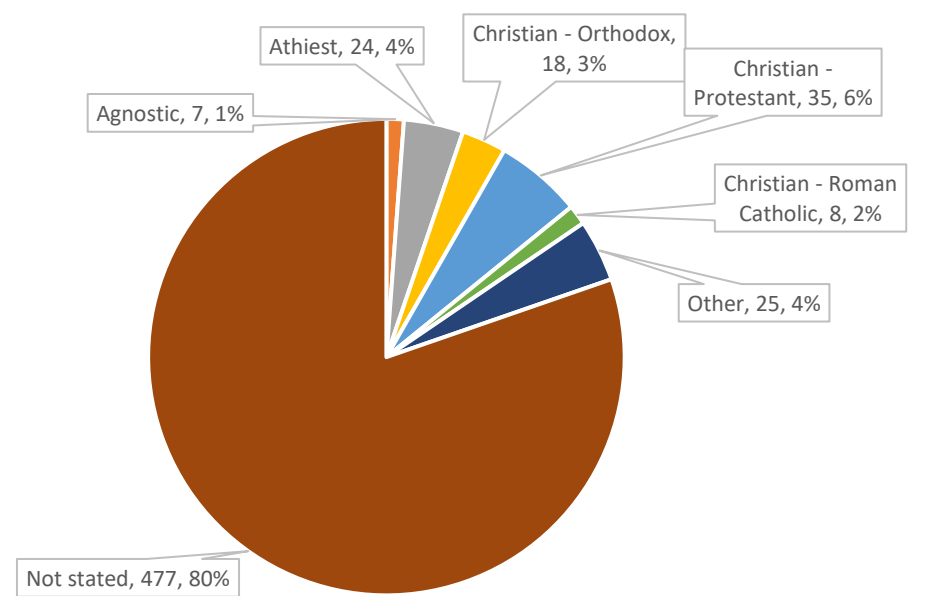


# EQUALITY & DIVERSITY DATA

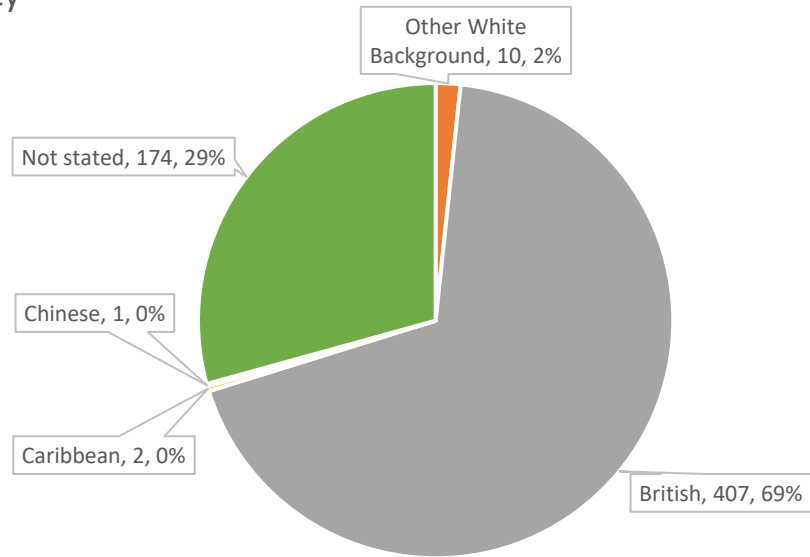
### Sexual Orientation



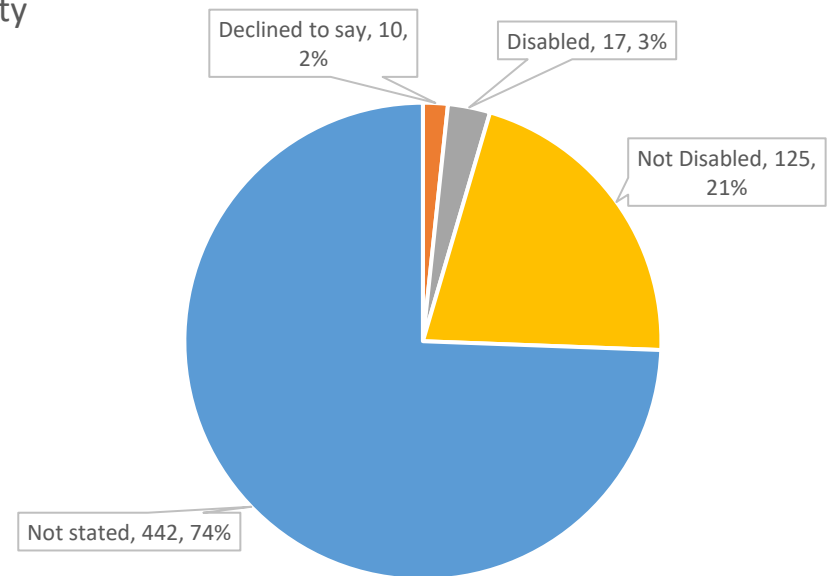
### Religion



### Ethnicity




### Disability




# PERFORMANCE MANAGEMENT DATA

2021/22 YTD


Disciplinary




**7**



**4**




**2**




**1**

Grievances



**0**

Investigations



**5**

# LEARNING & DEVELOPMENT DATA

## Learning and Development



**260**  
Employees  
attended  
events



**£73,409.84**

*9 courses  
booked post  
Sept 2021  
(already paid)*



**58**  
Learning  
Events

*2 Council  
Wide Events*

*1 Member  
Wide Event*

## Apprenticeships



**8**



**2021/22 YTD**

**0**



**2021/22 YTD**

**1**

Moving Forward...