

HR Dashboard

Employment Committee

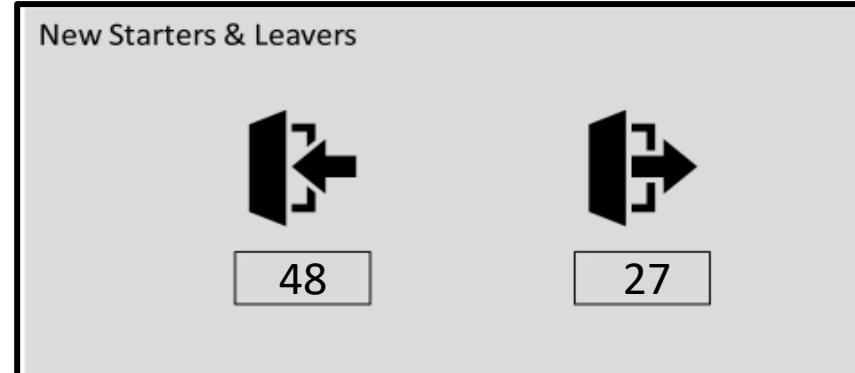
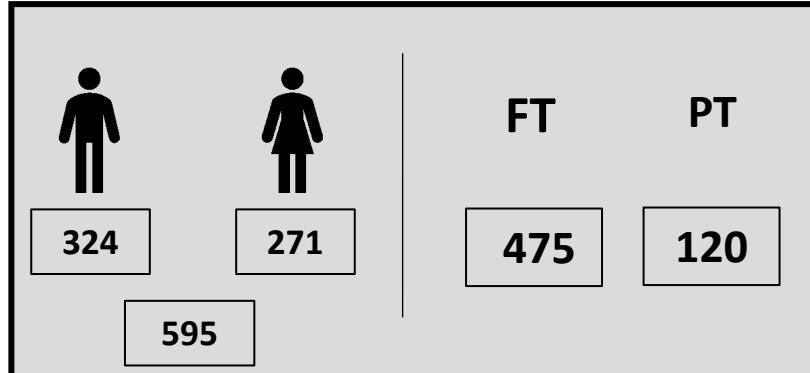
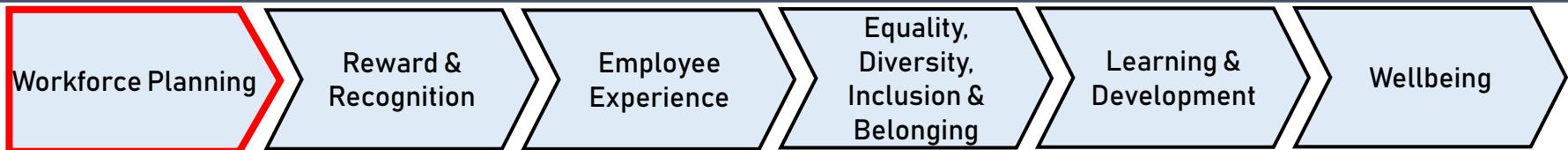
2025-26 Year to Date



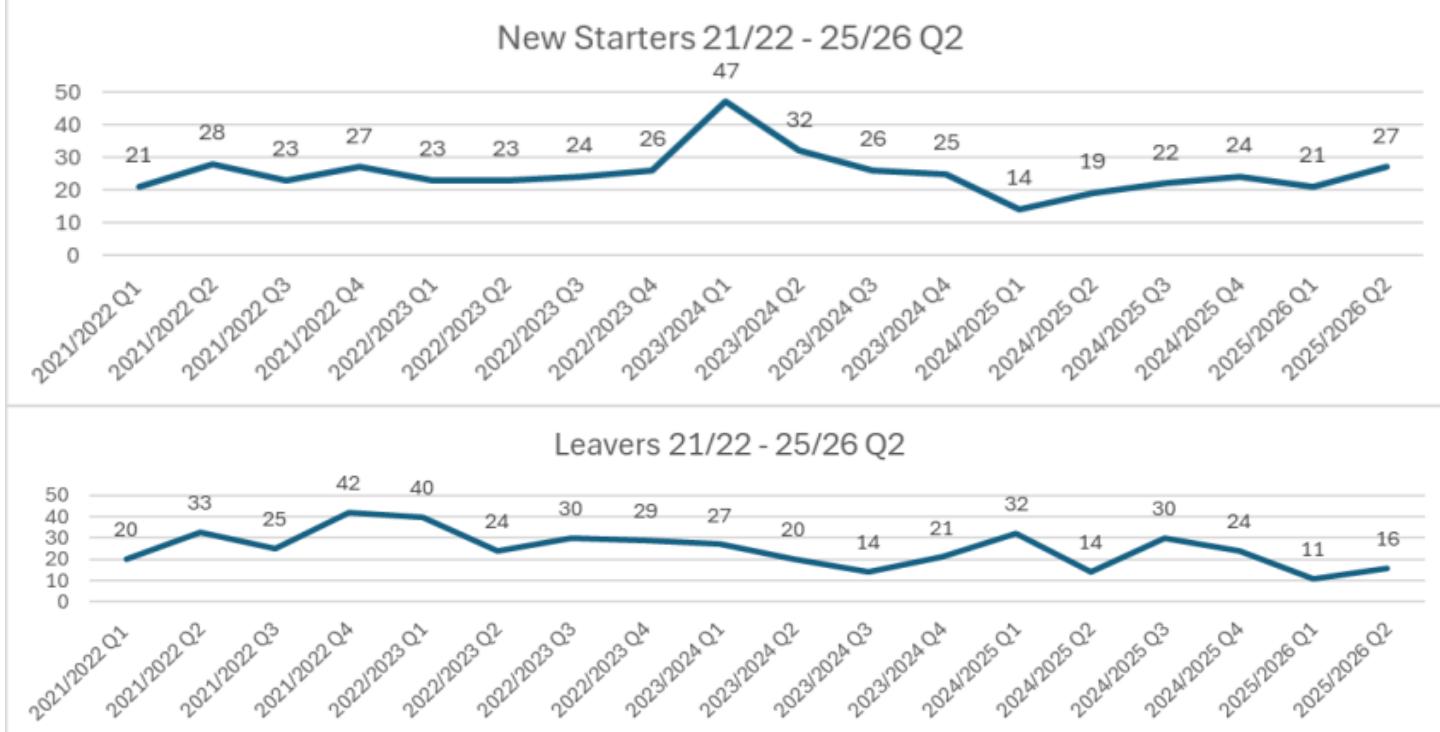
Introduction

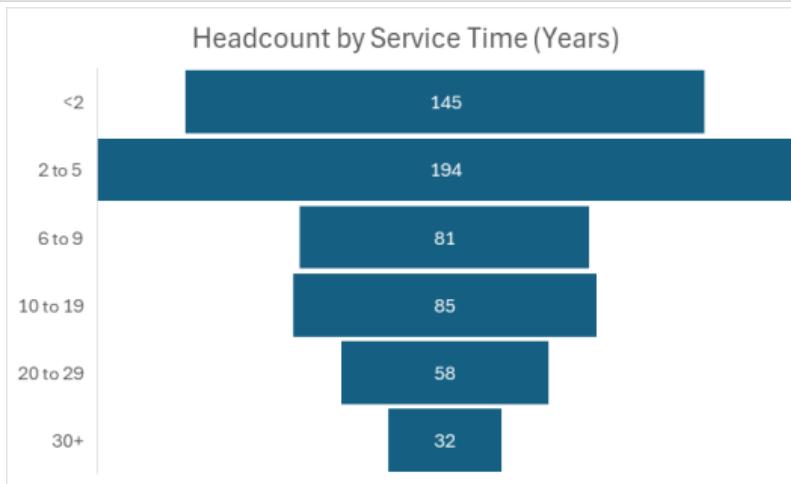
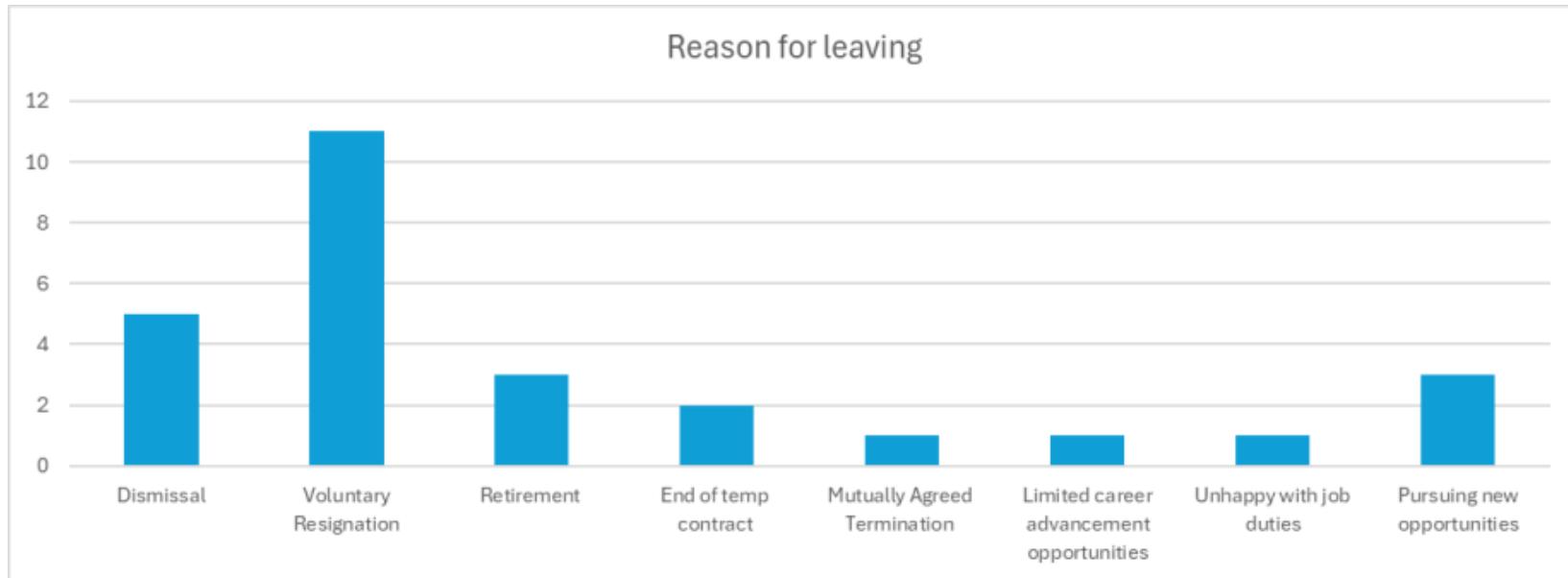
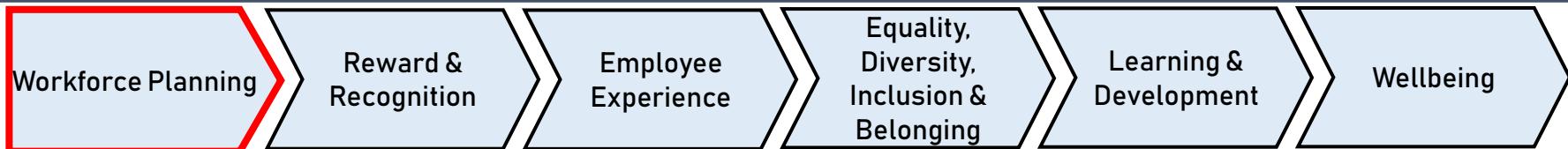
This presentation will discuss each strand, related HR metrics, and activities against each that took place from April to September 2025.





Starters and Leavers





Activity

- 5 team restructures
- Exit interviews with HR offered for all leavers to get feedback, insights and trends, and this is shared with Senior Leadership.
- Recruitment upskilling regularly offered to all Hiring Managers. Currently delivering Recruitment Bitesize sessions



Workforce Planning

Reward & Recognition

Employee Experience

Equality,
Diversity,
Inclusion &
Belonging

Learning &
Development

Wellbeing

Our #TeamSK Recognition Strategy includes:

Awards Evening – June 2025



Over 235 nominations for staff awards and 19 awards won during a fabulous event with over 100 employees present



Pay Award

There was a 3.2% pay award delivered to all members of staff in August (backdated to April 2025)



#TeamSK Thank You

#TeamSK Thank You, over 165 nominations so far since April 25 thanking colleagues for their hard work, achievements and support

Extra Leave

5 extra days annual leave after 5 years continuous service

Long Service

There were 21 long service awards being given this financial year, celebrating 10, 20, 30 and 40 years at the Council



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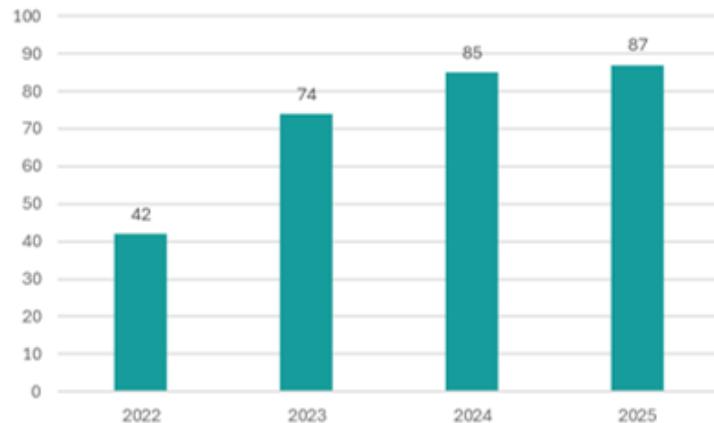
Learning &
Development

Wellbeing

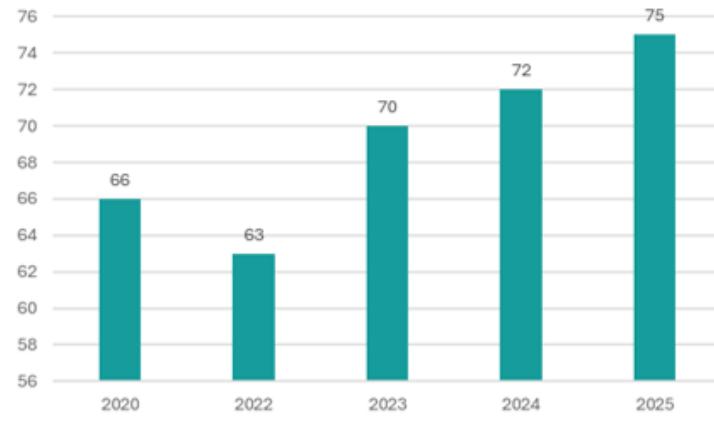
2025 Engagement Survey Results



RESPONSE RATE



ENGAGEMENT INDEX



SOUTH
KESTEVEN
DISTRICT
COUNCIL

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GREAT BRITISH
WORKPLACE
WELLBEING
AWARDS

2025 WINNER

**Excellence in Employee
Engagement**

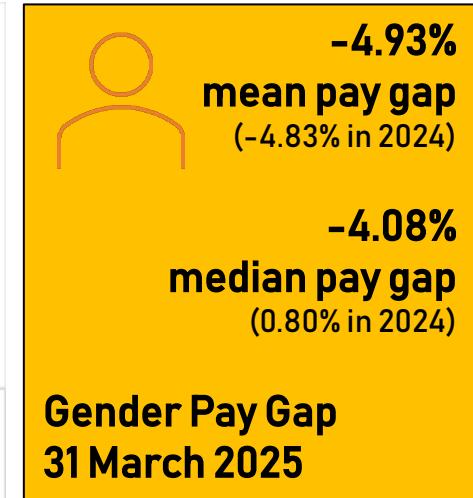
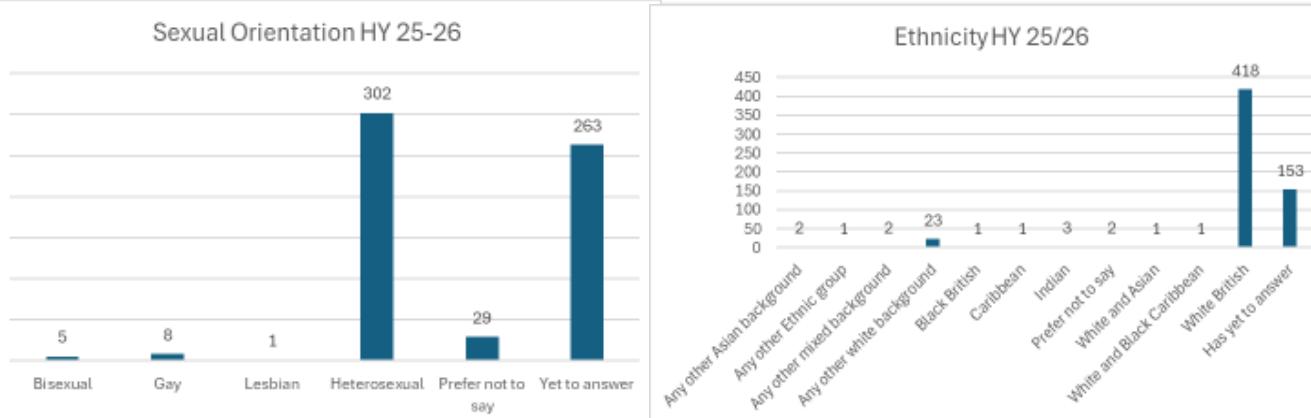
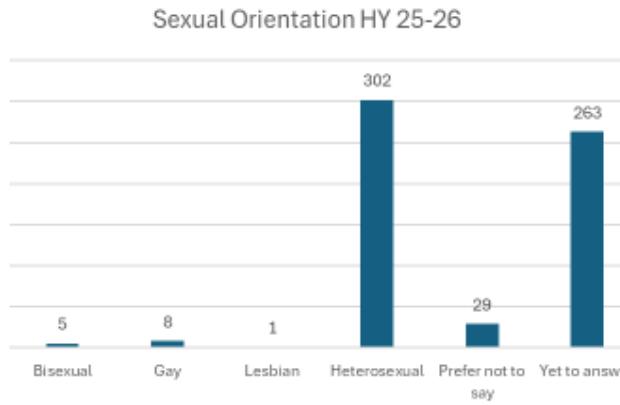
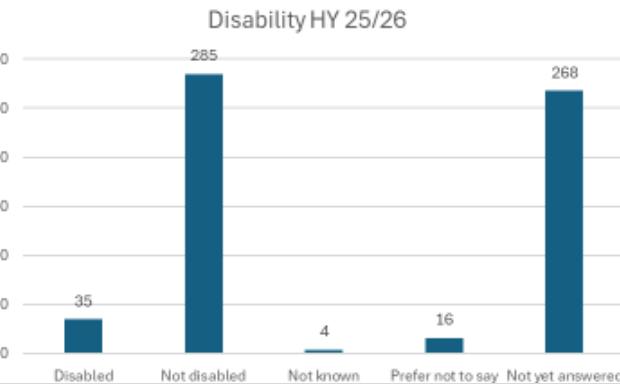


SOUTH
KESTEVEN
DISTRICT
COUNCIL

**SOUTH KESTEVEN
DISTRICT COUNCIL**



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Activity

- EDI focus how we reflect the community and ensure an inclusive internal environment.
- Focus on being an inclusive place to work including the holding the Menopause Café and launching a Carer's network, celebrating Black History Month and raising awareness of hidden disabilities.
- Blind recruitment implemented



Workforce Planning

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Apprentices



2

43

10

- 43 current Apprenticeships
- 2 completed so far during the year
 - 10 started during the year

Most recent network meeting was 16th October 2025 and well attended.

Line Manager Forum



Line Manager Forum supports the development of 50+ managers across the Council.

6 sessions held to date.

Appraisals



100% of appraisals completed for 25/26.

Outputs built into the Workforce Development Plan.

Training



431 Employees attended events



59 Learning Events

- Combination of paid for, free and internal courses.
- Learning Management System providing many online courses.

Bitesize Learning



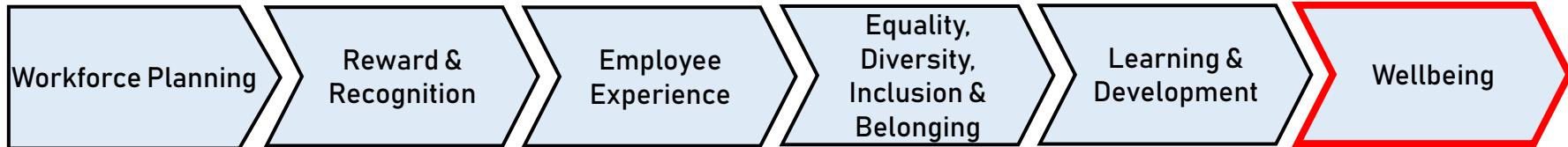
- Training courses sharing knowledge and expertise within the Council delivered during the year with more planned.



Development Drive

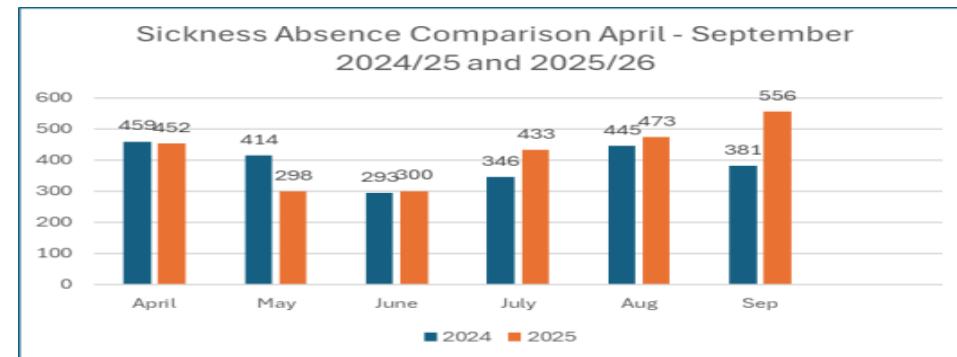
- Focus on holistic development including coaching, mentoring, internal work experience etc.
- Apprenticeship interest has massively increased.



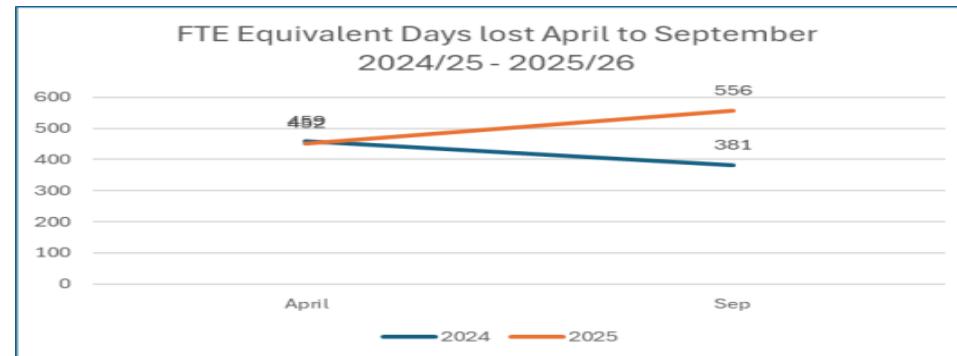


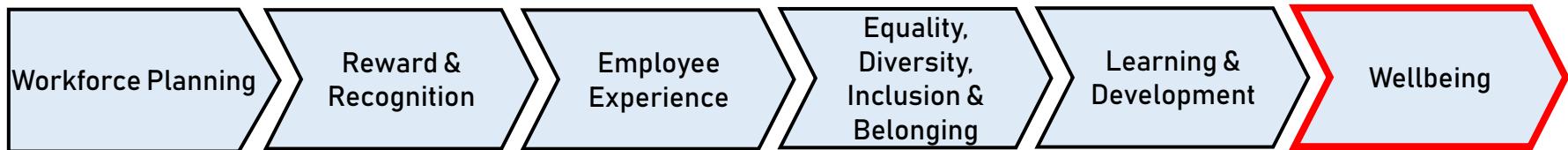
Sick Absence:

1143	1452	4.63
25/26 short term sickness FTE days	25/26 long term sickness FTE	25/26 average sickness per FTE

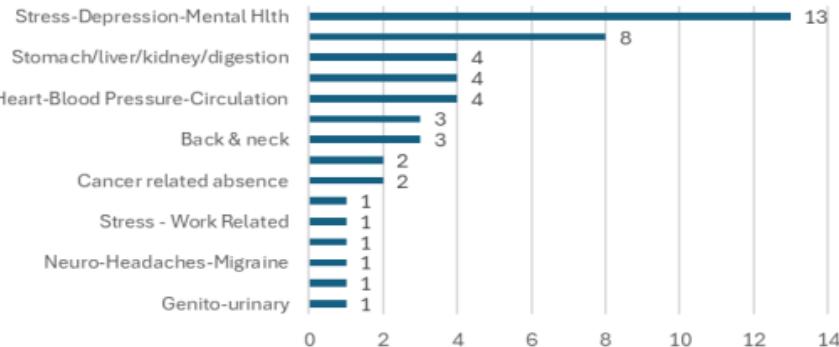


- 4.63 days lost per employee for full year compared to 4.07 days for the same period the previous year.

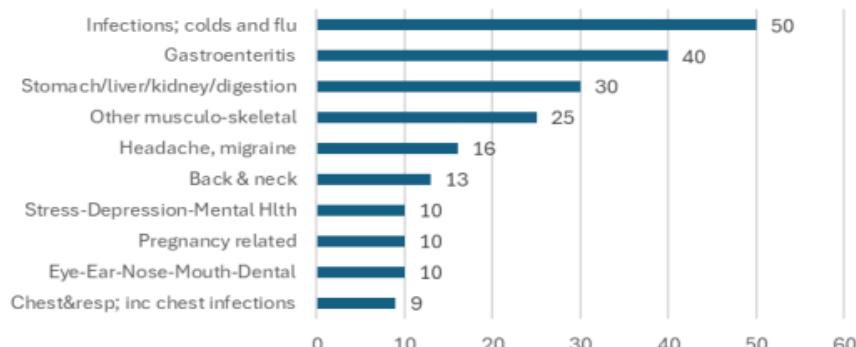




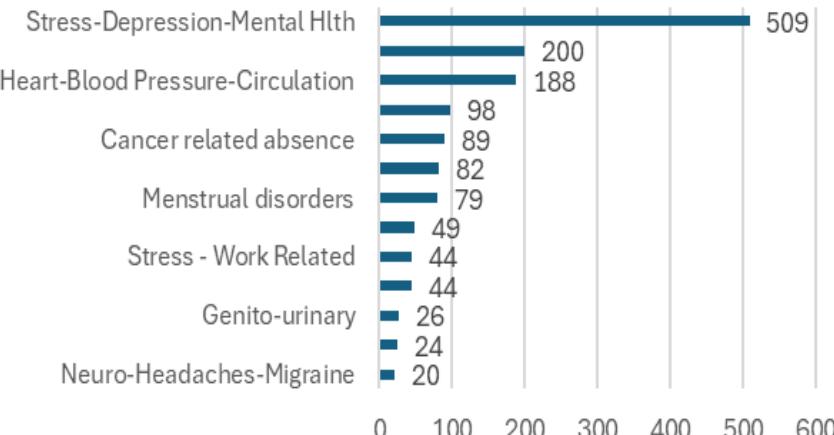
Top 10 Reasons for Absence (number of instances
- Long Term)



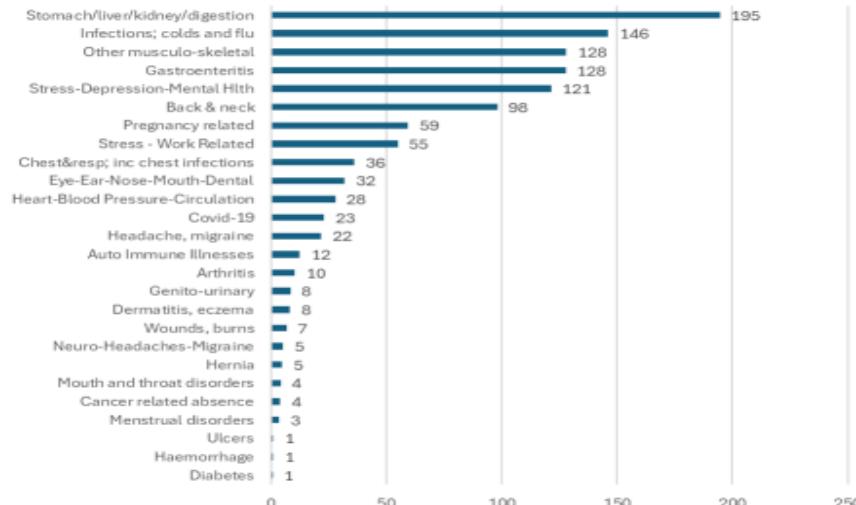
Top 10 Reasons for Absence (number of instances
- Short term)

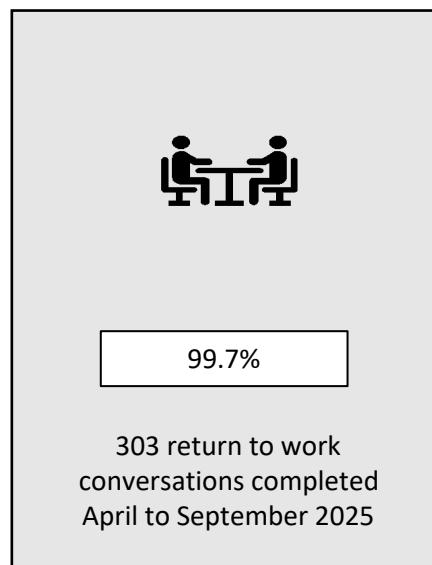
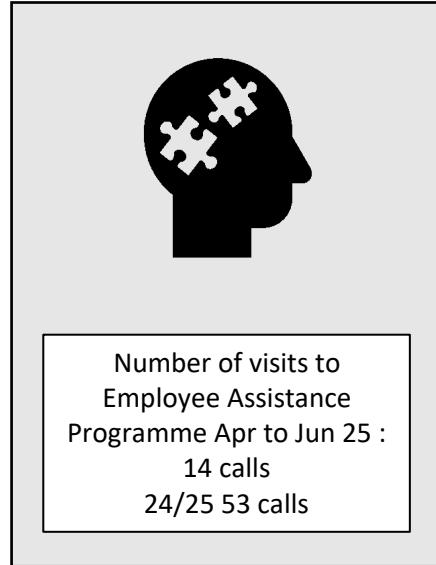
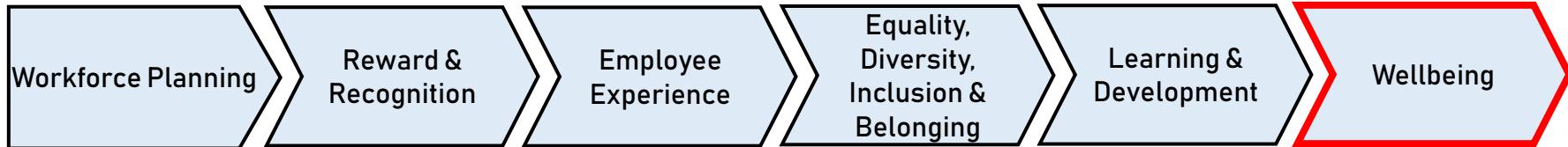


Long Term FTE Days lost



Short Term FTE Days lost





Activity

- HR partnering focuses on departments attendance management.
- Longest sick absence cases have been allocated HR support.
- Bitesize sessions on Attendance Management being delivered by the HR team – both general sessions and targeted for areas with high absence levels, e.g. Waste, Street Scene, Housing Technical Services.





Menopause Friendly

- Menopause Cafe
- Reflexology session
- Nutritionist session
- Free sanitary products in toilets
- Kate Mitchell - Women's Health Specialist Physiotherapist session



Learning New Skills



- Djembe Drumming (May)
- Knitting (May)
- SK Choir (May-June)
- Photography (June)
- Painting (September)

Wellbeing Plan



The Wellbeing Plan was circulated (May) to all staff, showcasing the events coming up, how to get involved and how to suggest new ideas.

In the recent staff survey, the Wellbeing index increased from 68 to 73 and more activities delivered were attended

Carers Forum



- Line Manager information session
- Employee information session
- Carers Passport & guidance
- Carers Guide
- Carers Week event (June)

Physical wellbeing

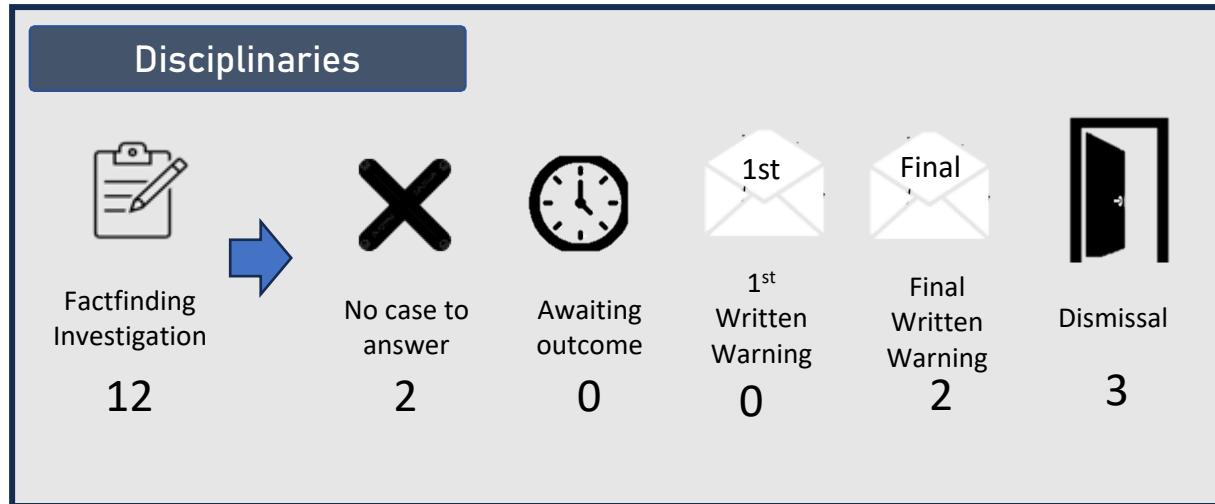
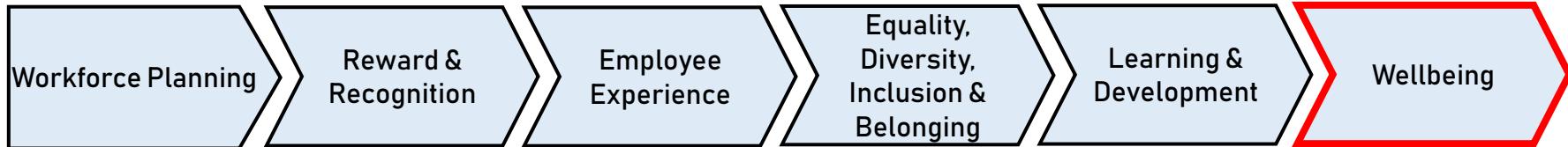


Mental & Social Wellbeing



- Finance Workshops (March/April)
- Stress awareness month (April)
- Sleep Health Workshop (April)
- Easter Egg hunt (April)
- Mental Health Awareness Week (May)
- Working Parents webinars (May)
- TeamSK Staff Awards (June)
- World Mental Health Day (October)





Activity

- Investigations training delivered in October
- All managers invited to disciplinary training to upskill on the new policy and completing investigations.
- 1 resignation.
- 3 settled.
- 1 informal resolution



HR Future Focus

Employment Rights Bill

Continuing to monitor changes that may come into effect with the Employment Rights Bill, including:

- Trade Union Reform (enhancing rights and protections)
- Statutory Sick Pay reforms (being paid from first day)
- Parental and Paternity Leave a day one right
- Tribunal award changes
- Fire and Rehire practices abolished
- Sexual Harassment mandatory training requirement
- Unfair dismissal protection from day one
- Flexible working being treated as the 'default'
- Zero hours works contract reforms

HR Hub Development

- Continuing policy updates and manager guidance
- Accessibility to all staff including manual workers

Other HR Focuses for 2025/26

- Local Government Reorganisation impact
- Training needs analysis (particularly with LGR in mind)
- Engagement, wellbeing and development plans deployment

