

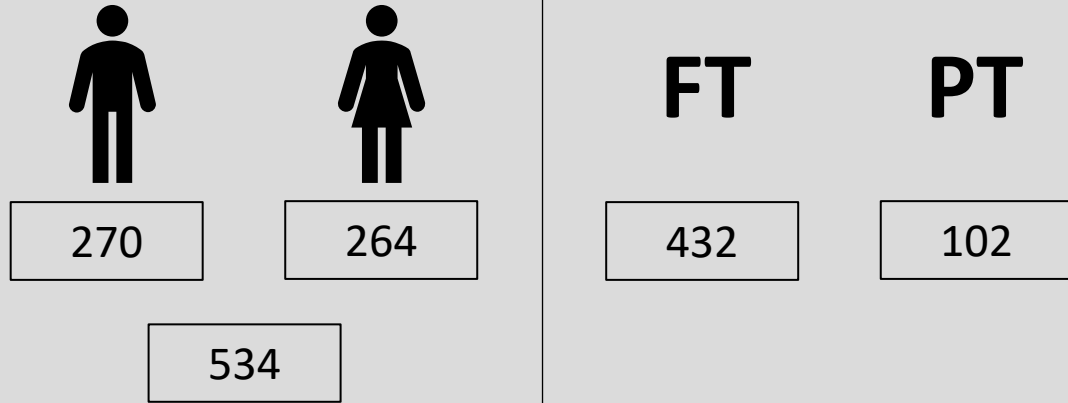
HR Data Employment Committee



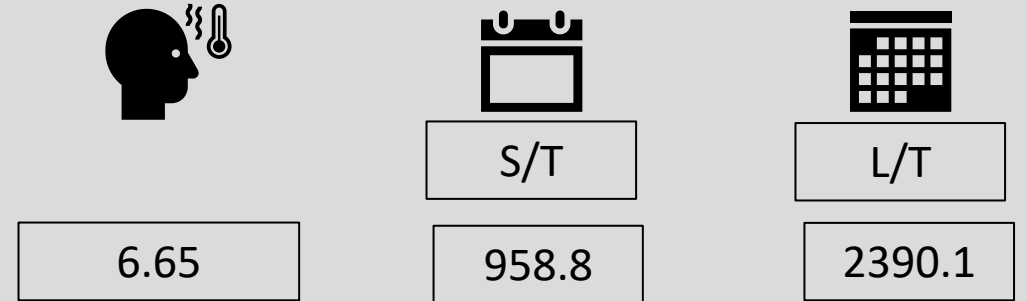
SOUTH
KESTEVEN
DISTRICT
COUNCIL

Summary of Data for Q1 & Q2 22/23

Establishment (as of 30 September)



Absence



Performance Management

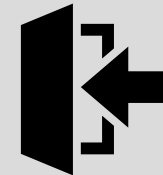
**Number of
Disciplinarys**

8

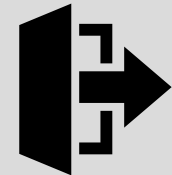
**Number of
Grievances**

0

New Starters & Leavers



40



64

ESTABLISHMENT DATA



534

Headcount
(End Q2)

496.60

Full Time
Equivalent
Q1 & Q2

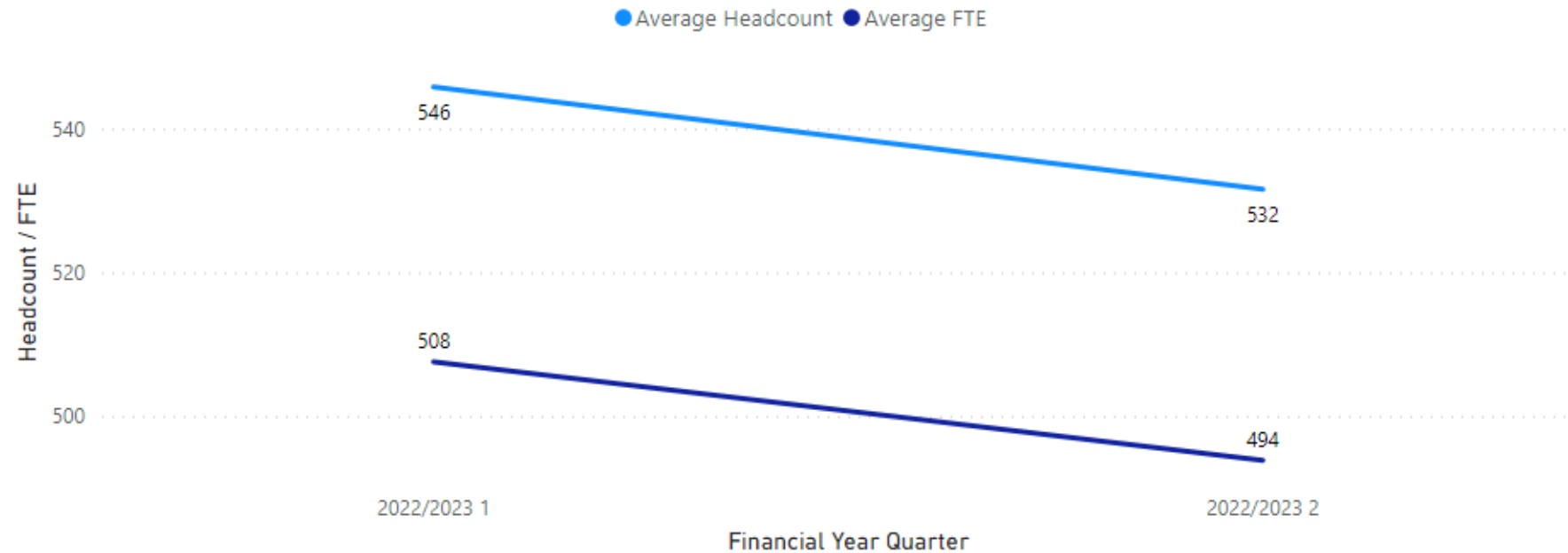
558

Headcount
(end of 21/22)

510.95

Full Time
Equivalent
(End of 21/22)

Average Employee Headcount and FTE Across The Organisation



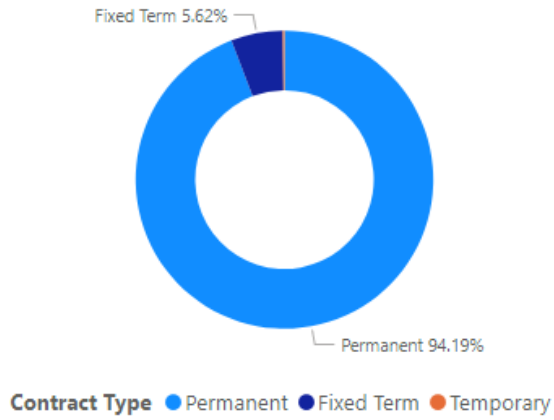
Agency



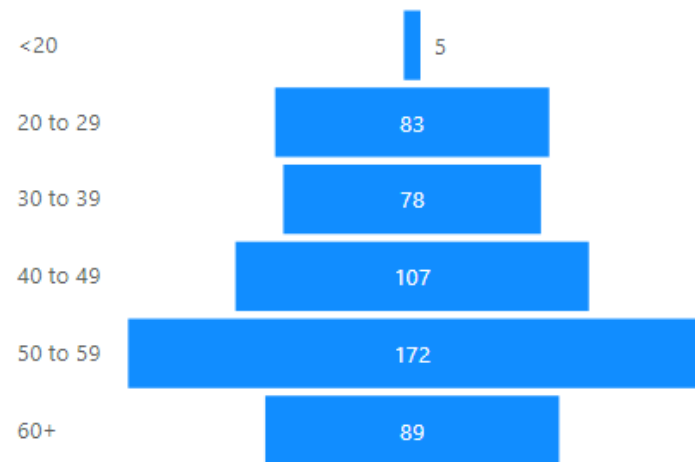
12
Q1/Q2



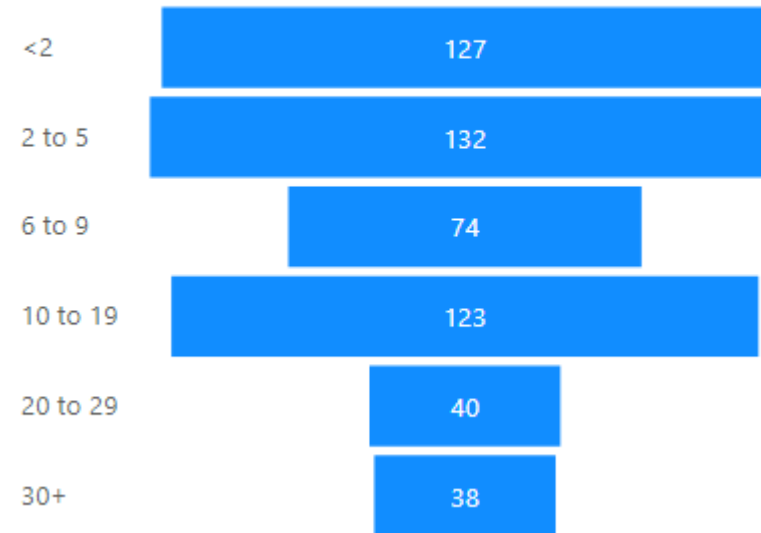
Headcount by Contract



Current Employee Age Range



Headcount by Service Time (Years)



NEW STARTERS & LEAVERS DATA

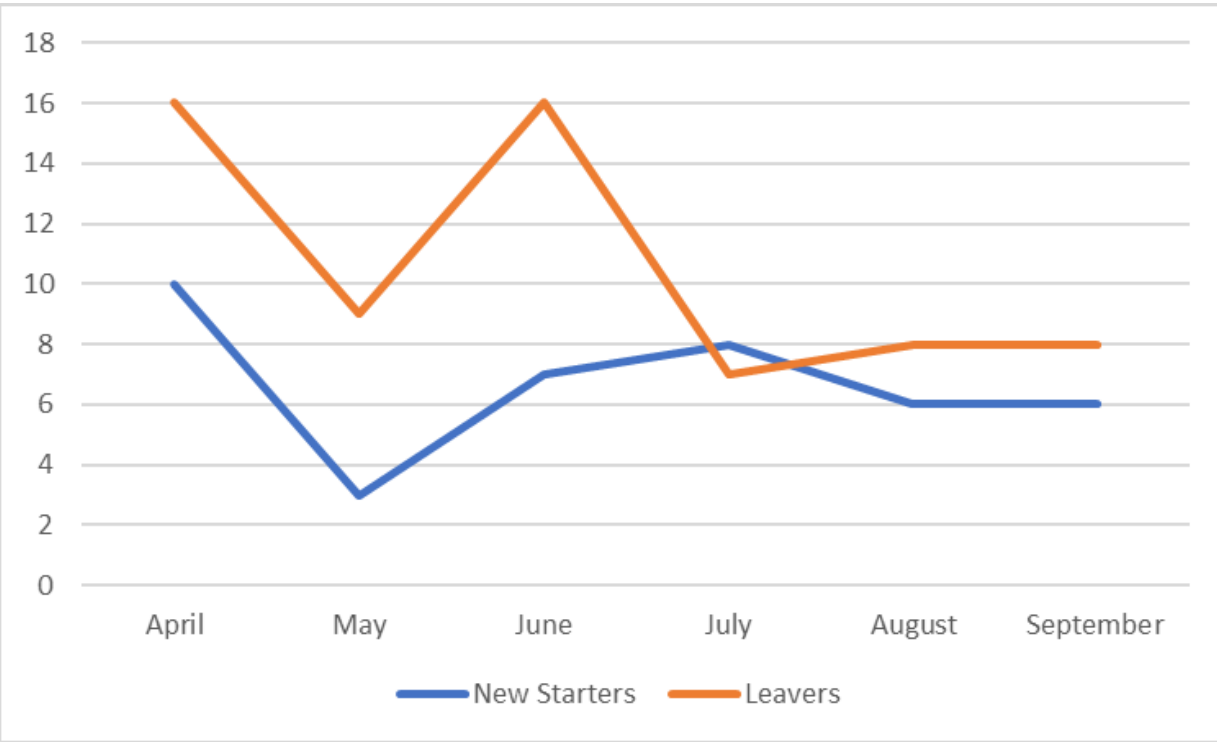


Number Of Leavers



12.2%

Labour Turnover
Q1 & Q2



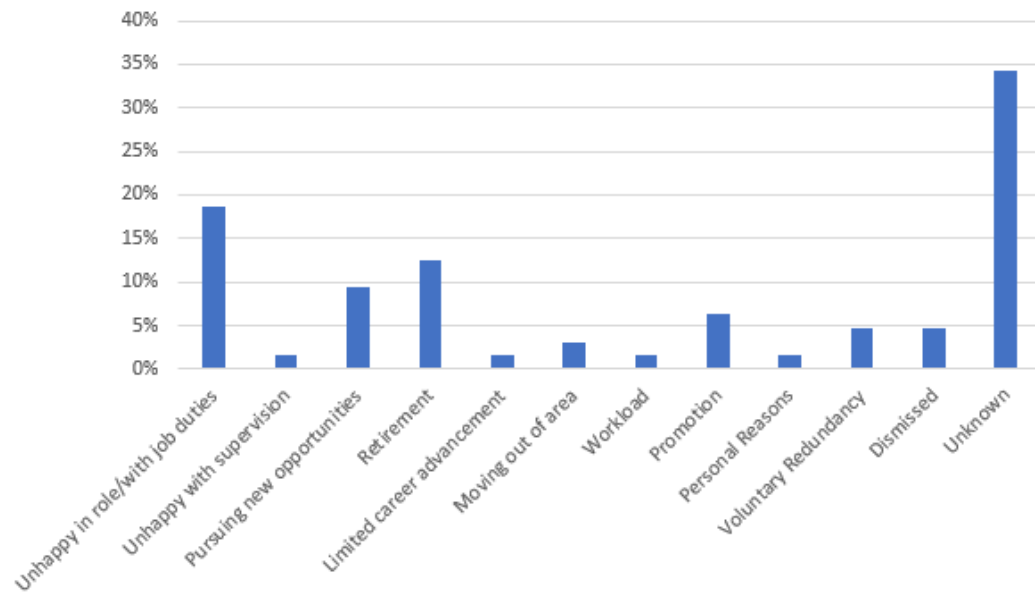
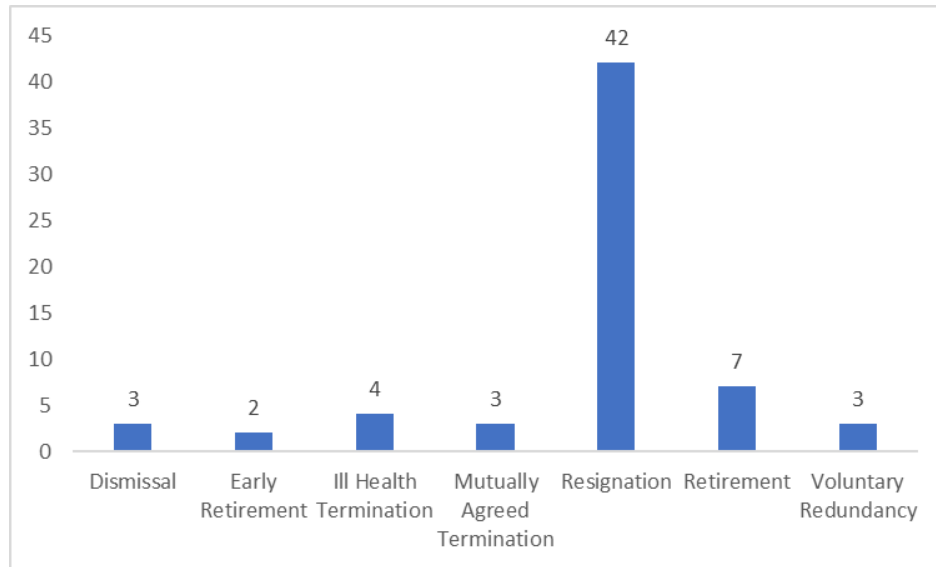
40

New Starters
Q1/Q2

64

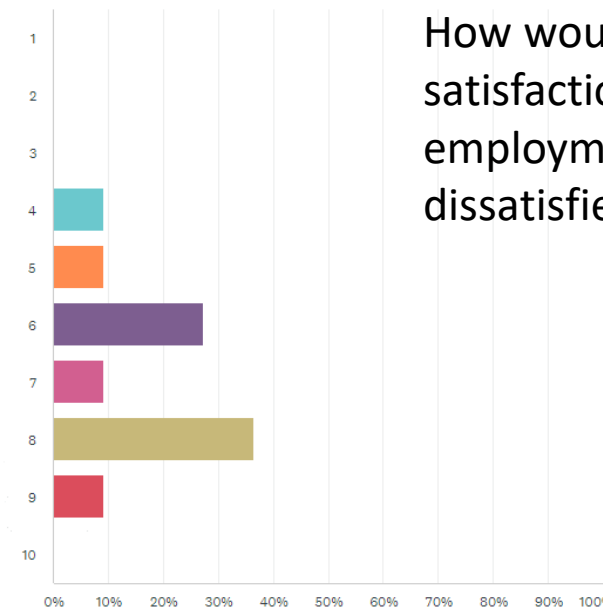
Leavers
Q1/Q2

Reasons for leaving



82% of leavers said they would work for SKDC again in future

82% said they would recommend working here.



How would you rate your level of satisfaction with your employment here? (1 very dissatisfied, 10 very satisfied).

ABSENCE DATA



958.8

Q1 & Q2 total short term sickness

2390.1

Q1 & Q2 total long term sickness

6.65

Q1 & Q2 Average Sickness per FTE

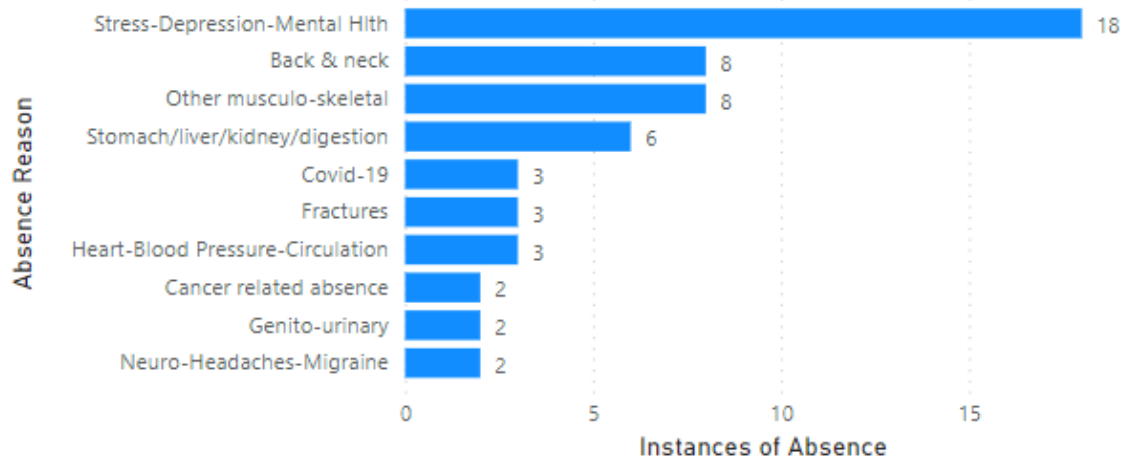
Average sickness per FTE for Lincolnshire Councils – 4.4

FTE Equivalent Days Lost

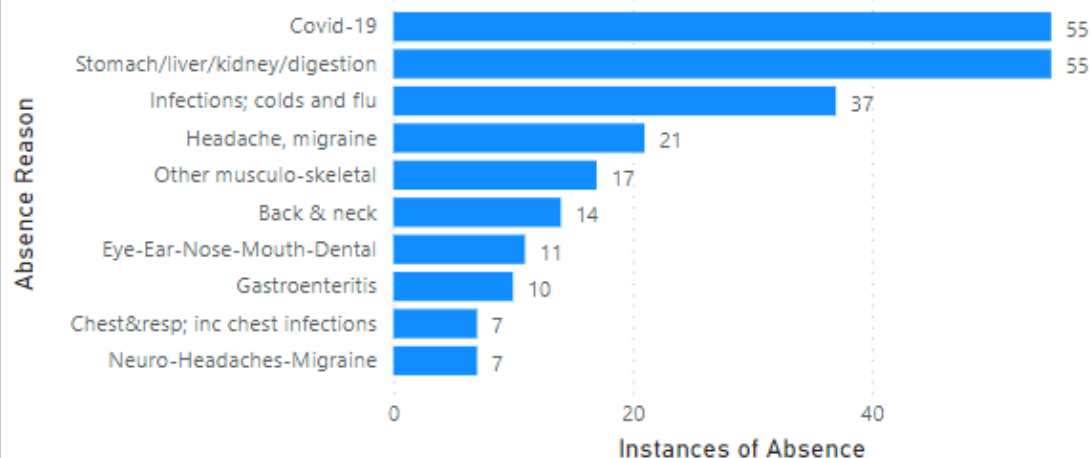
LT or ST ● Long Term ● Short Term



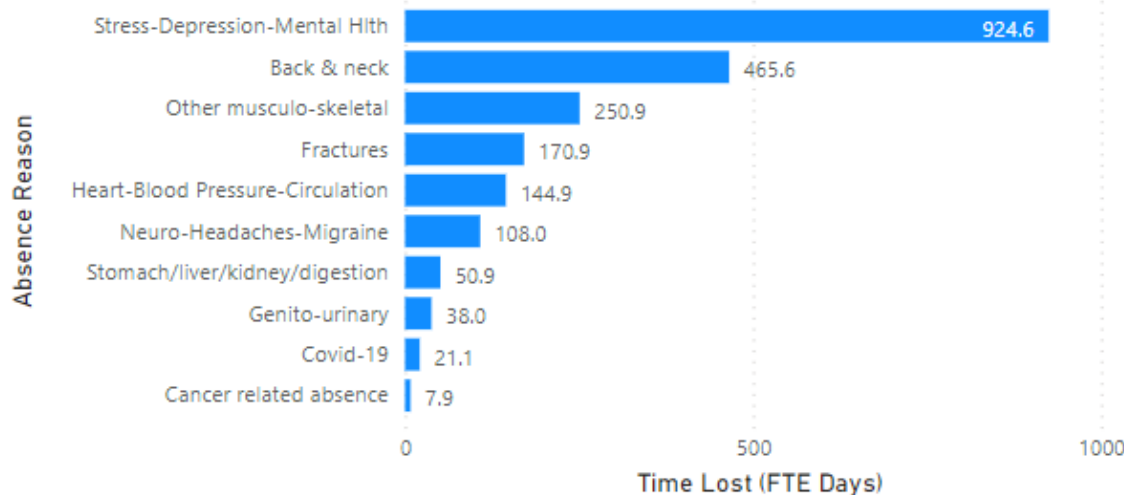
Top 10 Absence Reasons (Long Term)



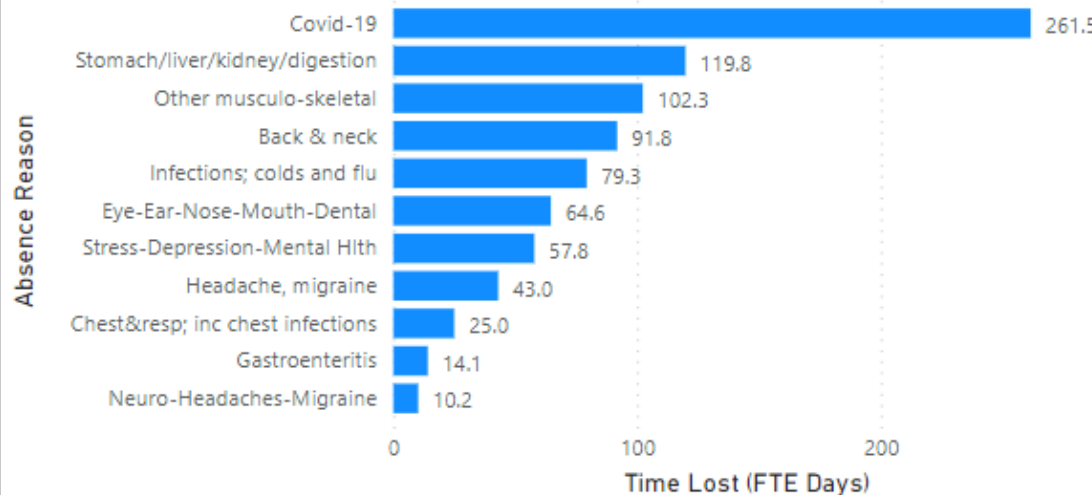
Top 10 Absence Reasons (Short Term)



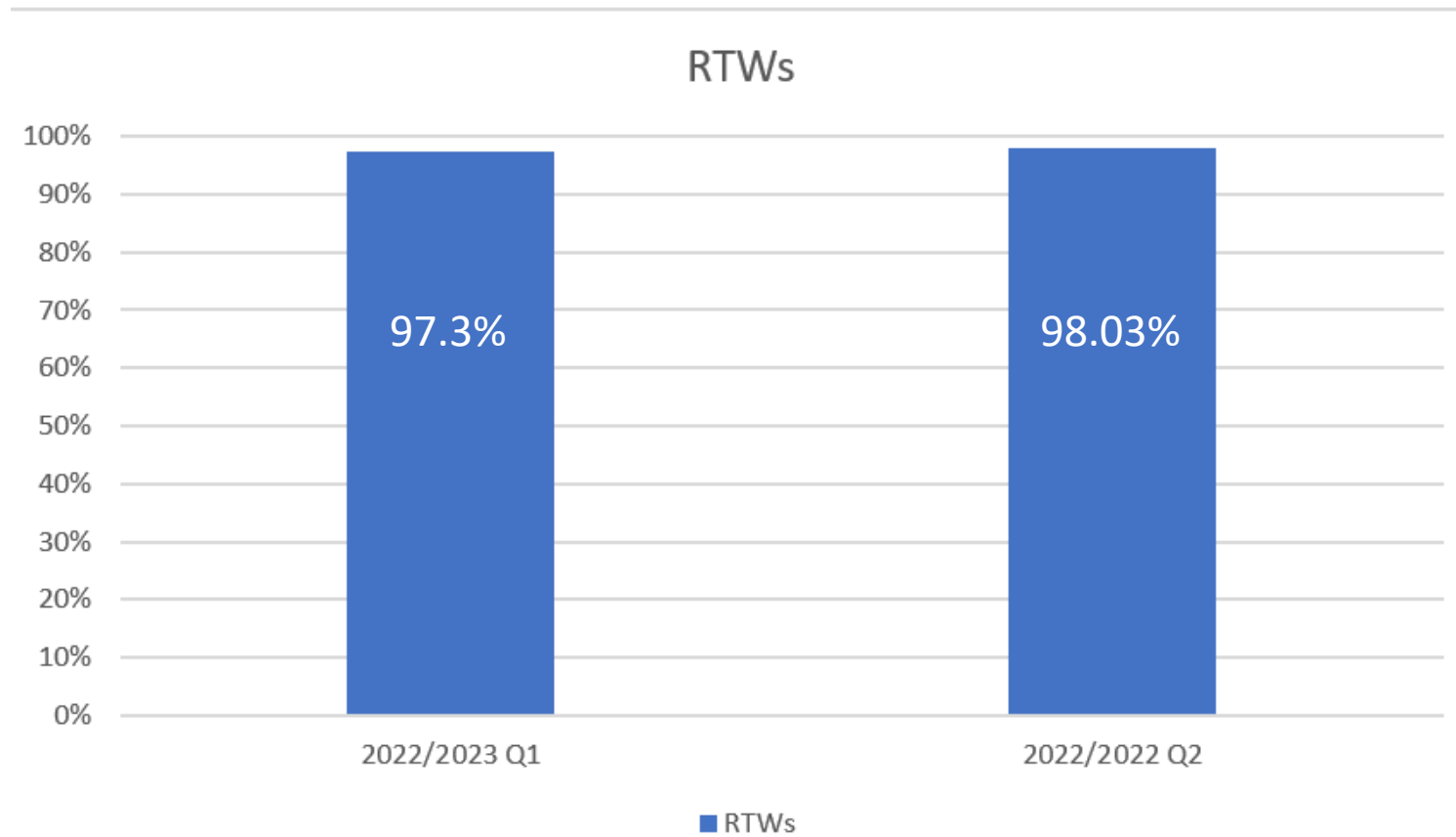
Top 10 Absence Reasons (Long Term)



Top 10 Absence Reasons (Short Term)



Return to work meetings





Number of visits to Employee Assistance Programme Q1/Q2:
42 Calls



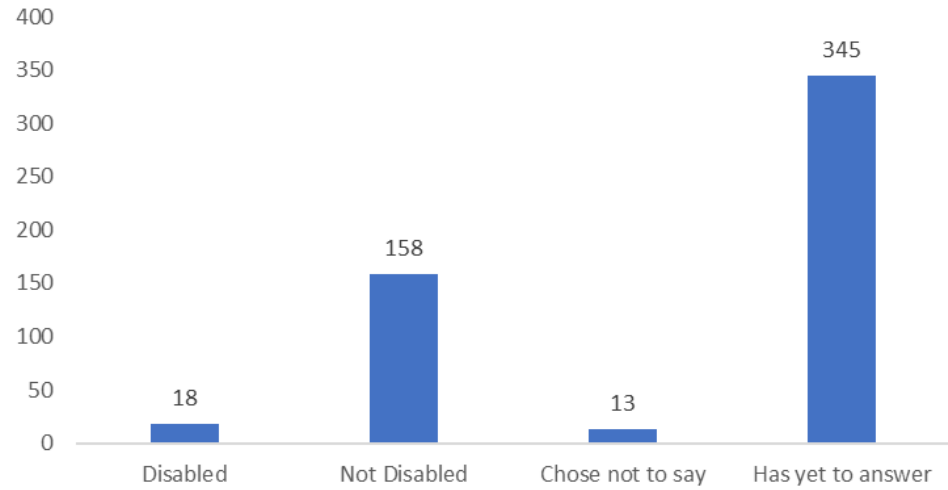
Number of visits to Mental Health First Aiders for Q1/Q2:
60



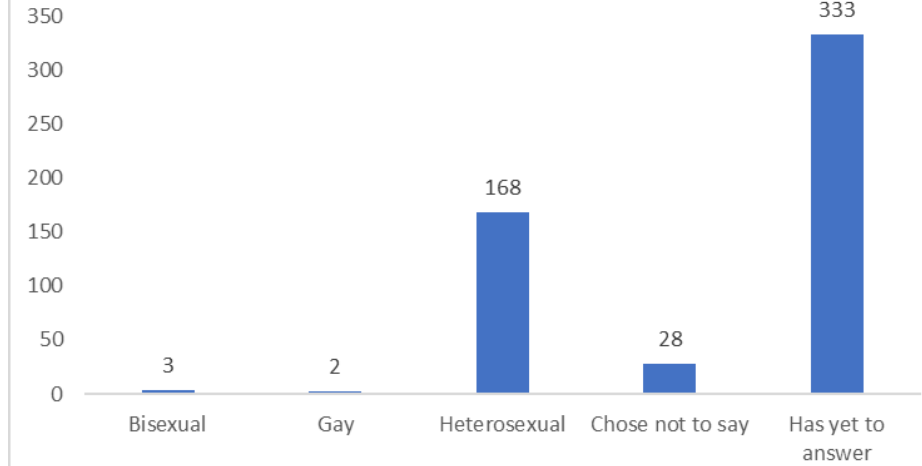
EQUALITY, DIVERSITY & INCLUSION DATA



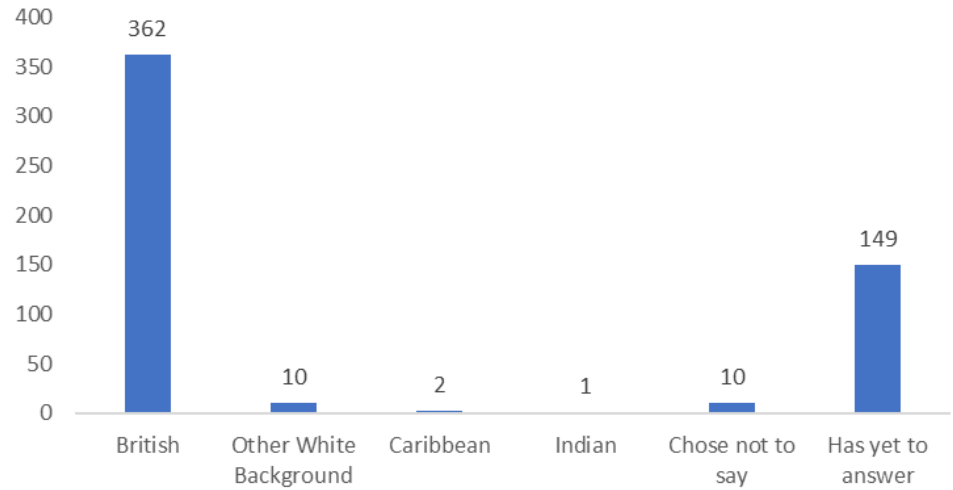
Disability



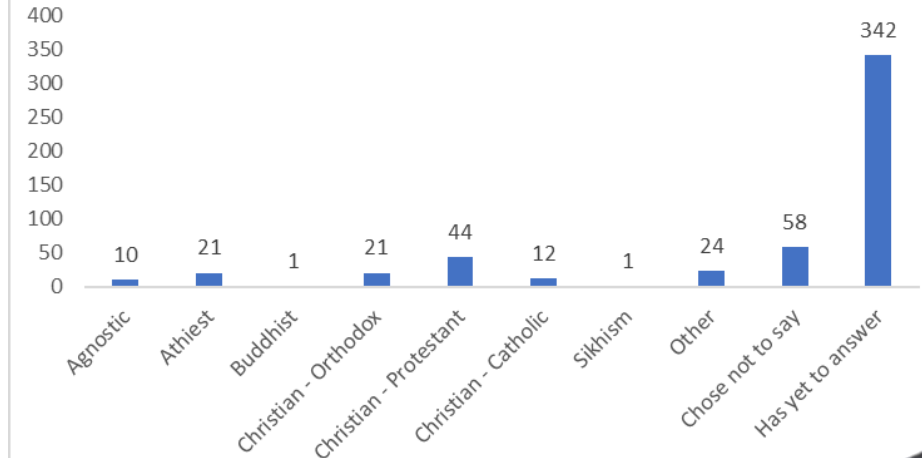
Sexual Orientation



Ethnicity



Religion



EMPLOYEE RELATIONS CASE DATA



Disciplinaries

Q1



Disciplinaries

4



No Action

1



Final Written Warning

2



Resignation

1

Q2



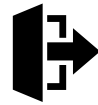
Disciplinaries

4



In progress

2



Dismissal

1



Resignation

1

Grievances



0



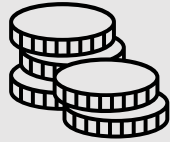
LEARNING & DEVELOPMENT DATA



Learning and Development Q1 & Q2



305
training
places for
employees



£44,122.05
across all
budgets



40
Learning
Events

Leadership

Corporate Training

Service Specific

Customer Experience

Data Protection

HR

First Time Management Training

Procurement

Apprenticeships Q1 & Q2



14



Q1 & Q2

6



Q1 & Q2

3

