

Directorate
All

Select Staff Category
All

COVID-19 absence category
Multiple values

Select Home Working
(All)



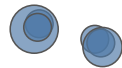
Covid-19 related absence

9
Latest number of COVID-19 related absence

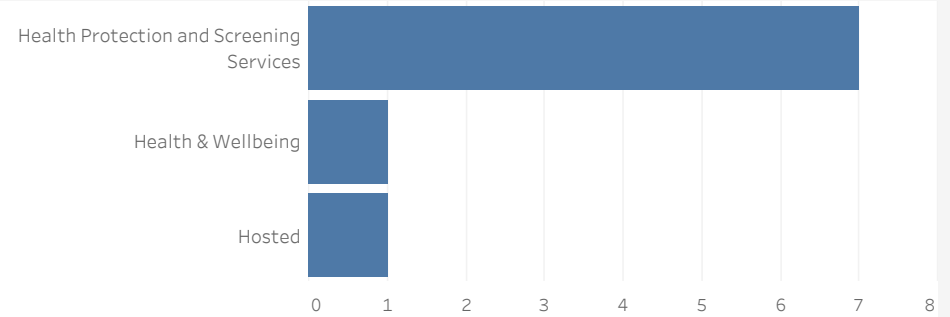
Covid-19 related absence trend



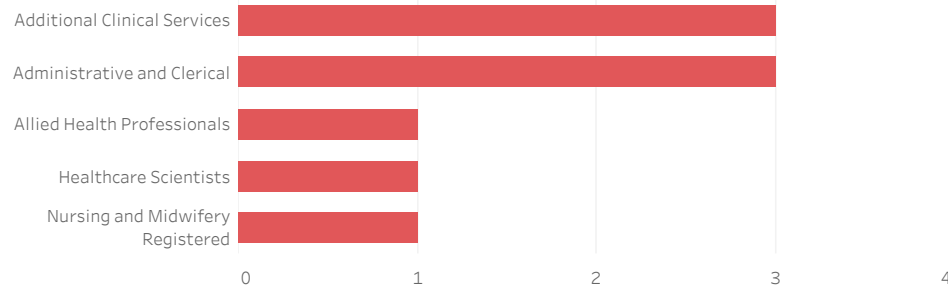
Work location of Covid-19 related absence



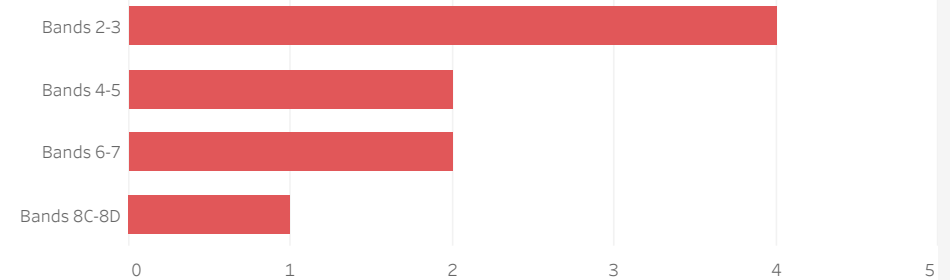
Covid-19 related absence by Directorate



Covid-19 related absence by Staff Group



Covid-19 related absence by Pay Grade



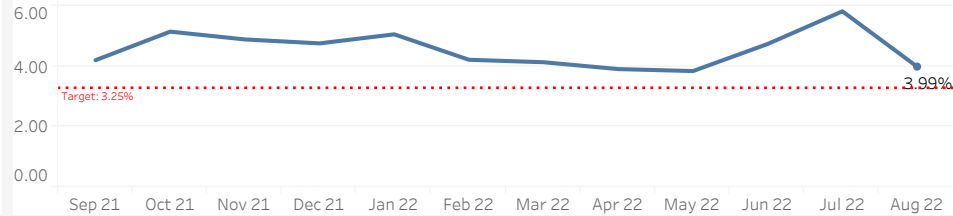


Sickness Absence: Key Metrics

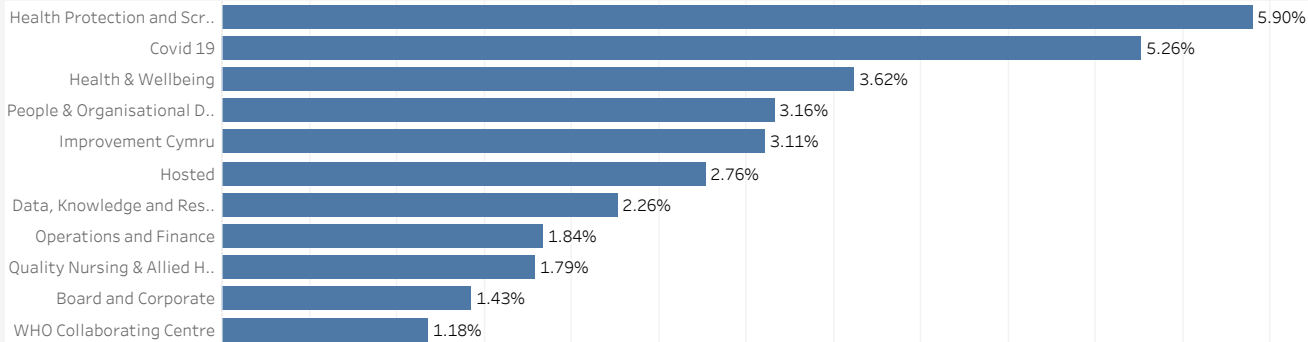
4.56%
12-months Rolling
Sickness Absence FTE %

3.99%
Sickness Absence FTE for
August 2022

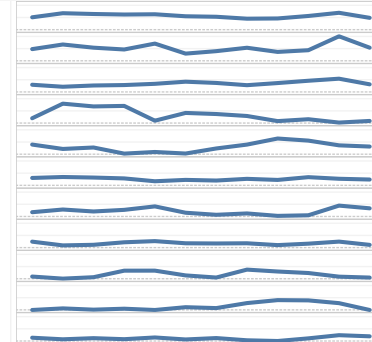
Monthly Sickness Absence Timeline



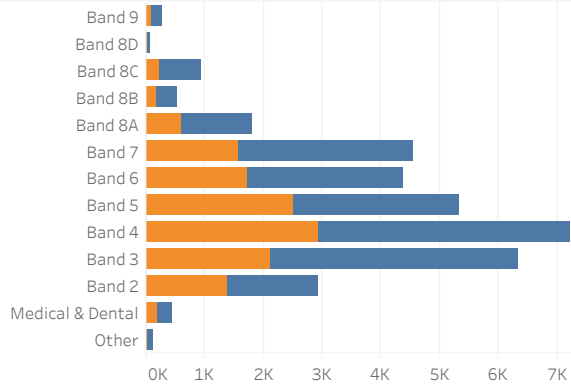
Sickness Absence by Directorate - Rolling 12 months



12 month trend

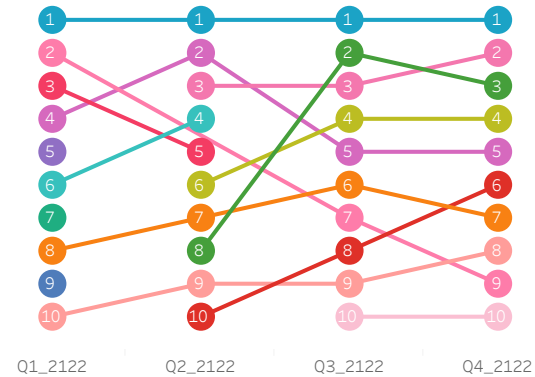


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

- 1 Anxiety/stress/depression/other psychiatric illnesses
- 2 Other known causes - not elsewhere classified
- 3 Injury, fracture
- 4 Other musculoskeletal problems
- 5 Pregnancy related disorders
- 6 Back Problems
- 7 Benign and malignant tumours, cancers
- 8 Gastrointestinal problems
- 9 Unknown causes/ Not specified
- 10 Headache/migraine



WORKFORCE OVERVIEW |



2,378
headcount

2,164
FTE

72%
FULL TIME

90%
PERMANENT

FILTERS

REPORT DATE
8/31/2022

MEASURE SELECTED
Headcount

COLOUR BAR CHARTS BY
None

RESET

EXPORT PDF

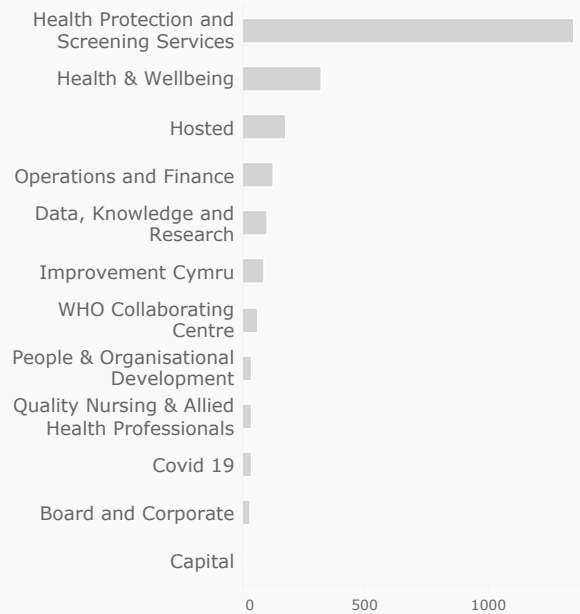
▲ MoM ▲ YoY ▲ MoM ▲ YoY



HEADCOUNT BY HIERARCHY

FULLTIME or PERMANENT members of staff

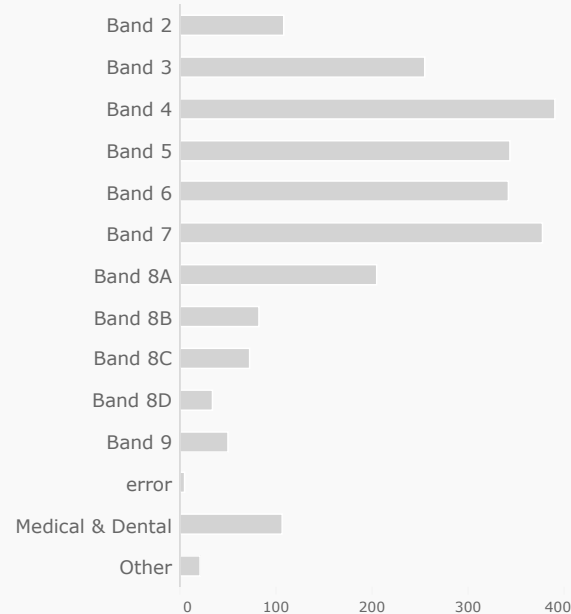
Filters:



HEADCOUNT BY PAY GRADE

FULLTIME or PERMANENT members of staff

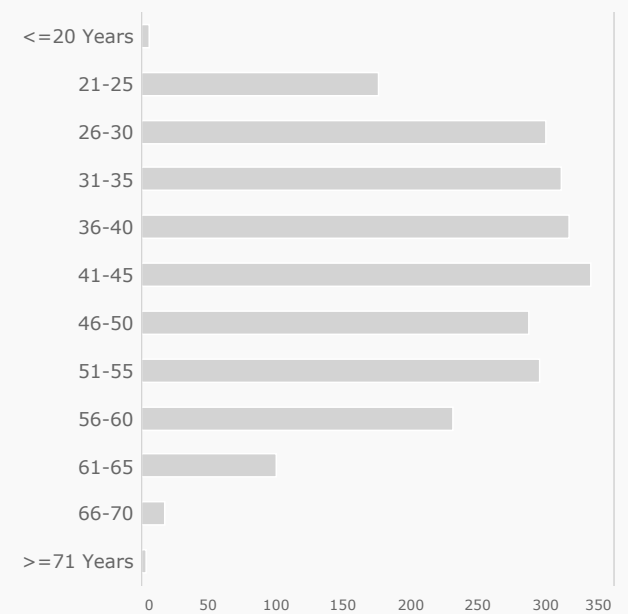
Filters:



HEADCOUNT BY AGE BAND

FULLTIME or PERMANENT members of staff

Filters:

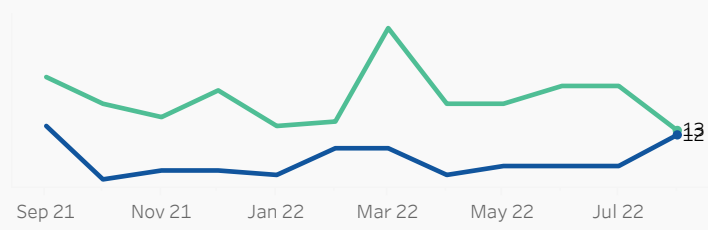


Overview | i

14.0%
12 MONTH TURNOVER

1.1%
MONTHLY TURNOVER

Leavers Trend: **Permanent Contract** | **Fixed Term Contract**



FILTERS

Report Date
8/31/2022

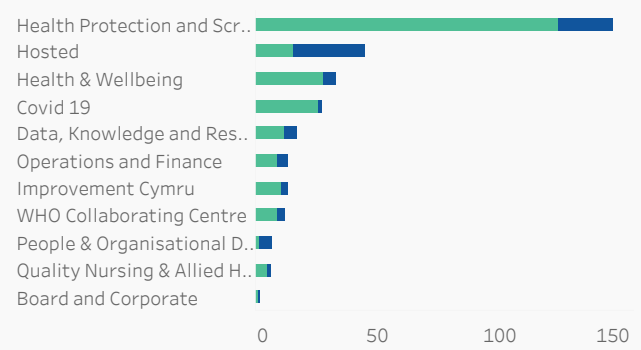
Number of months
12

Assignment Category
All

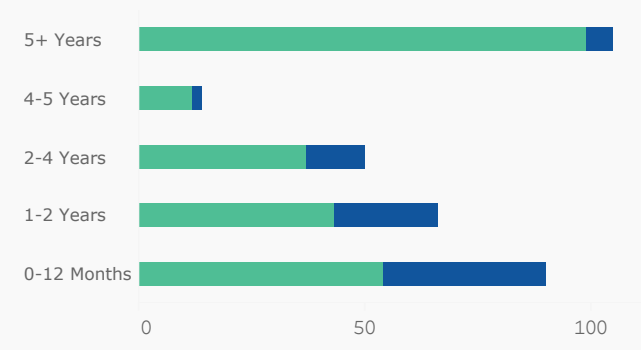
RESET

EXPORT PDF

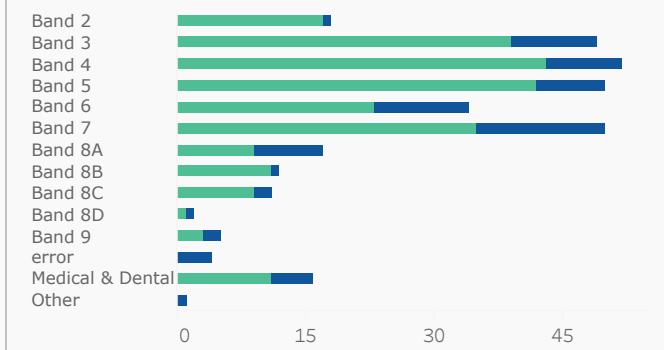
SUM OF LEAVERS BY DIRECTORATE



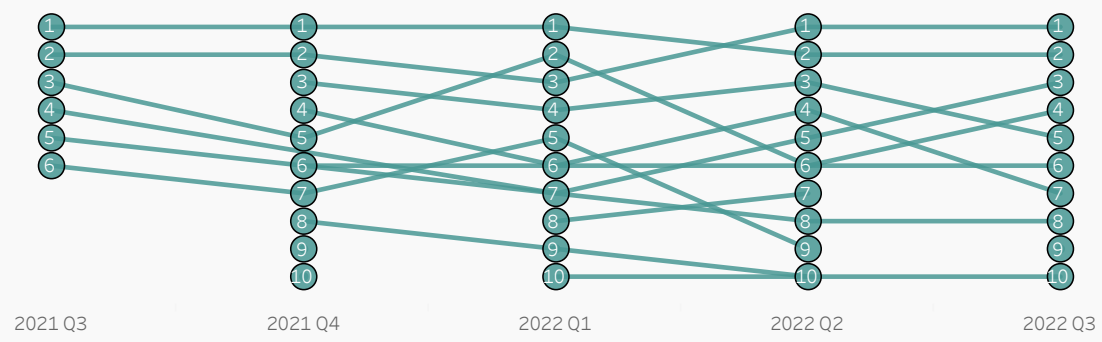
SUM OF LEAVERS BY LENGTH OF SERVICE



SUM OF LEAVERS BY PAY BAND



TOP 10 LEAVING REASONS BY QUARTER



Latest Quarter to selected Report Date

| |
|--|
| Other/Not Known |
| Promotion |
| End of Fixed Term Contract |
| Retirement Age |
| Relocation |
| To undertake further education or training |
| Work Life Balance |
| Better Reward Package |
| Completion of Training Scheme |
| Other |

People Indicators

People & OD Additional Indicators

■ >10% outside target
 ■ Within 10% of target
 ■ On target
 Not applicable

| Indicator | Timeframe | | | | Target Source (as relevant) |
|---|-----------|--------|--------|---------------|-----------------------------|
| | Target | Jun-22 | Jul-22 | Aug-22 | |
| Time to Hire | | | | | |
| Time from vacancy requested to conditional offer letter issued (days) | 44 | 39.4 | 36.3 | Not available | NWSSP Target |
| Statutory and Mandatory Training | Target | Jun-22 | Jul-22 | Aug-22 | |
| Training Compliance with core competencies | 95% | 87.7% | 88.0% | 88.4% | Internal Target |
| Training Compliance including extended competencies | | 87.1% | 86.9% | 87.4% | |
| Appraisals | Target | Jun-22 | Jul-22 | Aug-22 | |
| My Contribution Appraisal completed within previous 12 months | 85% | 58.5% | 60.9% | 65.0% | WG Target |
| COVID 19 Workforce Risk Assessment | | Jun-22 | Jul-22 | Aug-22 | |
| Risk Assessment Score recorded in ESR | | 65.2% | 66.9% | 69.6% | |