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Workforce Report 2012/13



CONTENTS

1.0 INTRODUCTION

2.0 WORKFORCE PROFILE

- 2.1a Staff Numbers and Full Time Equivalent by Directorate
- 2.1b Staff Numbers and Full Time Equivalent by Service Area
- 2.1c The number of council employees by financial year
- 2.1d 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 Directorate
- 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
- 3.5 Vacancies

1.0 INTRODUCTION

- 1.1 This report provides information on the profile of the councils 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, the report is based on the workforce profile on 31st March 2013 and excludes staff who work in schools, casual and agency workers.

2.0 WORKFORCE PROFILE

2.1a Staff and Full Time Equivalent Numbers by Directorate

	Employees	Full Time Equivalent
Chief Executives & Transformation	9	9.0
Economy, Environment & Housing	563	466.5
People & Communities	1054	825.2
Resources Directorate	566	498.6
North East Lincolnshire Council	2192	1799.3

At 31st March 2013 the total number of employees in the council was 2192 excluding those employed by schools, apprentices casual staff, agency workers and consultants.

2.1b Staff and Full Time Equivalent Numbers by Service Area

	Employees	Full Time Equivalent
Chief Executive & support	3	3.0
Transformation	6	6.0
Economy, Environment & Housing		
Strategic Director and Support	5	5.0
Culture Leisure & Sport	131	91.2
Development	167	116.0
Neighbourhood Services	260	254.3
People & Communities		
Strategic Director & support	4	3.0
Children's Health & Family Support	421	305.6
Improved Health	98	86.9
Vulnerable Children	531	430.0

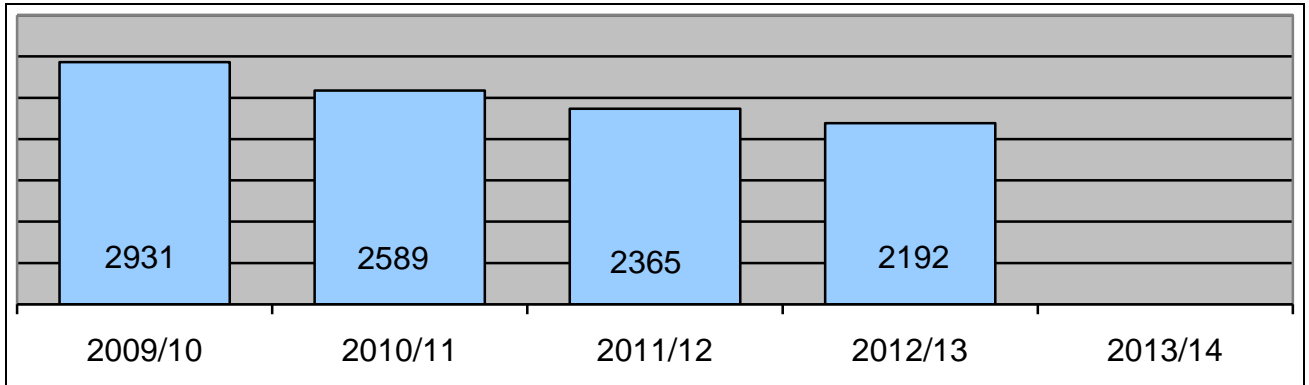
NELC 14.007

Workforce Report

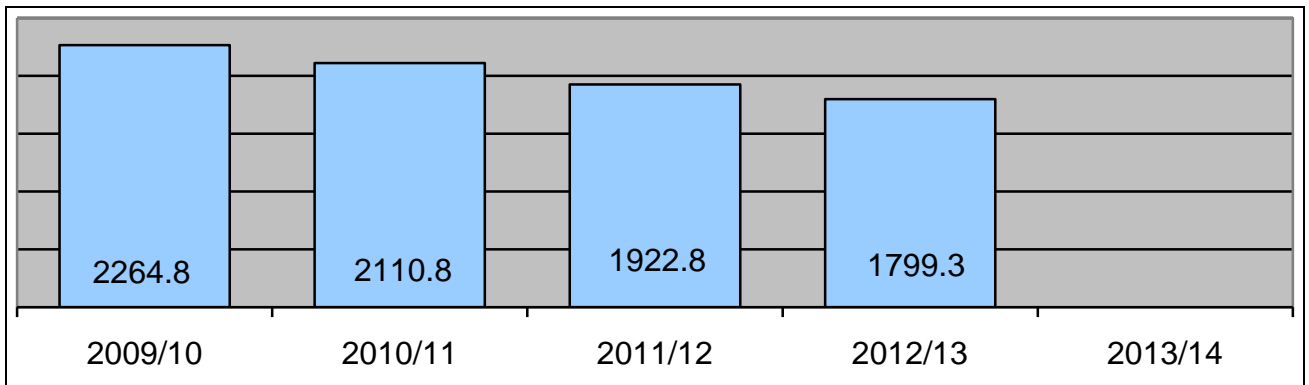
Resources

Deputy Chief Executive & support	4	3.6
Commissioning & Information	110	106.7
Governance & Business Support	295	254.5
Finance & Assets	157	133.5

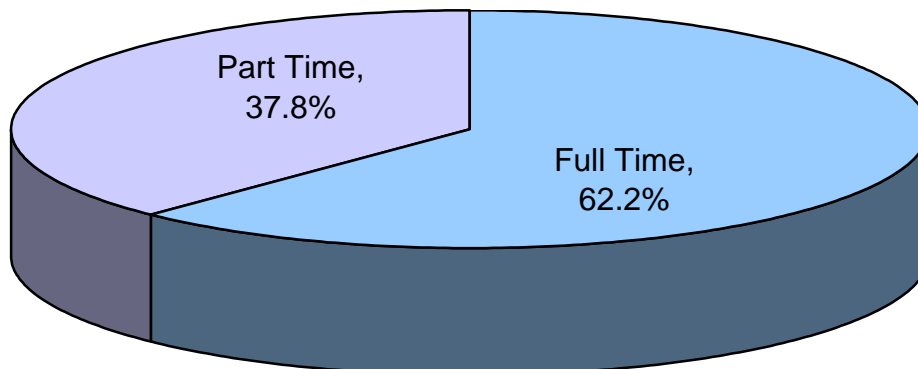
2.1c The number of council employees at the end of each financial year



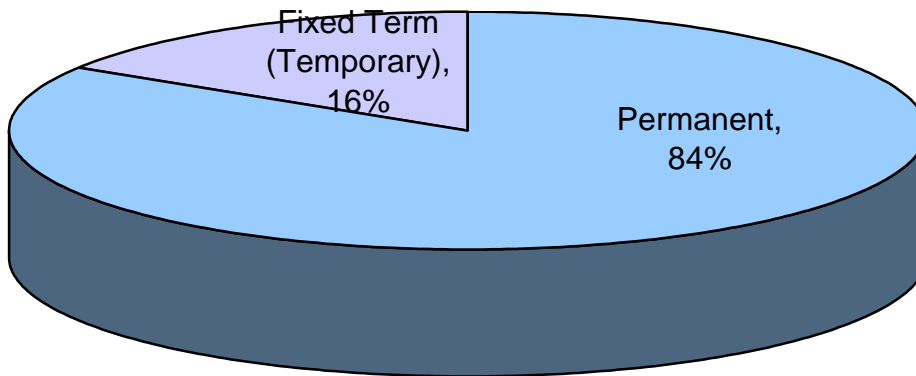
2.1d The Full Time Equivalent number of council employees at the end of each financial year:



2.2 Basis



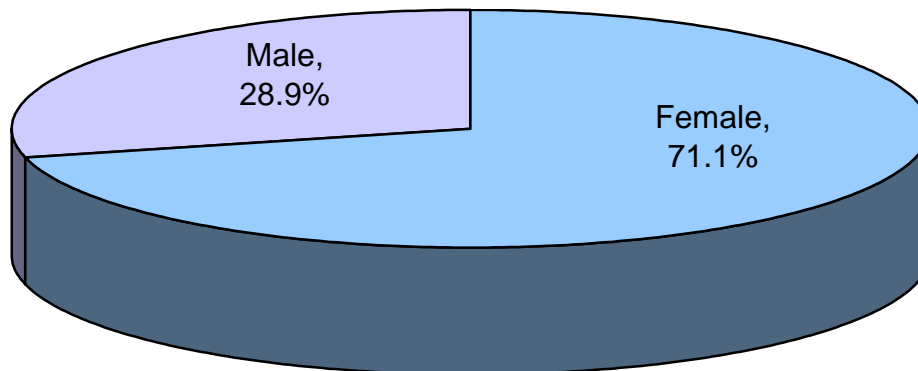
2.3 Category



2.4 Age

	%
16 – 30	17.5%
31 – 40	21.6%
41 – 50	30.9%
51 – 60	24.1%
60 – 64	4.1%
65+	1.8%

2.5 Gender



2.6 Marital Status

	%
Divorced	8.71%
married	54.26%
single	19.75%
partner	13.33%
widowed	1.03%
separated	2.42%
civil partnership	0.49%

Latest data available - 2011

2.7 Sexual Orientation

	%
Bisexual	0.75%
Gay	0.69%
Heterosexual	98.26%
Lesbian	0.29%

Latest data available - 2011

2.8 Disability

	%
Not Disabled	97.0%
Disabled	3.0%

2.9 Ethnic Origin

	%
White	99.4%
Mixed or Multiple Ethnicity	0.1%
Asian or Asian British	0.3%
Black or Black British	0.2%
Chinese or Other Ethnicity	0.1%

2.10 Religion

	%
No Religion	34.68%
Christian *	63.70%
Buddhist	0.25%
Hindu	0.10%
Jewish	0.00%
Muslim, Sikh	0.25%
Any other Religion	1.01%

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

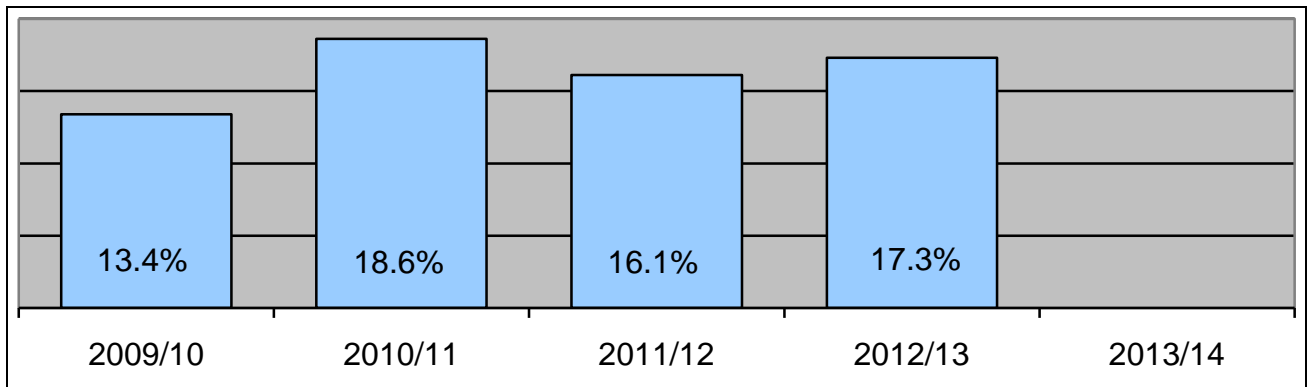
Latest data available - 2011

3.0 RECRUITMENT & TURNOVER

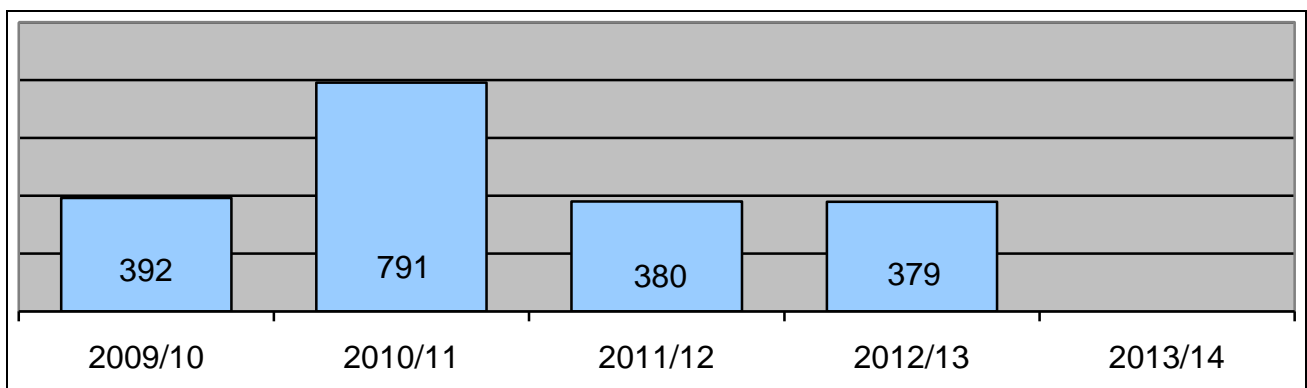
3.1 Turnover by Directorate

	Leavers	% Turnover
Chief Executives	5	55.6%
Economy, Environment & Housing	83	14.7%
People & Communities	199	18.9%
Resources Directorate	92	16.3%
North East Lincolnshire Council	379	17.3%

3.1b Turnover within the Council by financial year



3.1c Leavers within the Council by financial year



The increase in leavers during 2010/11 are associated with the TUPE transfer of 308 employees to the regeneration partnership (Balfour Beatty Workplace).

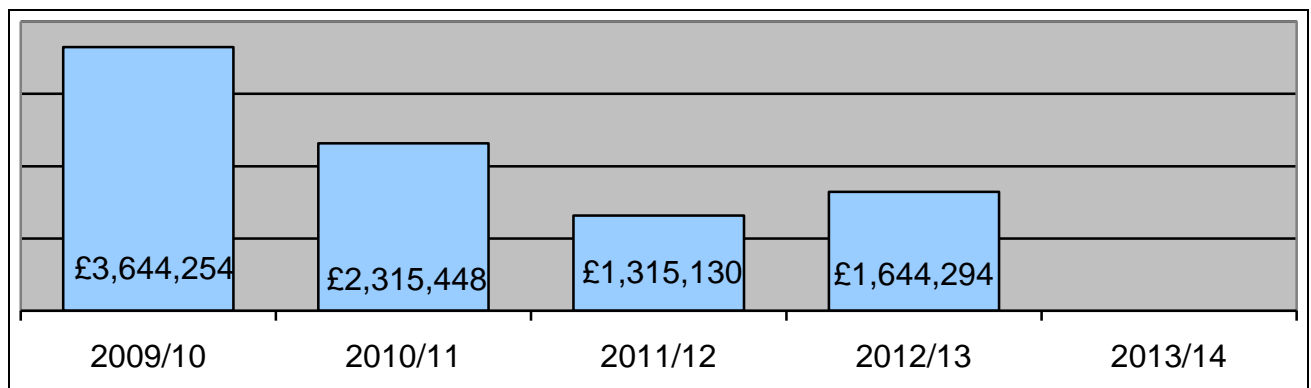
3.2 Reasons for Leaving

	Leavers
Voluntary Resignation	163
Redundancy	142
TUPE	1
Career Break	1
Early Retirement	2
End of Temporary Contract	33
Flexible Retirement	1
Retirement	14
Other reasons including Dismissal	17
Ill Health Retirement	5
Total	379

3.3 Length of Service

	%
< less than 1 year	6.18%
1 - 5 years	33.90%
6 - 10 years	24.32%
11 - 15 years	14.48%
16 - 20 years	6.46%
> more than 20 years	14.66%

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>

3.5 Vacancies

	%
Chief Executives	10.0%
Economy, Environment & Housing	10.3%
People & Communities	13.7%
Resources Directorate	13.7%
North East Lincolnshire Council	12.8%

Further information:

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

<http://www.nelincs.gov.uk/GetAsset.aspx?id=fAAxADIAMQA0ADMAfAB8AFQAcgB1AGUAfAB8ADAAfAA1>

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 – www.nelincsdata.net.

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Background Information

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Subject	HR Strategy
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