

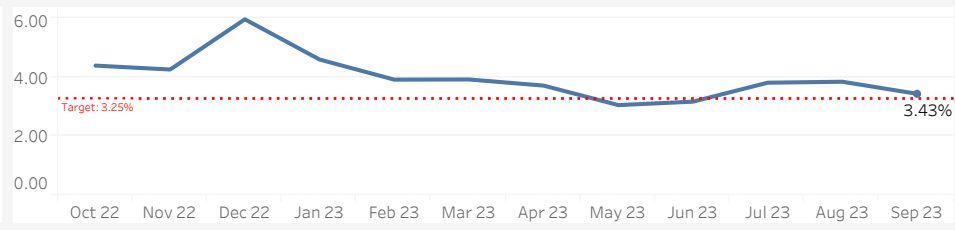


Sickness Absence: Key Metrics

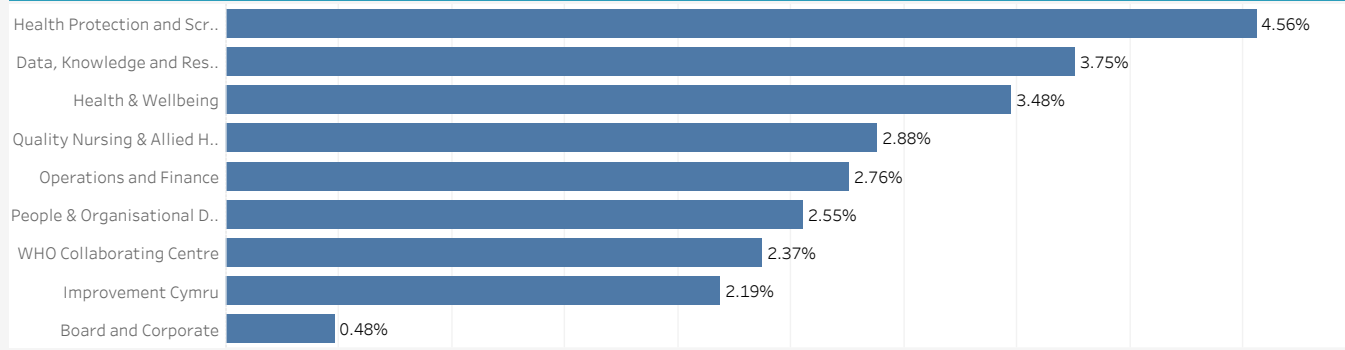
4.00%
12-months Rolling
Sickness Absence FTE %

3.43%
Sickness Absence FTE for
September 2023

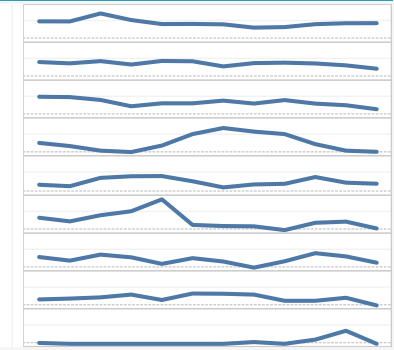
Monthly Sickness Absence Timeline



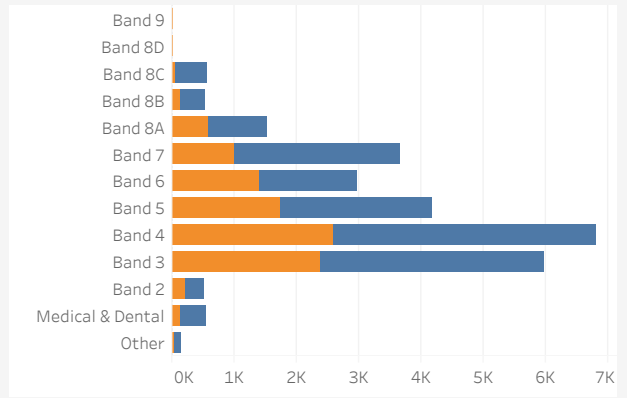
Sickness Absence by Directorate - Rolling 12 months



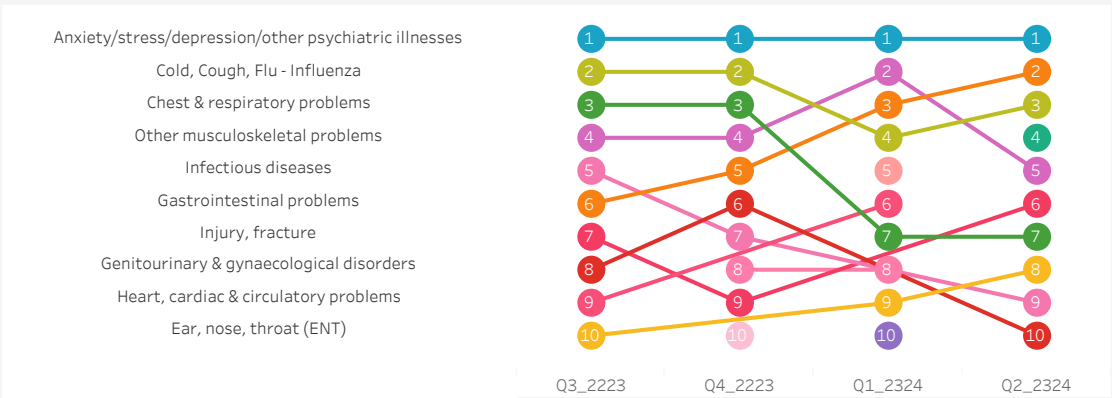
12 month trend



Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter



WORKFORCE OVERVIEW |



2,098
headcount

1,918
FTE

72%
FULL TIME

91%
PERMANENT

FILTERS

REPORT DATE
9/30/2023

MEASURE SELECTED
Headcount

COLOUR BAR CHARTS BY
None

RESET

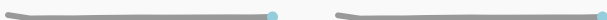
EXPORT PDF

▲ MoM

▼ YoY

▲ MoM

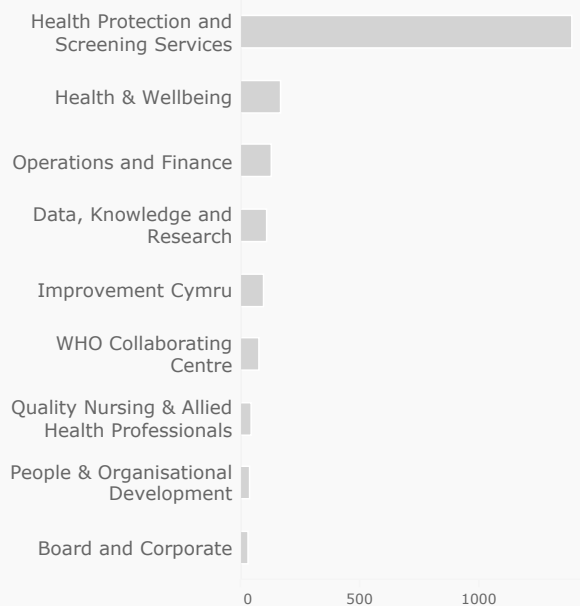
▼ YoY



HEADCOUNT BY HIERARCHY

FULLTIME or PERMANENT members of staff

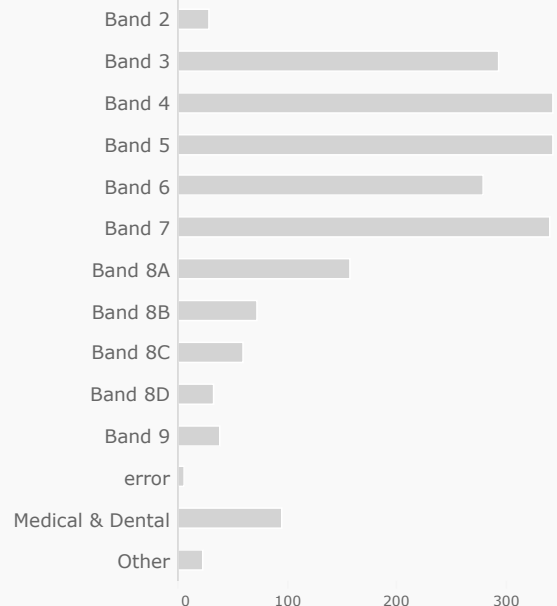
Filters:



HEADCOUNT BY PAY GRADE

FULLTIME or PERMANENT members of staff

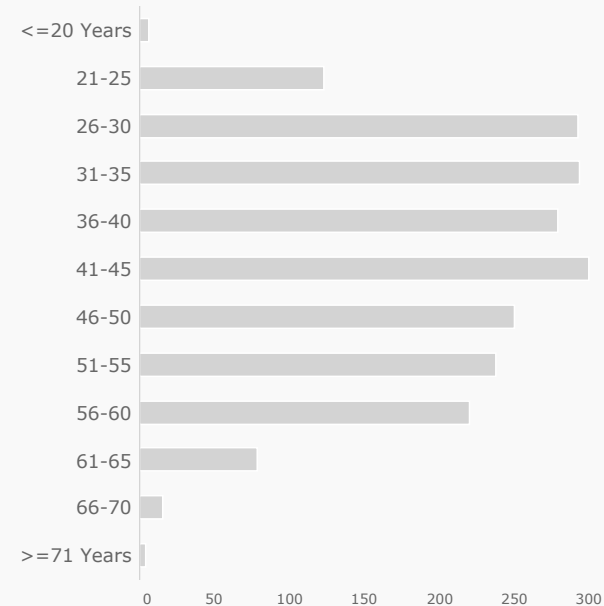
Filters:



HEADCOUNT BY AGE BAND

FULLTIME or PERMANENT members of staff

Filters:

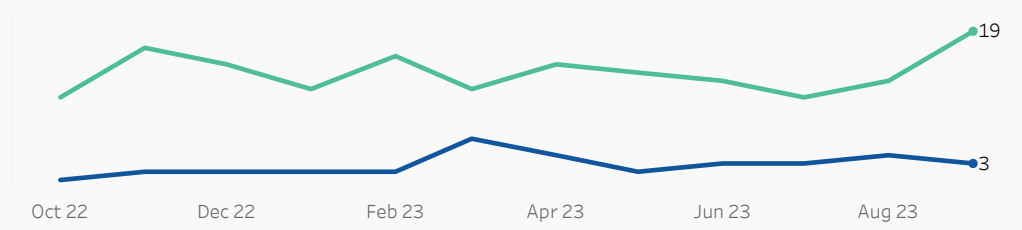


Overview | i

9.1%
12 MONTH TURNOVER

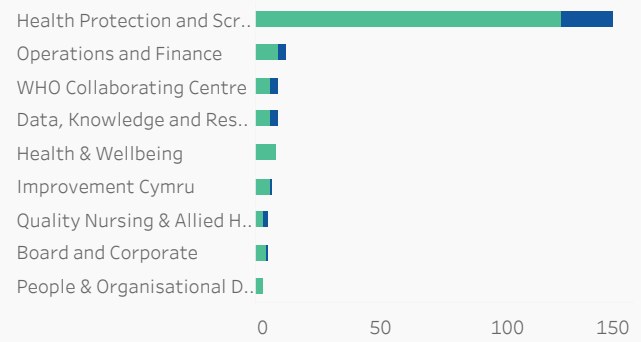
1.1%
MONTHLY TURNOVER

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

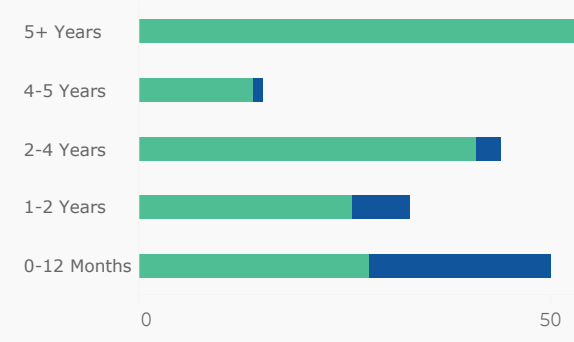


FILTERS
Report Date: 9/30/2023
Number of months: 12
Assignment Category: All

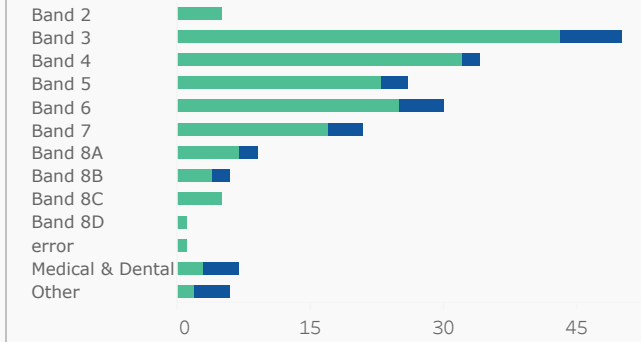
SUM OF LEAVERS BY DIRECTORATE



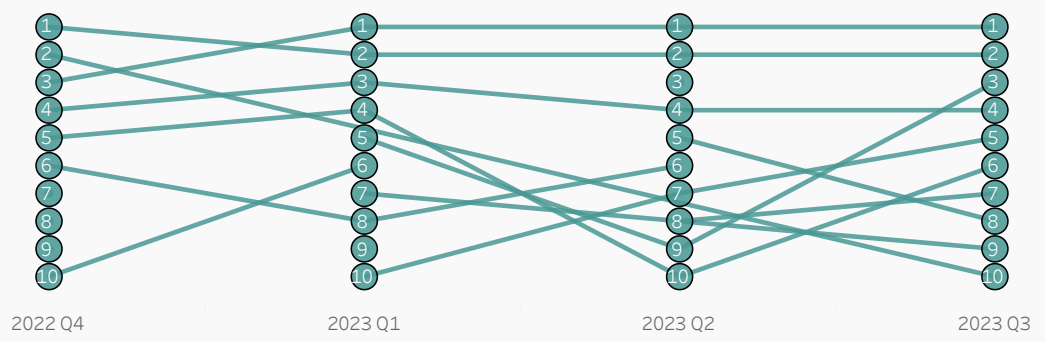
SUM OF LEAVERS BY LENGTH OF SERVICE



SUM OF LEAVERS BY PAY BAND



TOP 10 LEAVING REASONS BY QUARTER



Latest Quarter to selected Report Date

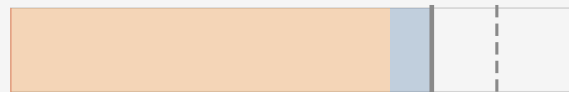
Other/Not Known
Promotion
To undertake further education or training
Relocation
Health
End of Fixed Term Contract
no Actuarial Reduction
Work Life Balance
Flexi Retirement
Retirement Age

OVERVIEW |



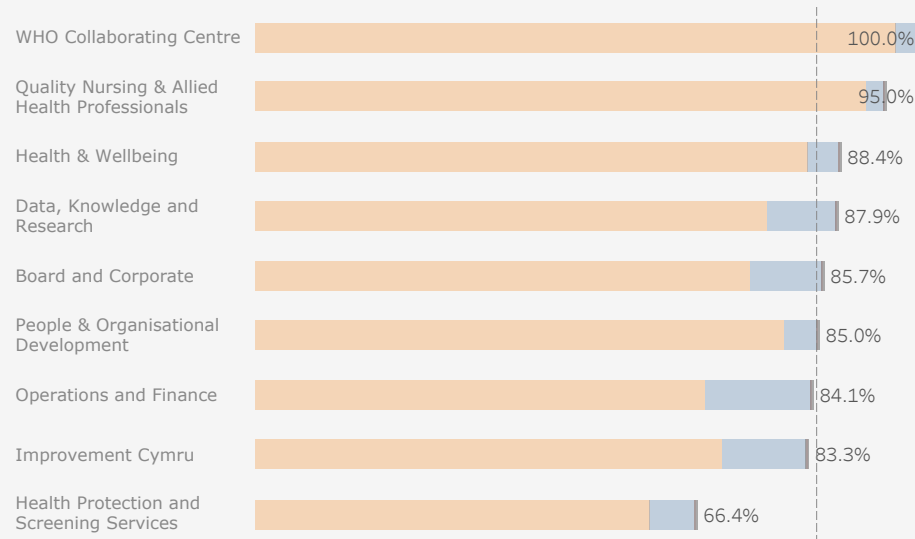
73.7%

of reviews completed within 12 months
vs a target of 85%

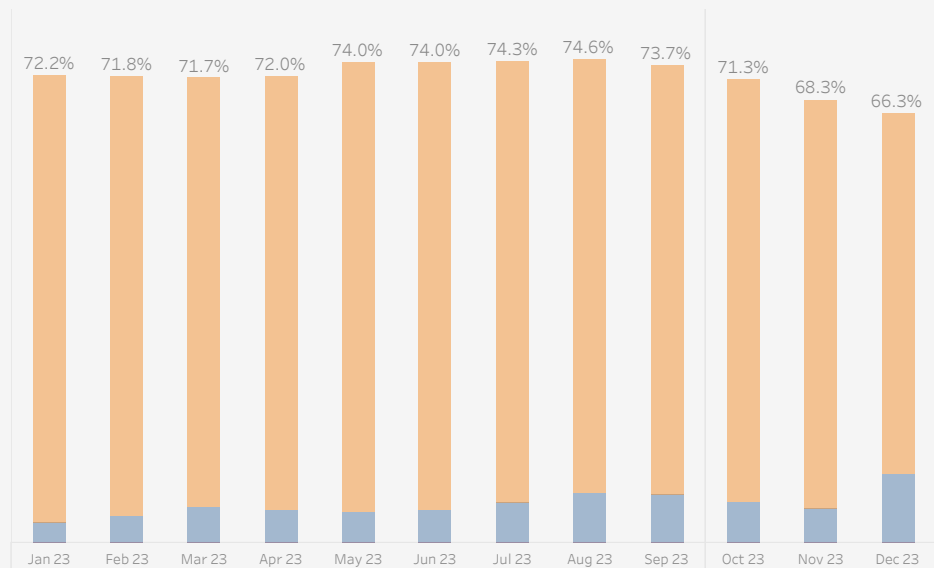


REVIEW STATUS % BY DIRECTORATE

Status: **In date** | **Due in next 3 months** | **No recorded appraisal** | **Out of date**
[Click to drilldown through the hierarchy](#)



APPRAISALS TREND ACROSS LAST 9 AND NEXT 3 MONTHS



STATUTORY & MANDATORY TRAINING OVERVIEW |



91.8%

Core Compliance



89.0%

Extended Compliance



2,075

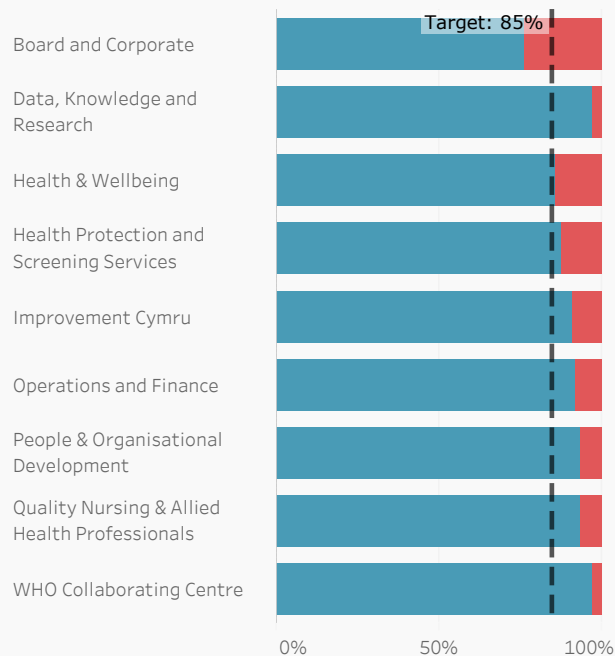
staff out of Compliance



COMPLIANCE % BY HIERARCHY

COMPLIANT or NON COMPLIANT members of staff

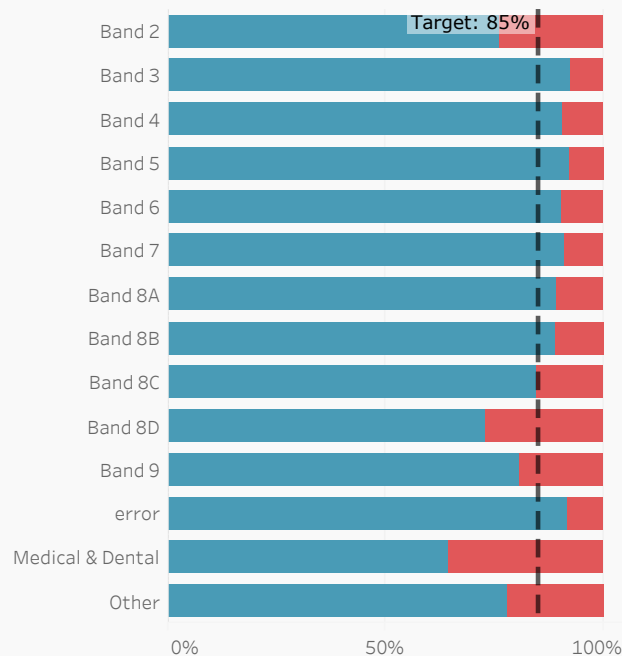
Filters:



COMPLIANCE % BY PAY GRADE

COMPLIANT or NON COMPLIANT members of staff

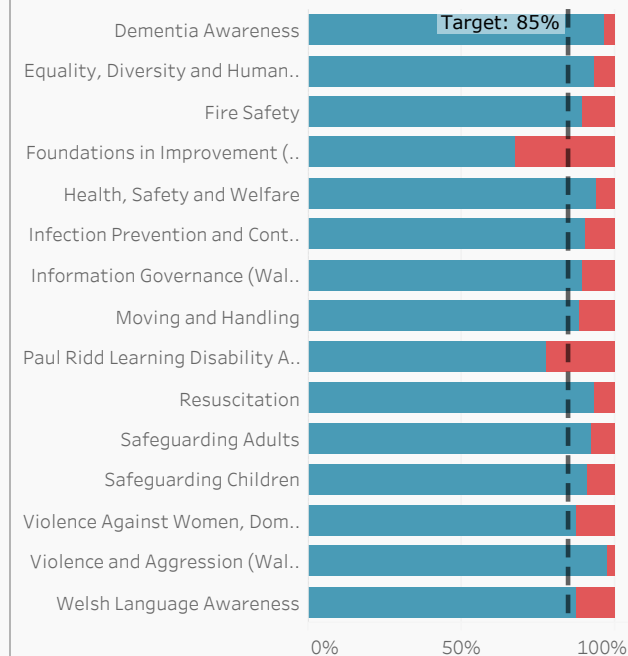
Filters:



COMPLIANCE % BY COMPETENCE

COMPLIANT or NON COMPLIANT members of staff

Filters:



DIVERSITY BREAKDOWN | HR



Dashboard splits out PHW employees by diversity category, highlighting **minority groups** and **unknowns**.

