



Wednesday 13th November

Report of Councillor Ashley Baxter,
Leader of the Council and Cabinet
Member for Finance, HR and Economic
Development

HR Dashboard and People Plan

Report Author

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Purpose of Report

To present HR metrics for the half year period from April 2024 to September 2024.

Recommendation

The Employment Committee notes the information provided in the HR dashboard for the 6-month period.

Decision Information

Does the report contain any exempt or confidential information not for publication? No

What are the relevant corporate priorities? Effective council

Which wards are impacted? All Wards

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

1.1 The staffing budget remains the most significant annual cost incurred by the Council. It is important the Council actively reviews and understands the workforce composition, operation, development and performance to ensure it remains motivated, focused and skilled to support the delivery of the Council's Corporate Plan ambitions.

Completed by Paul Sutton (Head of Finance and Deputy S151 Officer)

Legal and Governance

1.2 There are no specific legal implications arising from this report.

Completed by: Graham Watts (Monitoring Officer)

2. Background to the Report

2.1 Appendix A contains a presentation that provides an update on South Kesteven District Council's people metrics for the half-year period from April to September 2024.

2.2 The dashboard covers the following themes from the People Strategy and narrative for each is outlined below:

- Recruitment and Workforce Planning
- Engagement
- Reward and Recognition
- Development
- Equality, Diversity and Inclusion
- Wellbeing

2.3 Recruitment and Workforce Planning:

- The establishment is 570 (305 males and 265 females). During the first half of the year, the Council had 33 new starters and 53 leavers.
- More than half (55%) of our workforce have been working for SKDC for less than 5 years.
- The total combined service of Officers at the Council is 4904 years.

2.4 Reward and Recognition

- The Council's recognition strategy includes long service awards, employee awards and #TeamSK Thank You which has received over 1000 nominations since the scheme began.
- The pay award for 2024/25 was paid in July 2024 (backdated to 1st April 24) and amounted to between 2.5% and 5.8% for all employees.
- A staff awards evening was held on 9th May 2024. More than 200 nominations for the awards were received prior to the event and 13 awards given on the evening.

2.5 Engagement

- Employee engagement levels were measured in our survey earlier this year and demonstrated an increase across the Council.
- Feedback sessions have been taking place across all teams to discuss the survey results and understand what actions colleagues would like to see happen in response to the survey.

2.6 Equality, Diversity and Inclusion

- A focus on being an inclusive place to work in 2024 has included launching a Carer's network, celebrating Black History Month, holding Menopause Cafes and raising awareness of hidden disabilities.
- Nearly 70% of our workforce are aged over 40, with the largest numbers in the age range of 50-59. In Q2 of 2024, South Kesteven became an accredited 'Age-Friendly Employer'.
- The Council does not have a gender pay gap, as reported to the Employment Committee in March 2024. Women earn £1 for every £1 men earn when comparing median hourly pay.

2.7 Development

- There were 462 places filled in learning events during the first half of this year.
- 99% of appraisals have been completed and the outputs have been built into the Workforce Development Plan.
- We have 23 colleagues on apprenticeship programmes in topics ranging from Senior Leadership and Joinery to Facilities Management and IT.
- Developing opportunities since April 2024 has included mentoring, internal work experience, coaching, IT and interview/CV writing skills specifically aimed at Operatives and various bitesize learning sessions.

2.8 Wellbeing

- Sick absence has seen a reduction year-on-year with an average 4.7 days lost per FTE compared to 5.05 for the same period last year.
- The top reasons for absence (days lost) remain as stress and mental health related illness, back and neck and other musculoskeletal issues.
- Sick absence increased in July and August compared to 2023 due to an increase in Covid related absences.

- The Council's wellbeing programme has continued to offer a diverse agenda including this year, including launching a 'learning new skills' programme, a football tournament and many other activities to raise awareness, upskill and support.

3. Consultation

- 3.1 Discussions on the HR metrics in the HR Dashboard take place with the Trade Unions.

4. Appendices

- 4.1 Appendix 1 – HR Dashboard