 <p>NORTH EAST LINCOLNSHIRE COUNCIL www.nelincs.gov.uk</p>	Internal Ref:	NELC 14.007
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## Workforce Profile 2017/18



## **CONTENTS**

### **1.0 INTRODUCTION**

### **2.0 WORKFORCE PROFILE**

2.1a Staff Numbers and Full Time Equivalent by Service Area.

2.1b The number of council employees by financial year

2.1c The Full Time Equivalent number of council employees by financial year

2.2 Basis (Full or Part Time)

2.3 Category (Permanent or Fixed Term)

2.4 Age

2.5 Gender

2.6 Marital Status

2.7 Sexual Orientation

2.8 Disability

2.9 Ethnic Origin

2.10 Religion

### **3.0 RECRUITMENT & TURNOVER**

3.1a Leavers and turnover by Service

3.1b Turnover within the council by financial year

3.2 Reasons for Leaving

3.3 Length of Service

3.4 Use of Agency Staff

### **4.0 MAINTAINED SCHOOLS**

4.1 The number of maintained schools employees

4.2 The Full Time Equivalent number of maintained school employees

## **1.0 INTRODUCTION**

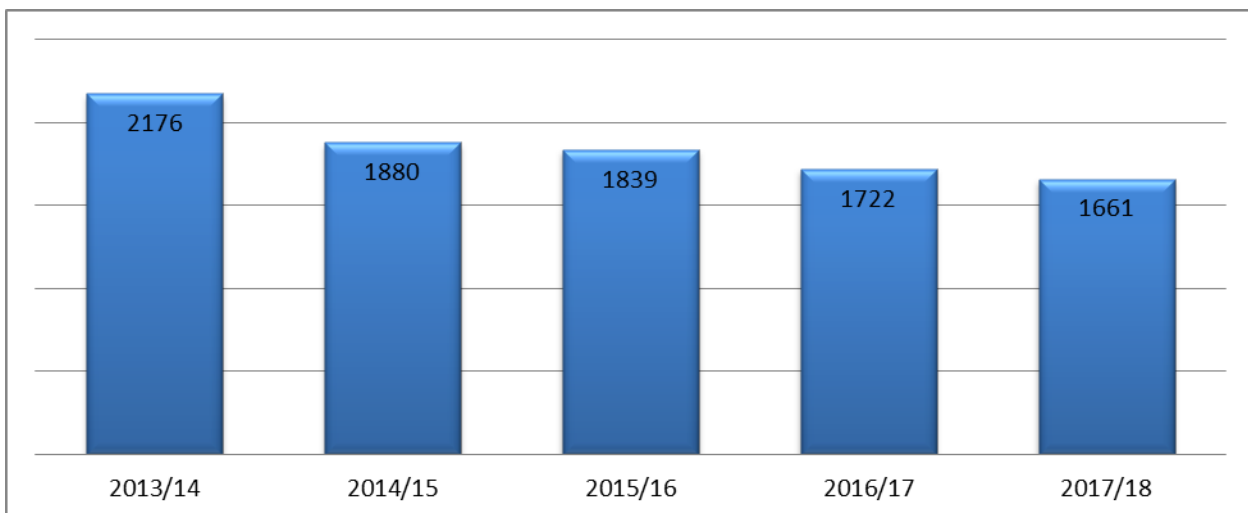
- 1.1 This report provides information on the profile of the council's workforce, recruitment & turnover and use of agency workers.
- 1.2 The report has been written to take account of the public sector duties of the Equality Act (where data is available) and provides information regularly requested under the Freedom of Information Act. Percentages have been calculated where information has been provided and therefore excludes those individuals who declined to specify their protected characteristics.
- 1.3 Unless stated, this report is based on the workforce profile on 31<sup>st</sup> March 2018 and excludes staff who work in schools, casual, agency workers and consultants.

## 2.0 WORKFORCE PROFILE

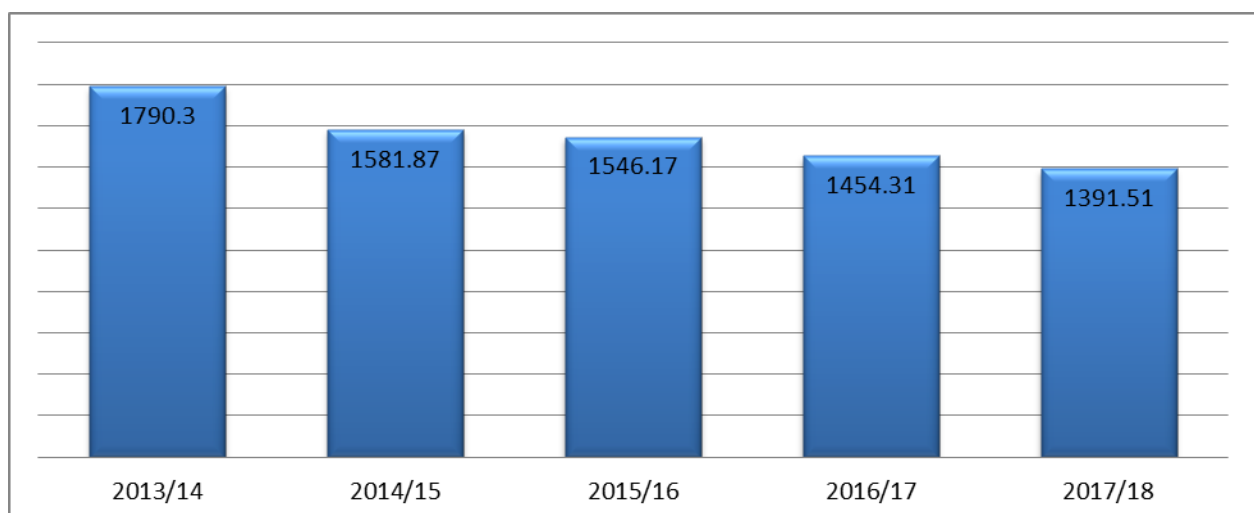
### 2.1a Staff and Full Time Equivalent Numbers by Service Area

	Employees	FTE (Full Time Equivalent )
Adult Services and Health Improvement	21	19.59
Children's Social Care	274	230.87
Economy and Growth	39	31.72
Education, Skills and Lifelong Learning	192	144.56
Finance, Operations and Resources	673	594.51
Governance, Democracy and Community Engagement	44	37.21
Law	25	23.12
Leadership and PA Support	9	9.00
Prevention and Early Help	348	270.02
Public Health	36	30.90
<b>North East Lincolnshire Council</b>	<b>1,661</b>	<b>1,391.51</b>

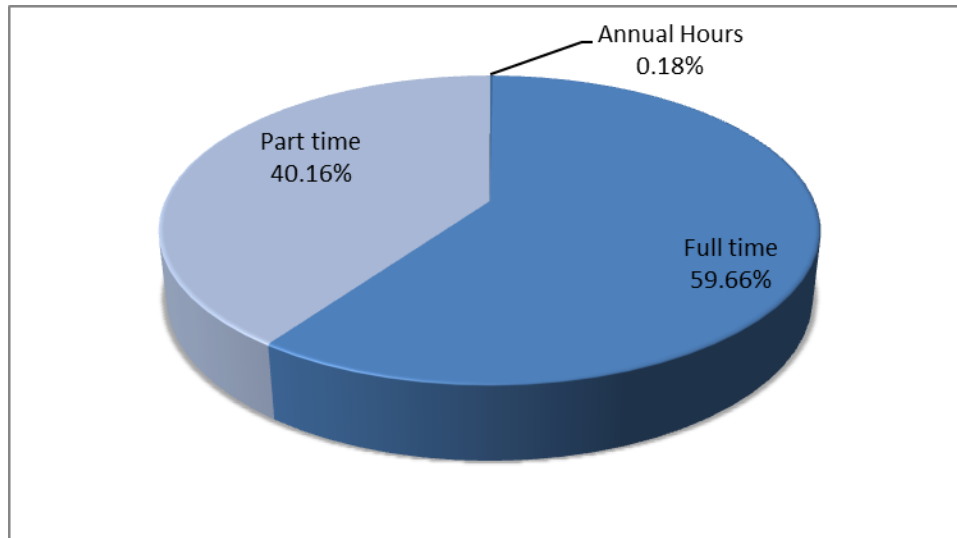
### 2.1b The number of council employees at the end of each financial year



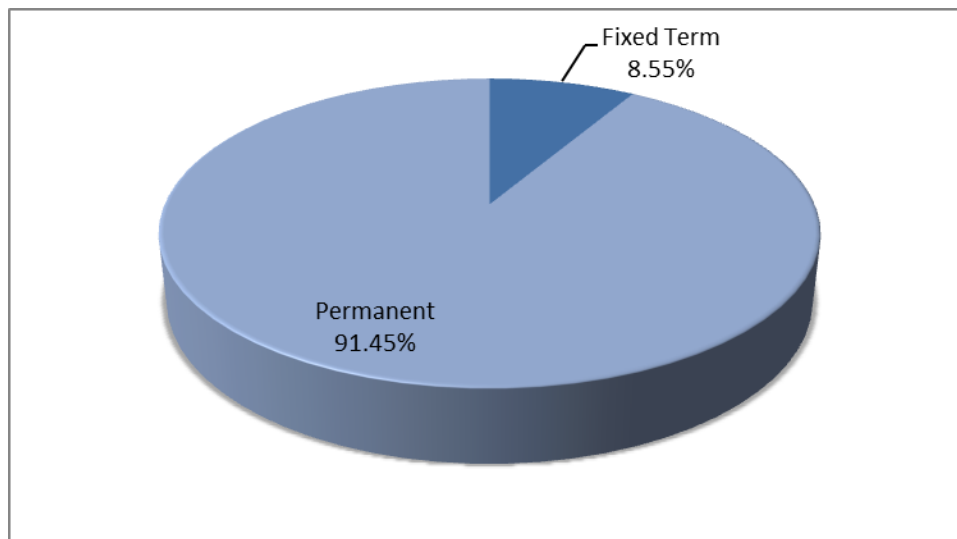
### 2.1c The Full Time Equivalent number of council employees at the end of each financial year:



## 2.2 Basis



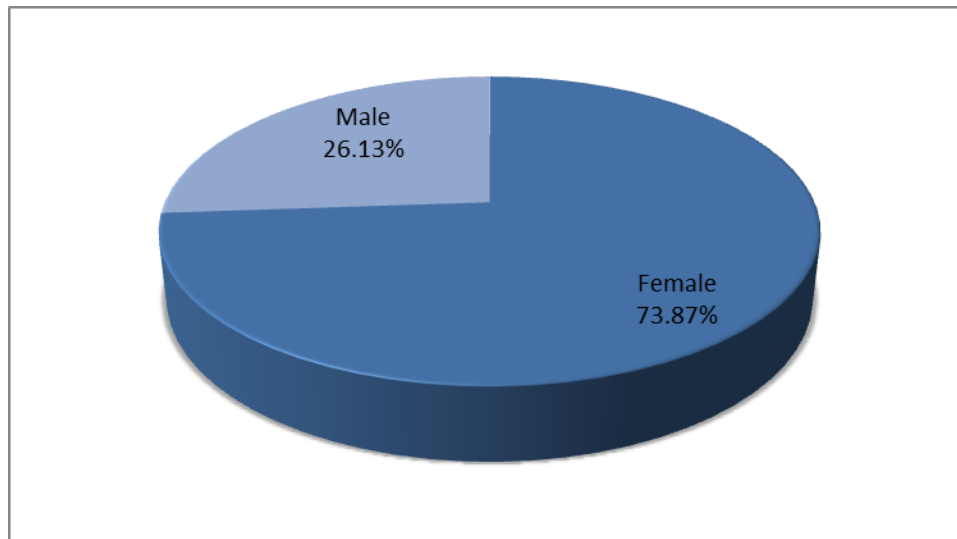
## 2.3 Type



## 2.4 Age

Years	%
Under 20	0.42%
20 – 29	10.84%
30 – 39	21.37%
40 – 49	26.79%
50 – 59	30.89%
60 and over	9.69%
<b>Total</b>	<b>100.00%</b>

## 2.5 Gender



## 2.6 Marital Status

	%
Civil Partnership	0.43%
Divorced	6.70%
Married	60.74%
Partner	11.28%
Separated	2.87%
Single	15.11%
Widowed	1.49%
No not wish to specify	1.38%
<b>Total</b>	<b>100.00%</b>

## 2.7 Sexual Identity

	%
Bisexual	0.78%
Gay or Lesbian	1.17%
Heterosexual or Straight	91.03%
Other	0.39%
Do not wish to specify	6.63%
<b>Total</b>	<b>100.00%</b>

## 2.8 Disability

	%
Not Disabled	95.55%
Disabled	3.42%
Do not wish to specify	1.03%
<b>Total</b>	<b>100.00%</b>

## 2.9 Ethnic Origin

	%
White	98.74%
Mixed or Multiple Ethnicity	0.37%
Asian or Asian British	0.22%
Black or Black British	0.07%
Do not wish to specify	0.52%
<b>Total</b>	<b>100.00%</b>

## 2.10 Religion

	%
No Religion	36.81%
Christian *	52.94%
Buddhist	0.19%
Muslim	0.19%
Any Other Religion	2.09%
Do not wish to specify	7.78%
<b>Total</b>	<b>100.00%</b>

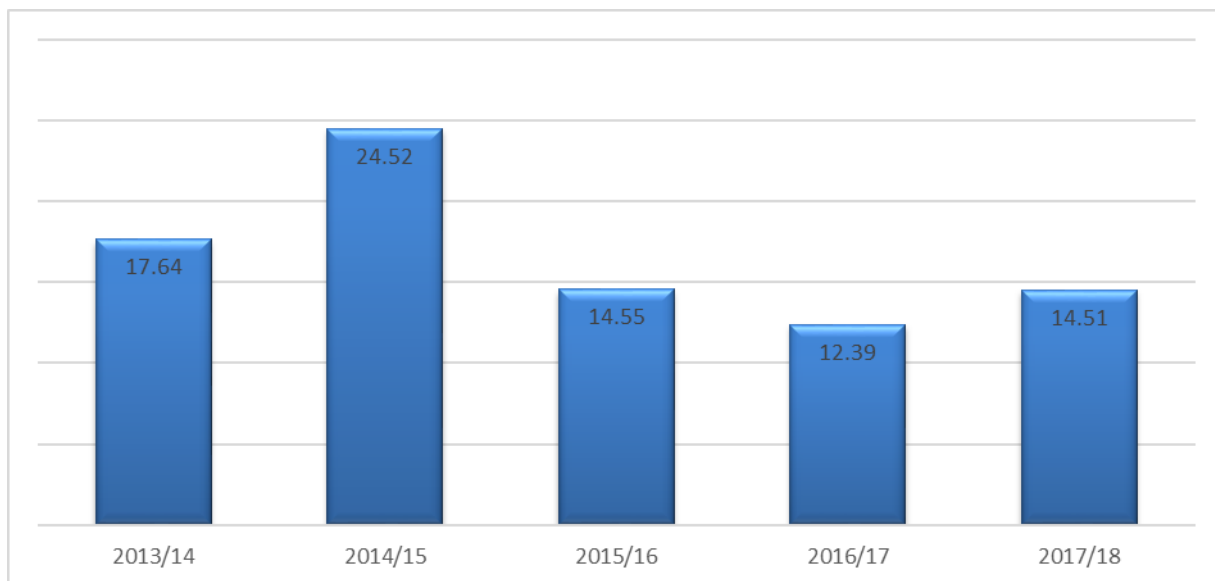
*\*(including Church of England, Catholic, Protestant and any other Christian Denominations)*

### 3.0 RECRUITMENT & TURNOVER

#### 3.1 Turnover by Service

	Leavers	Turnover
Adult Services and Health Improvement	1	4.8%
Children's Social Care	35	12.5%
Economy and Growth	7	19.4%
Education, Skills and Lifelong Learning	23	12.1%
Finance, Operations and Resources	84	12.6%
Governance, Democracy and Community Engagement	6	13.6%
Law	5	21.7%
Leadership and PA Support	2	20%
Prevention and Early Help	75	20.1%
Public Health	3	7.9%
<b>North East Lincolnshire Council</b>	<b>241</b>	<b>14.3%</b>

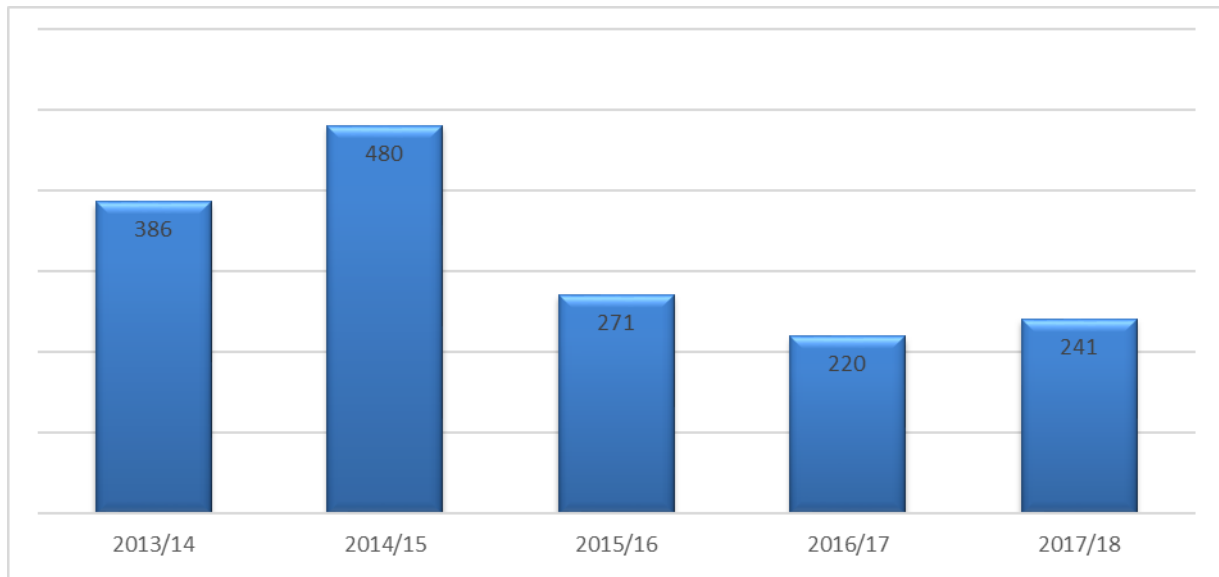
#### 3.1b Turnover within the Council by financial year



*The increase in turnover during 2014/15 is associated with the TUPE transfer of 187 employees from Children's Services and Culture, Leisure & Sport.*



### 3.1c Leavers within the Council by financial year



*\*The increase in turnover during 2014/15 is associated with the TUPE transfer of 187 employees from Children's Services and Culture, Leisure & Sport.*

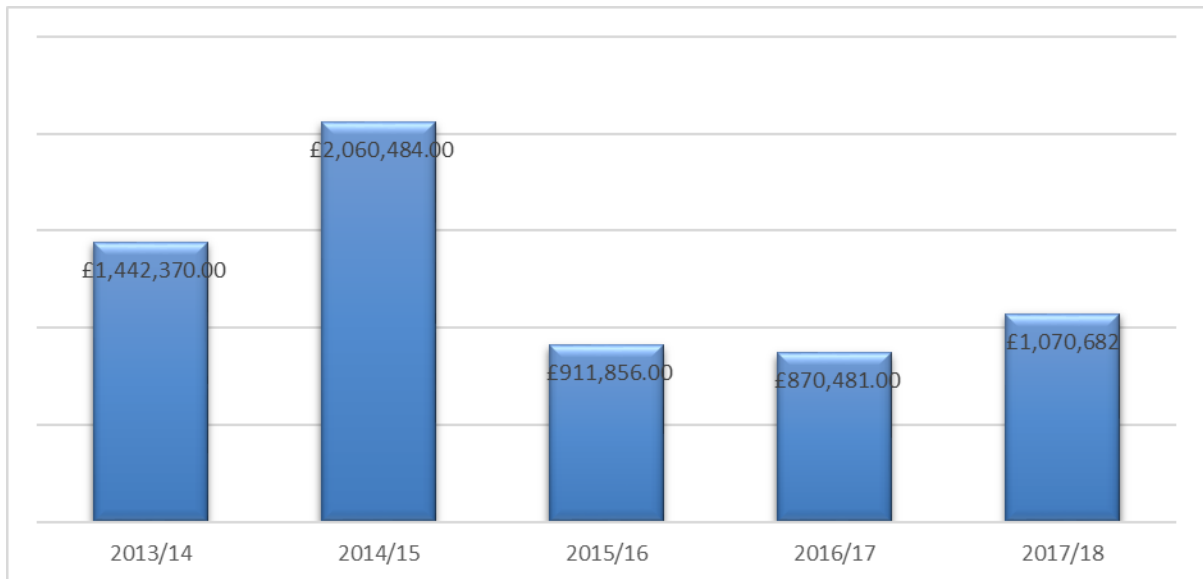
### 3.2 Reasons for Leaving

	Leavers
Resignation	112
Redundancy – Voluntary	63
Retirement	15
Dismissal & Settlement	15
Redundancy – Compulsory	14
End of Temporary Contract	13
Transfer - TUPE	3
Retirement – Ill Health	3
Retirement – Flexible	3
<b>Total</b>	<b>241</b>

### 3.3 Length of Service

	%
< less than 1 year	22.41%
1 - 5 years	55.19%
6 - 10 years	16.18%
11 - 15 years	4.15%
16 - 20 years	0.83%
> more than 20 years	1.24%
<b>Total</b>	<b>100.00%</b>

### 3.4 Use of Agency Staff



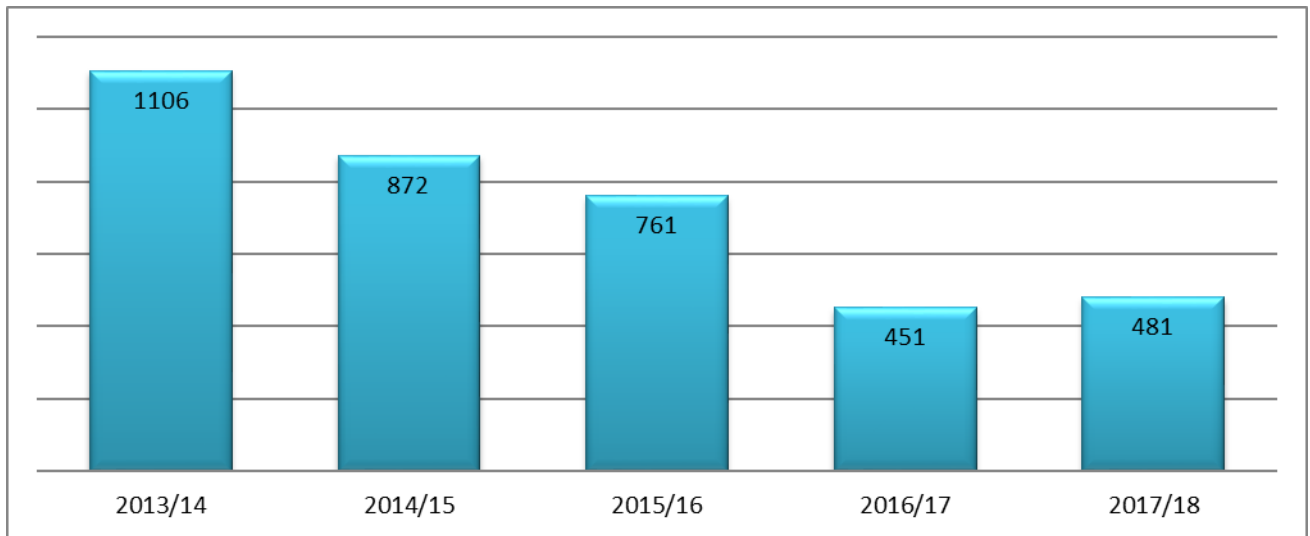
Whilst the council aims to attract and retain a dedicated workforce, there are occasions where the use of temporary short-term workers are needed to ensure the smooth delivery of services.

From November 2011 the Council uses an online Managed Service Provider for the engagement of all agency workers. Agencies can register as a supplier through supplier <https://www.matrix-scm.net>

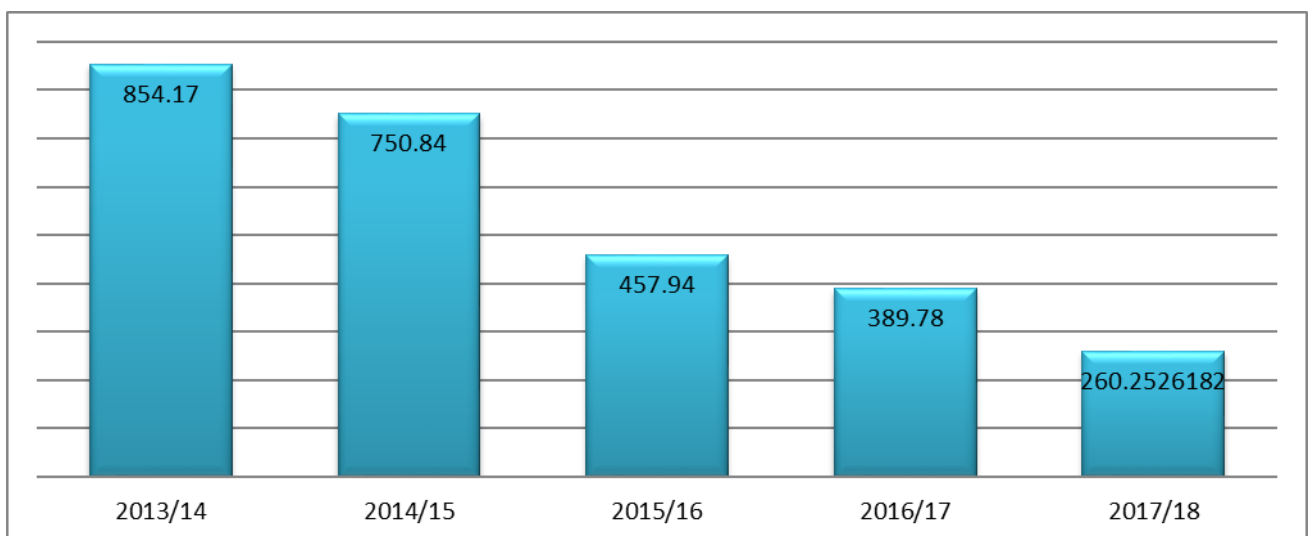
#### 4.0 Maintained Schools

Maintained schools are those funded by the local education authority. The reduction in the number of those employed in maintained schools is associated with them transferring to academies, which are independent.

##### 4.1 The number of maintained schools employees at the end of each financial year



##### 4.2 The Full Time Equivalent number of maintained school employees at the end of each financial year



**Further information:**

Further information on the community profile for North East Lincolnshire is available on the council's website using the link below:

<https://www.nelincs.gov.uk/council-information-partnerships/equality-and-diversity/>

There are also numerous profiles and data sets along with the Joint Strategic Needs Assessment available on our local information system North East Lincolnshire Informed –

<http://www.nelincsdata.net/>

**NELC 14.007**  
**Workforce Report**



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### Background Information

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