

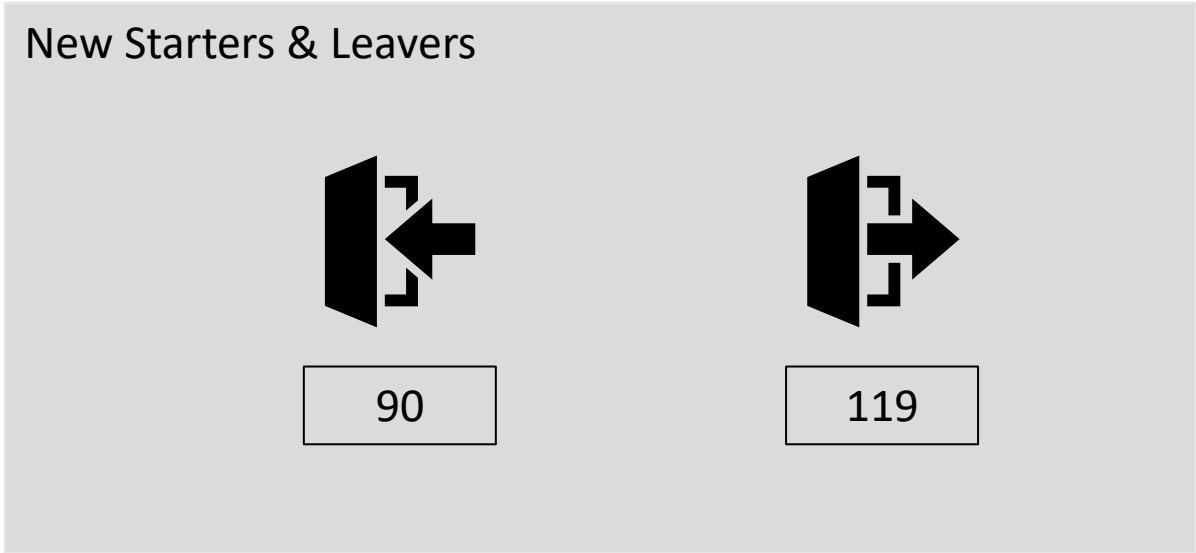
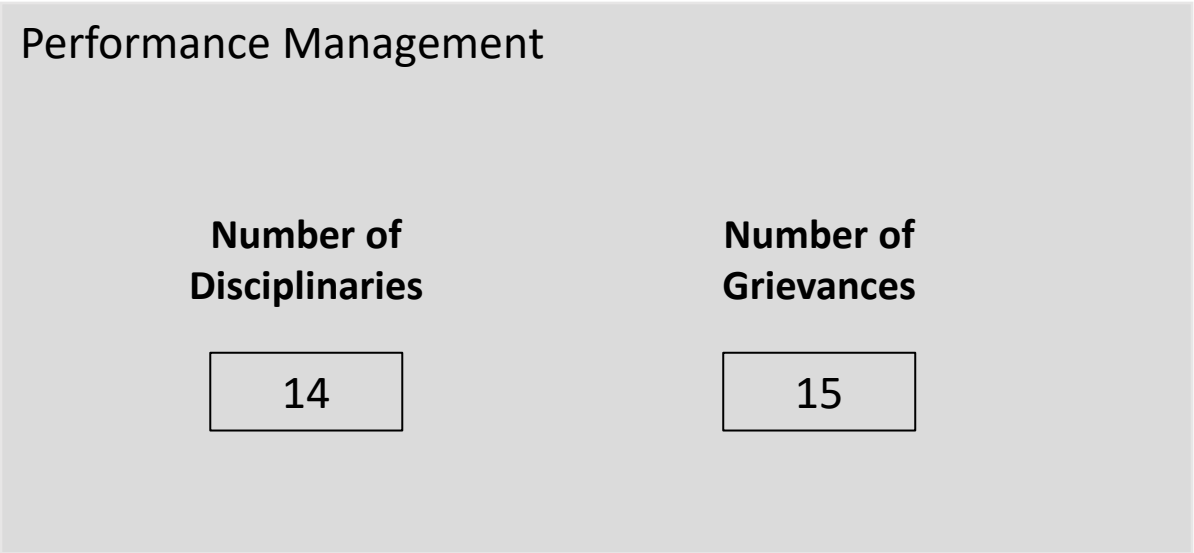
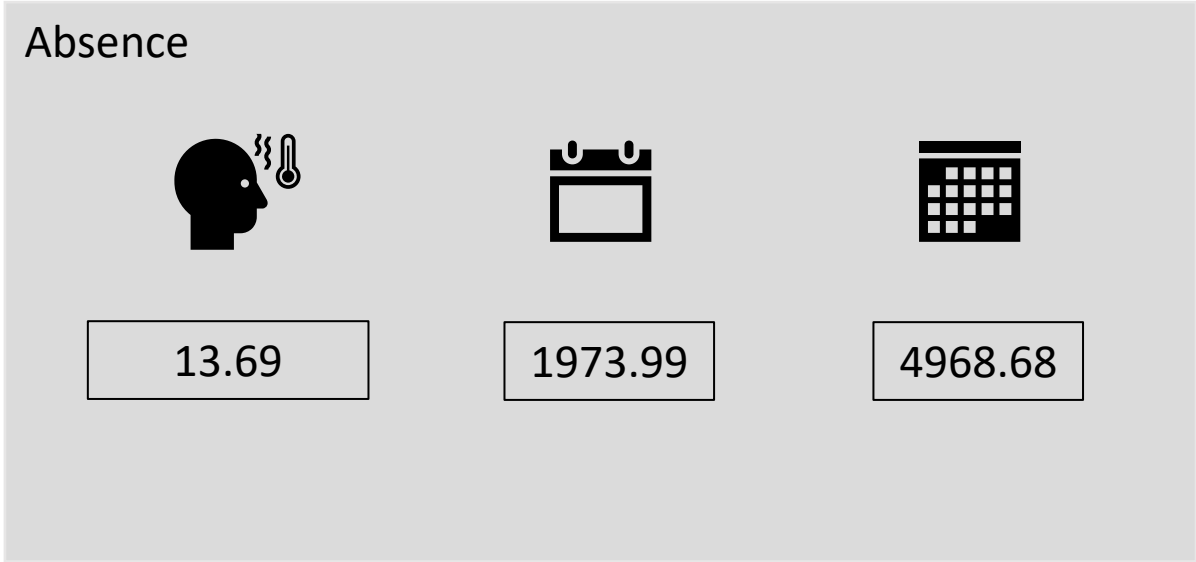
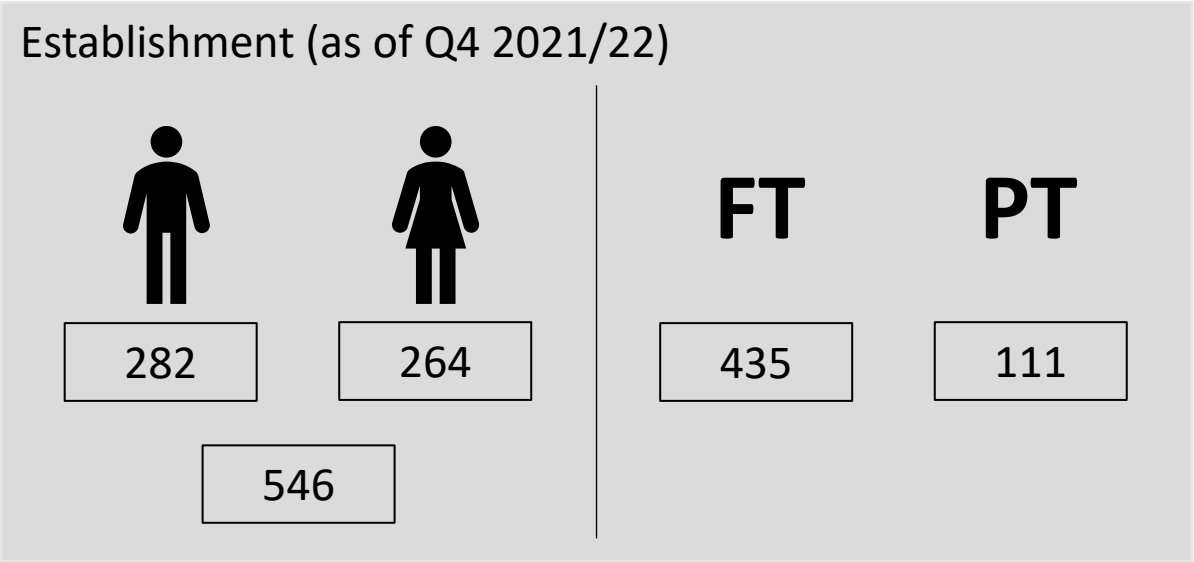
Appendix Three

HR Data Employment Committee



SOUTH
KESTEVEN
DISTRICT
COUNCIL

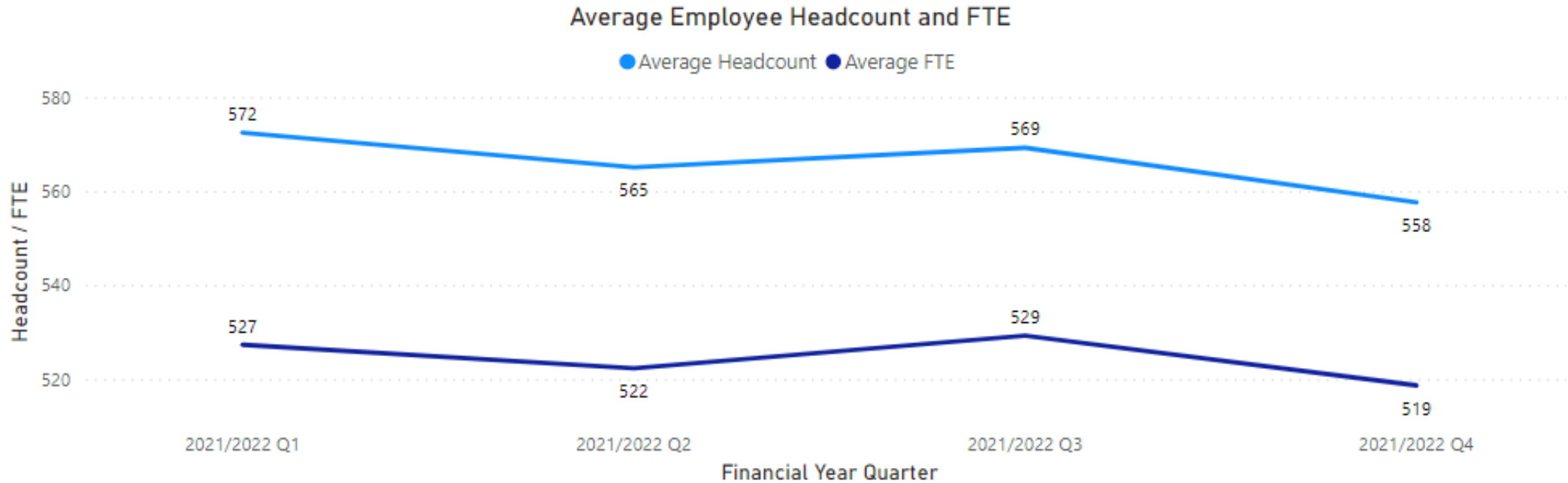
Summary of Data for Financial Year 21/22



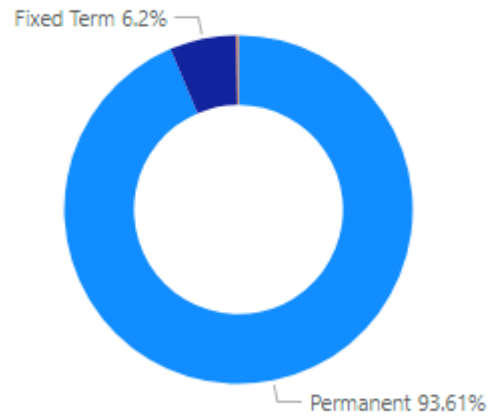
ESTABLISHMENT DATA

548	510.95
Current Headcount	Current Full Time Equivalent

572	527
April 21/22 Headcount (this time last year)	April 21/22 Full Time Equivalent (this time last year)



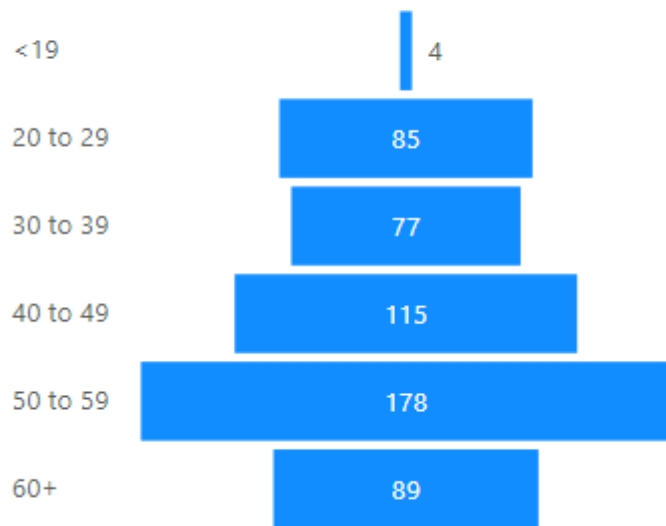
Headcount by Contract



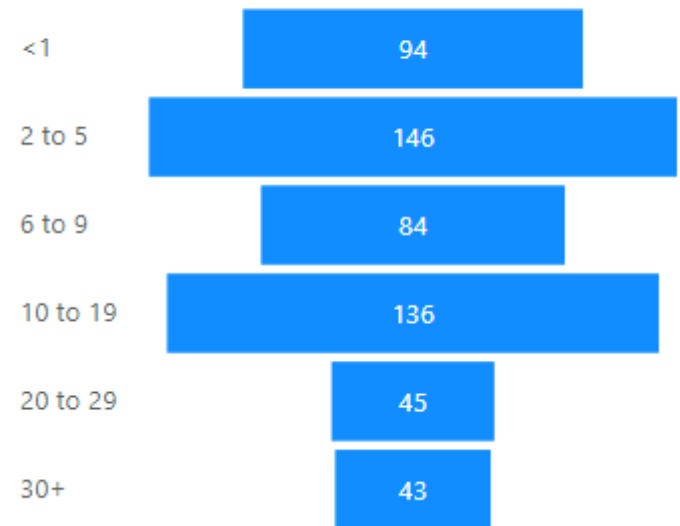
Contract T... ● Permanent ● Fixed Term ● Temporary



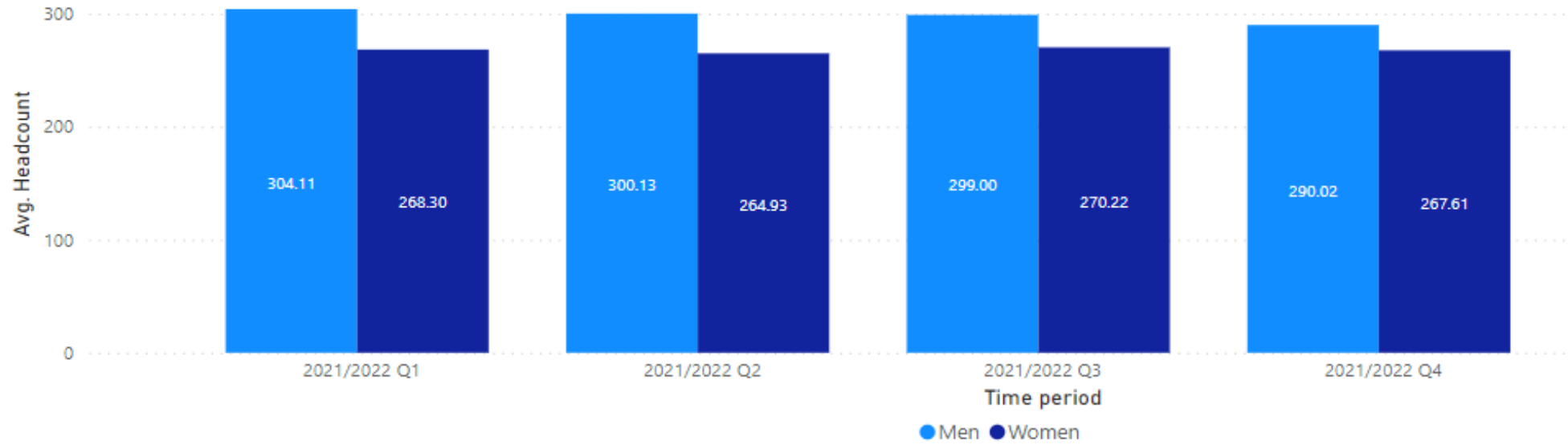
Employee Age Range



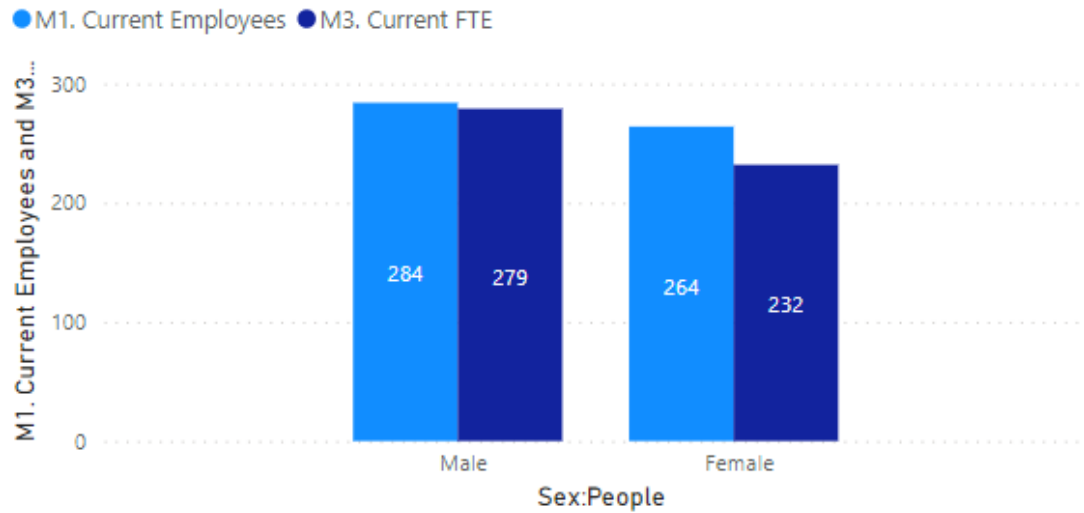
Headcount by Service Time (Years)



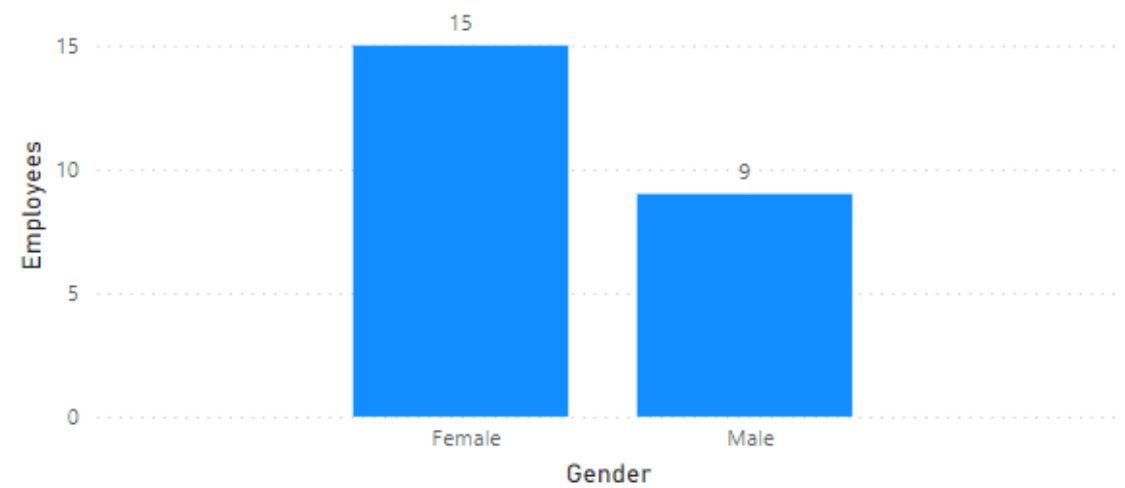
Average Headcount by Gender

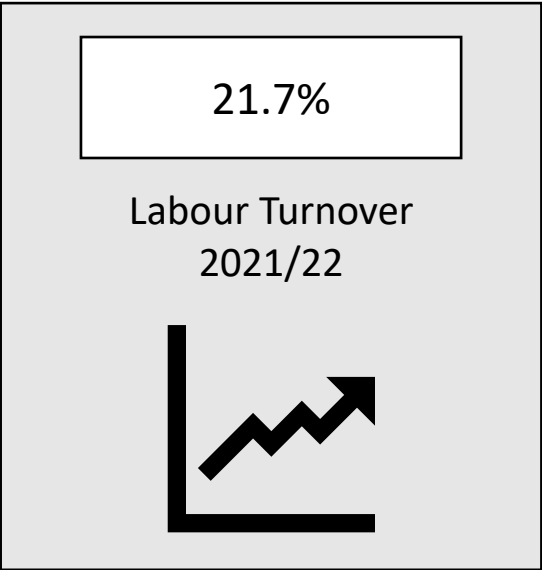


Current Workforce Gender (Headcount & FTE)

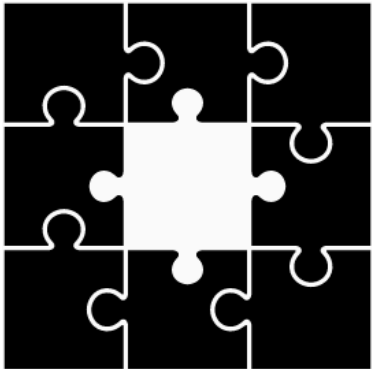


Employees Paid @SK20 and over





Vacancies



83

Hired



51

Q3/Q4

Agency



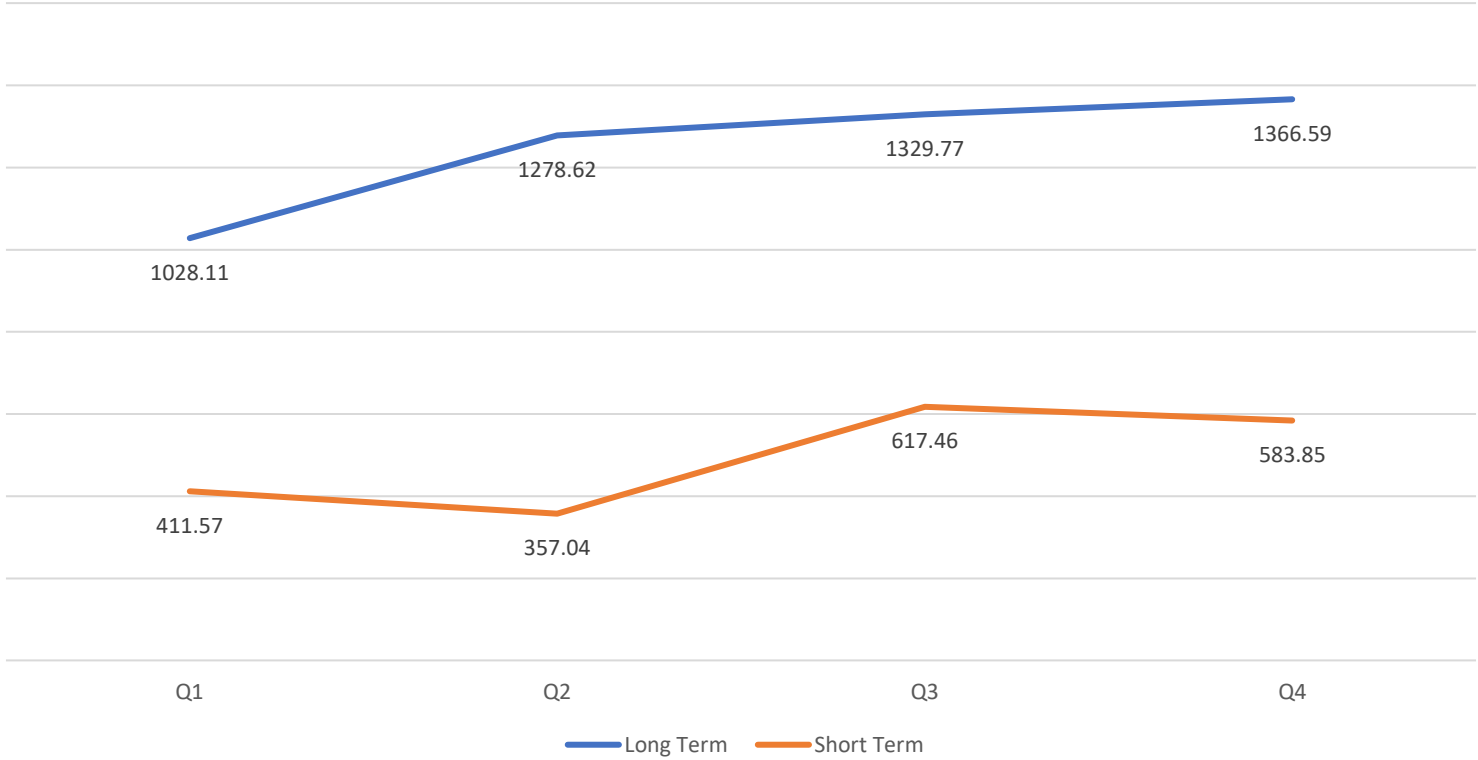
22

Q3/Q4

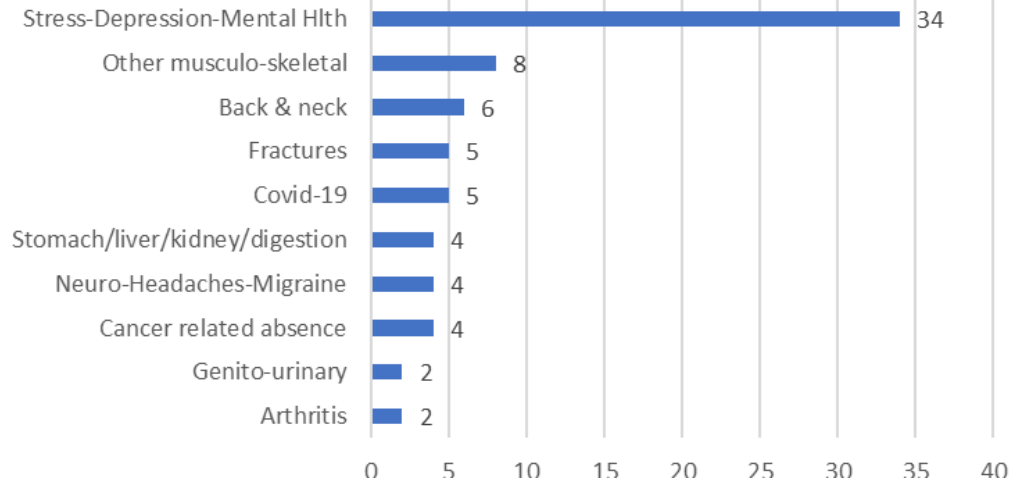
ABSENCE DATA

1973.99	4968.68	13.69
21/22 total short term sickness	21/22 total long term sickness	21/22 Average Sickness per FTE

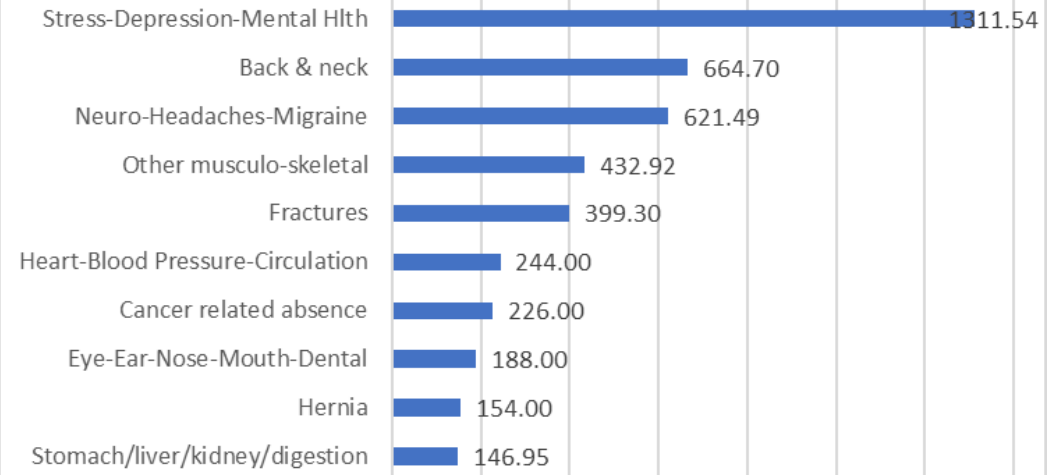
Absence Days Lost per Quarter 21/22



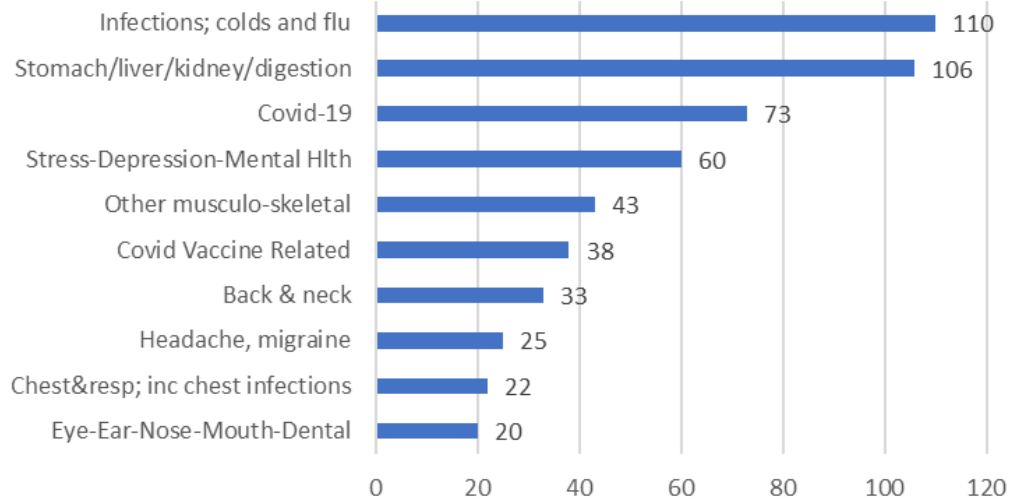
Top 10 Absence Reasons - Long Term



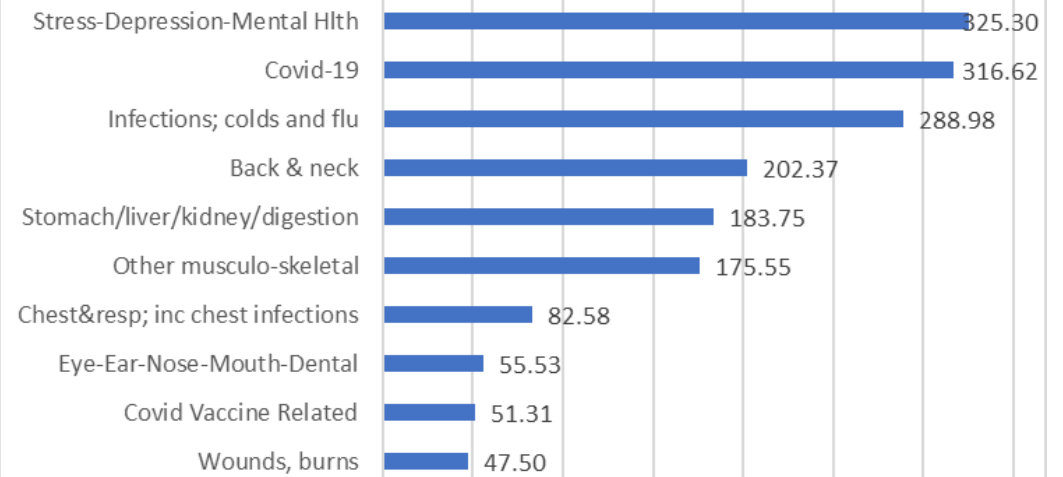
Days lost due to Absence Reason - Long Term



Top 10 Absence Reasons - Short Term

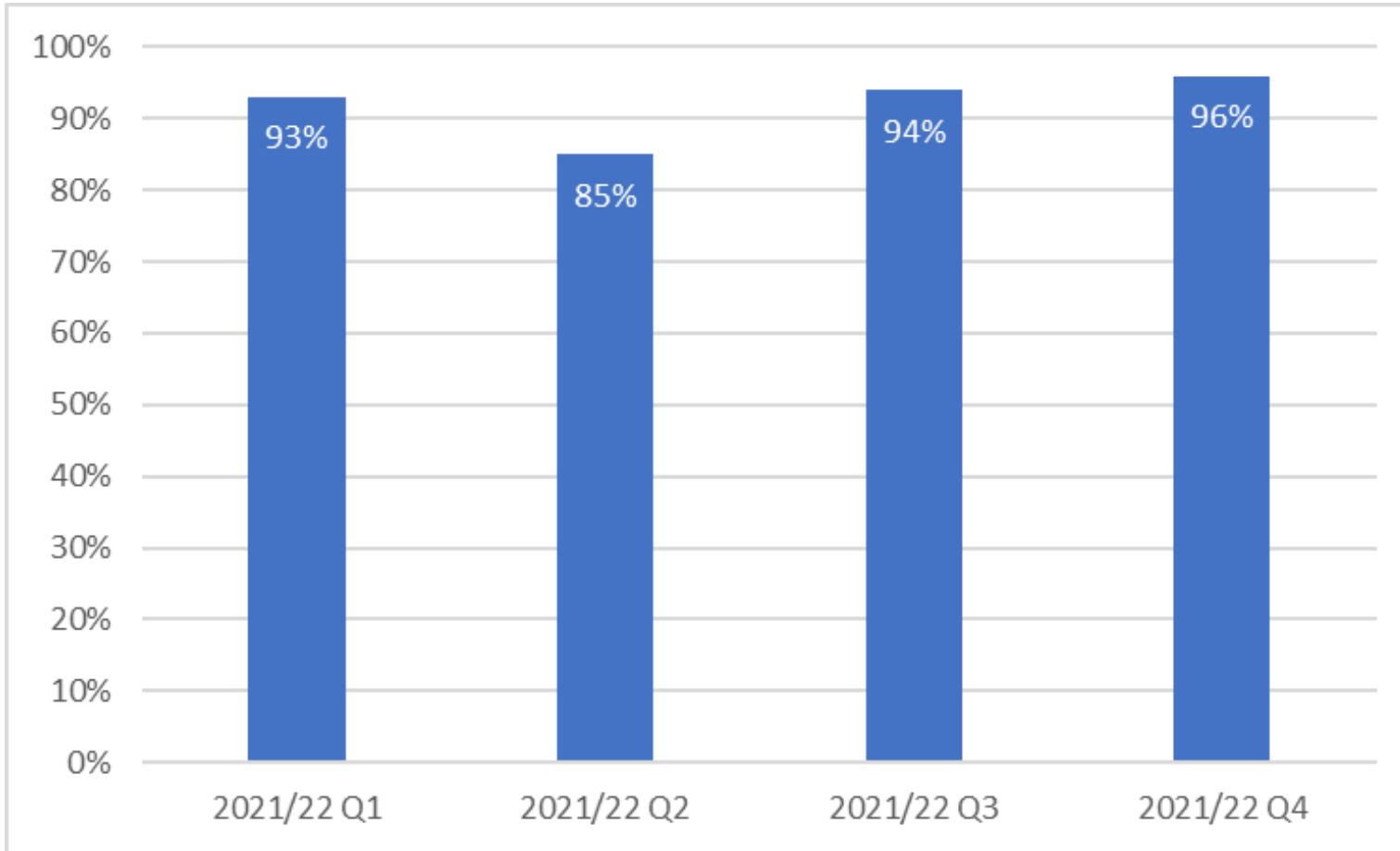


Days lost due to Absence Reason - Short Term



92%

Average RTWs
Completed 21/22





Number of visits to Employee Assistance Programme 21/22:
73 Calls / 163 visits to online portal

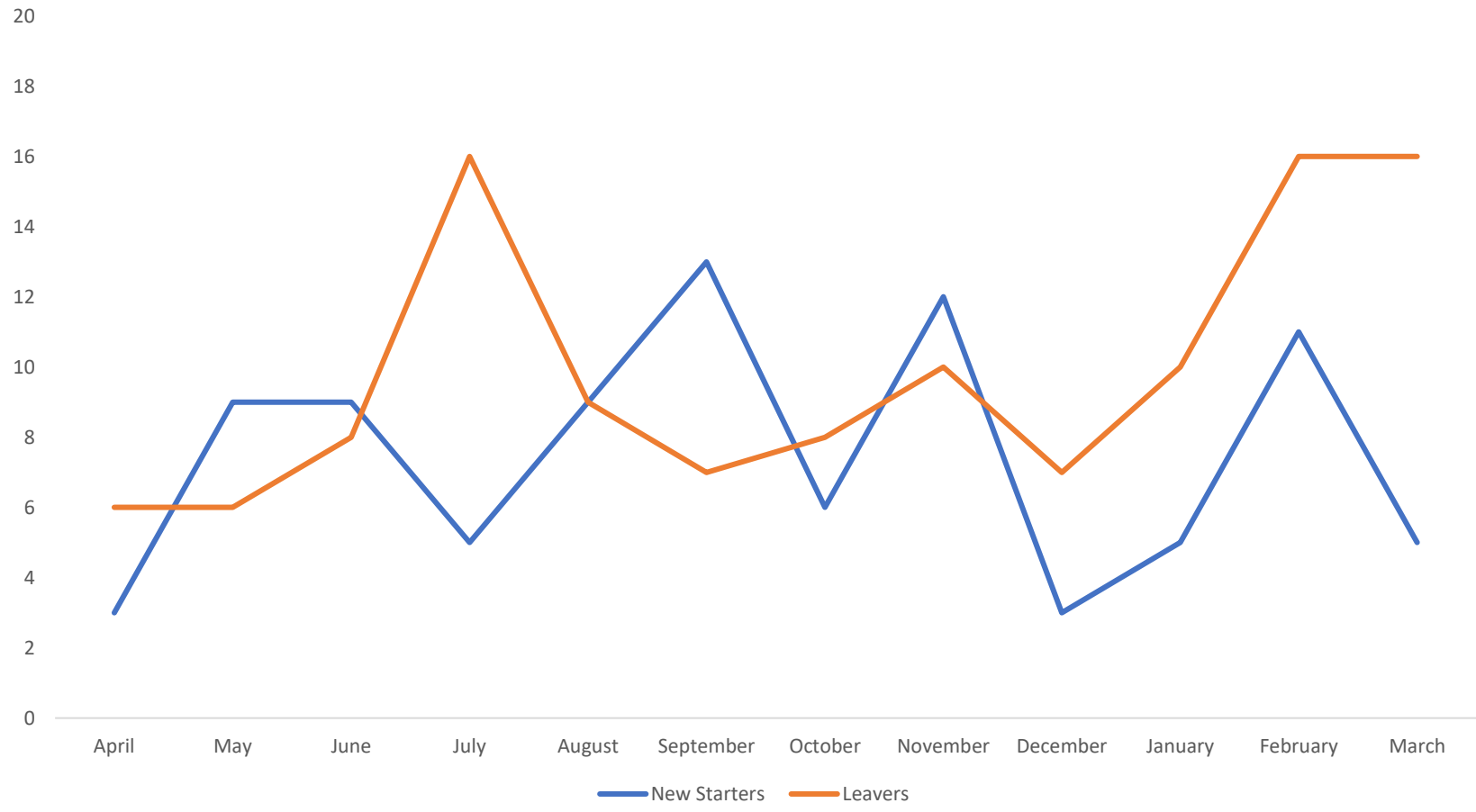


Number of visits to Mental Health First Aiders for 2021/2022:
83 (whole financial year)

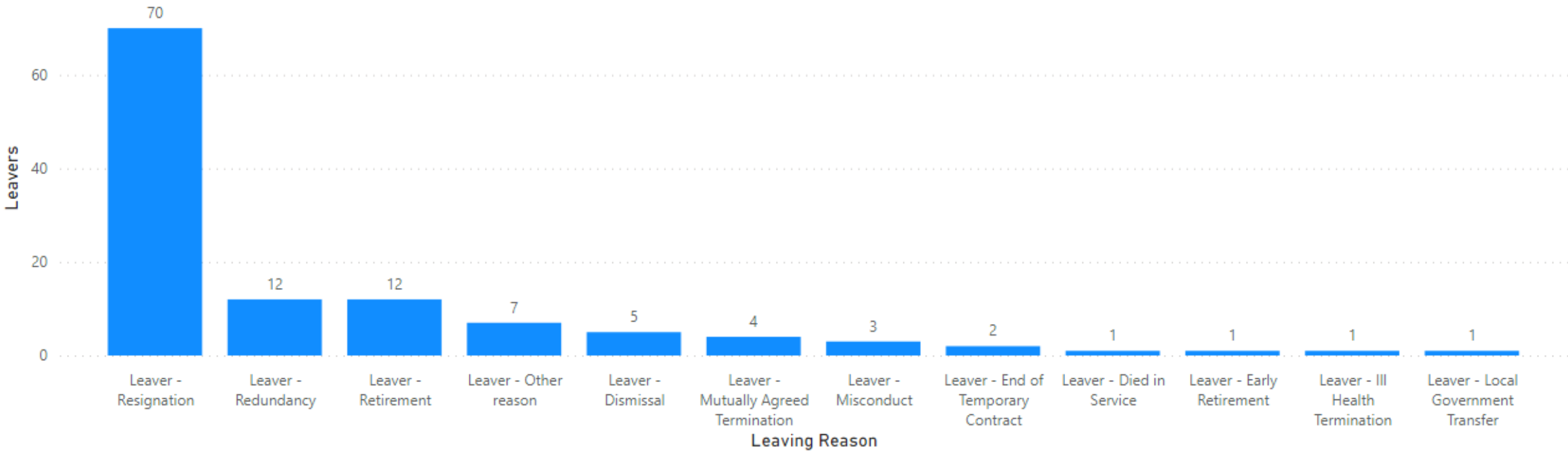
NEW STARTERS & LEAVERS DATA

90
New Starters
21/22

119
Leavers
21/22

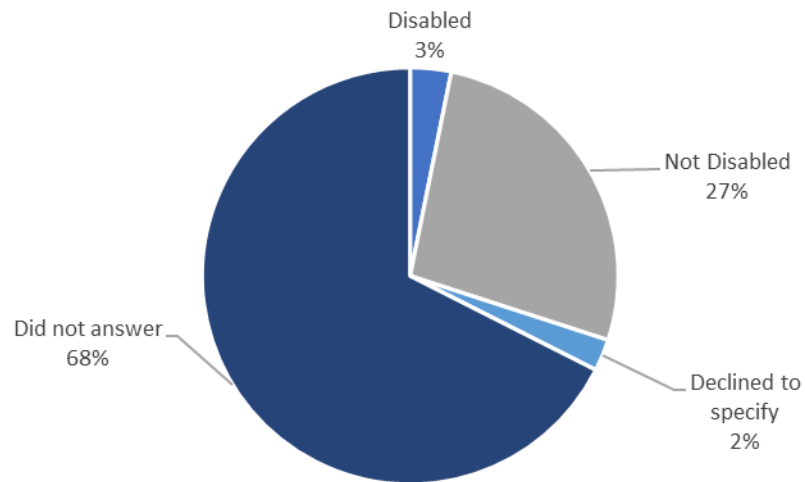


Reasons for Leaving

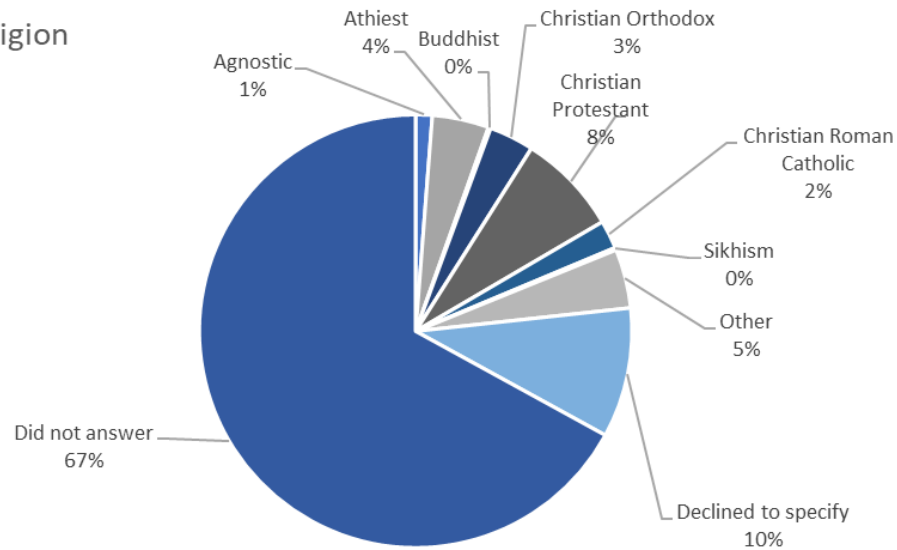


EQUALITY, DIVERSITY & INCLUSION DATA

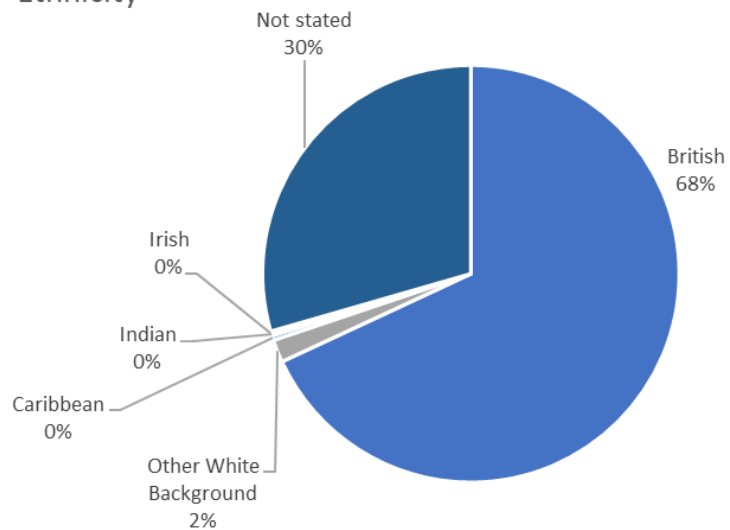
Disability



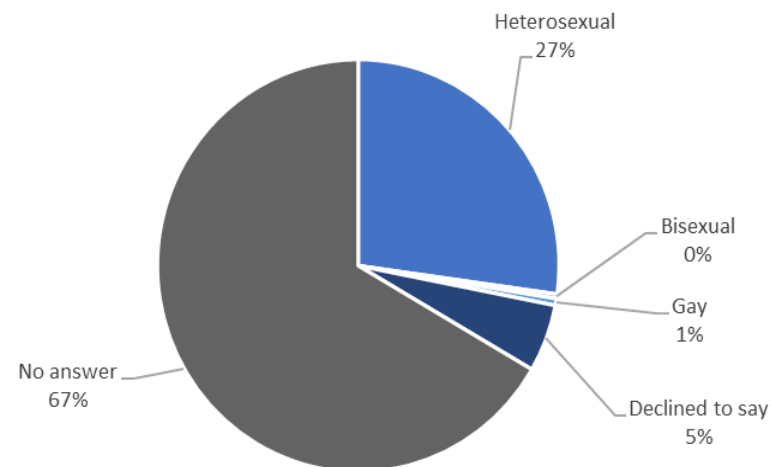
Religion



Ethnicity



Sexual Orientation



PERFORMANCE MANAGEMENT DATA

Disciplinaries

Q3



Disciplinaries

4



Investigations

2



Final Written Warning

1



Dismissal

1

Q4



Disciplinaries

12



Investigations

11



No Action

3



Written Warning

1



Final Written Warning

2



Dismissal

6

Grievances



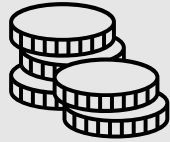
1

LEARNING & DEVELOPMENT DATA

Learning and Development



497
Employees
attended
events



£94,963
+ £34,845
HRA training



112
Learning
Events

Leadership

Corporate Training

Service Specific

Customer Experience

Data Protection

HR

First Time Management Training

Procurement

Apprenticeships



14



2021/22

4



2021/22

9