 <p>NORTH EAST LINCOLNSHIRE COUNCIL www.nelincs.gov.uk</p>	Internal Ref:	NELC 14.007
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## Workforce Profile 2015/16



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## 1.0 INTRODUCTION

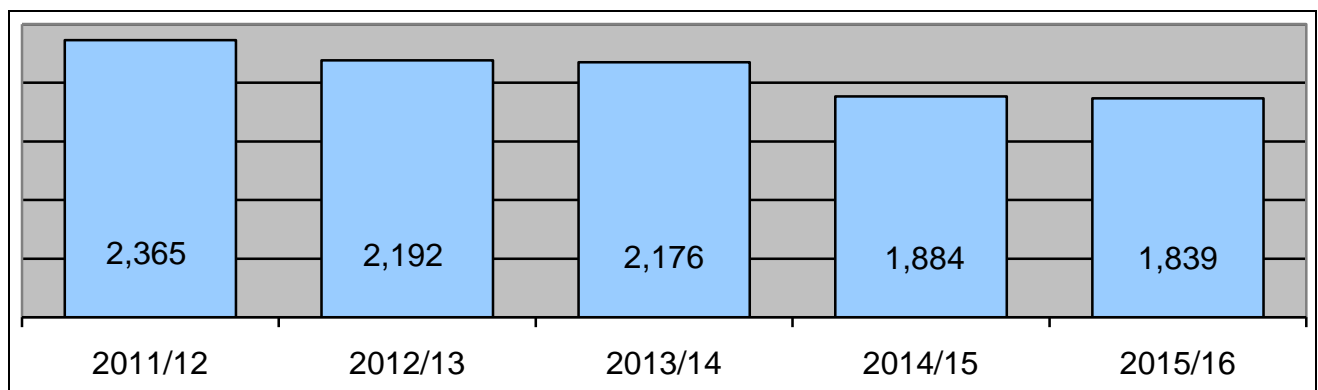
- 1.1 This report provides information on the profile of the councils workforce, recruitment & turnover and use of agency workers.
- 1.2 The report has been written to take account of the public sector duties of the Equality Act (where data is available) and provides information regularly requested under 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 31<sup>st</sup> March 2015 and excludes staff who work in schools, casual, agency workers and consultants.

## 2.0 WORKFORCE PROFILE

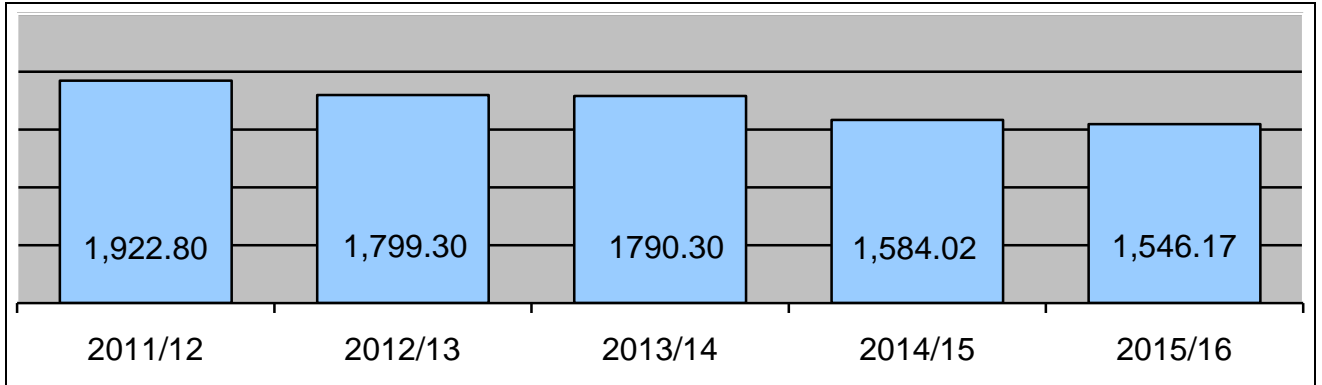
### 2.1a Staff and Full Time Equivalent Numbers by Service Area

	Employees	FTE (Full Time Equivalent )
Leadership & Support	13	13.00
Adult Services and Health Improvement	27	24.19
Children's Services	438	354.50
Customer & Communications	152	130.44
Early Intervention	514	387.01
Economy and Growth	67	59.01
Environment	278	271.28
Finance	72	62.46
Governance and Democracy	44	35.31
Joint Delivery	203	180.29
Law	27	25.07
Public Health	4	3.60
<b>North East Lincolnshire Council</b>	<b>1839</b>	<b>1546.16</b>

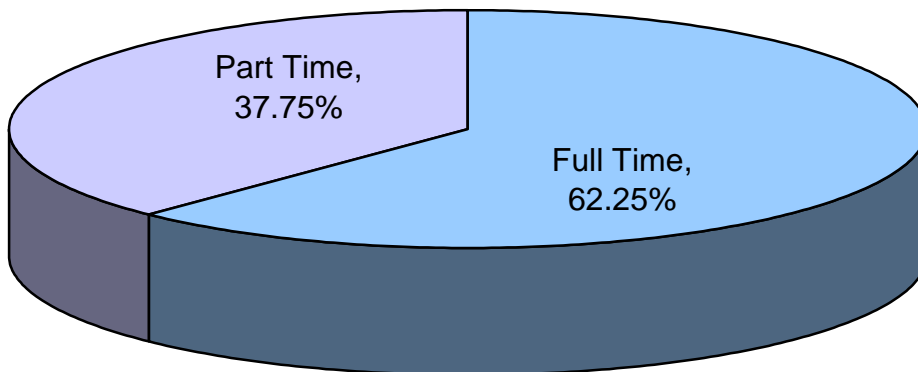
### 2.1b The number of council employees at the end of each financial year



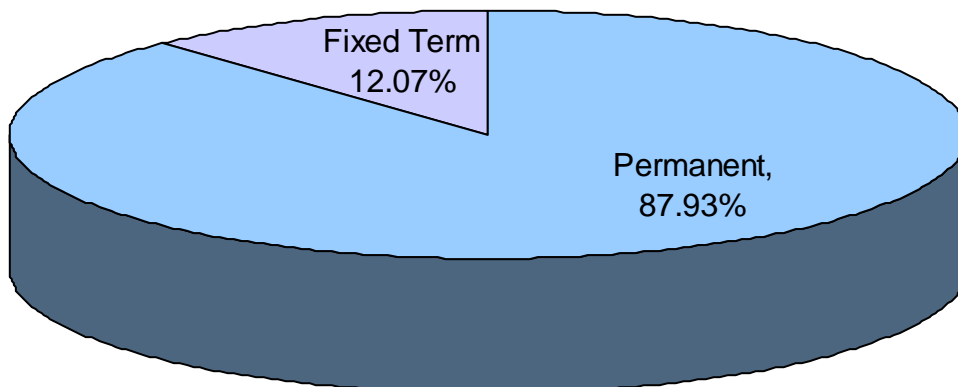
2.1c The Full Time Equivalent number of council employees at the end of each financial year:



2.2 Basis



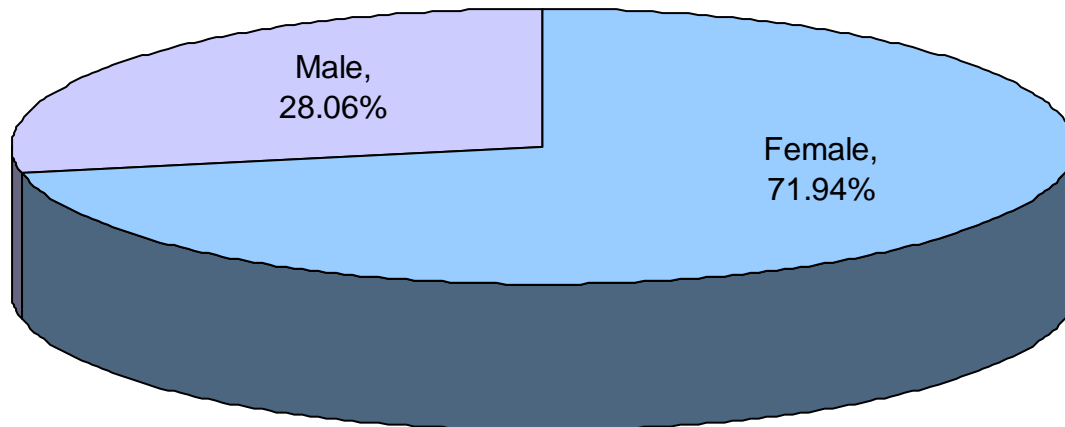
2.3 Type



## 2.4 Age

Years	%
Under 20	0.49%
20 – 29	12.40%
30 – 39	21.16%
40 – 49	27.26%
50 – 59	31.38%
60 and over	7.40%
<b>Total</b>	<b>100.00%</b>

## 2.5 Gender



## 2.6 Marital Status

	%
Divorced	6.97%
Married	63.48%
Single	13.03%
Partner	11.39%
Widowed	1.54%
Separated	3.08%
Civil Partnership	0.51%
<b>Total</b>	<b>100.00%</b>

2.7 Sexual Orientation

	%
Bisexual	1.14%
Gay	1.37%
Heterosexual	97.03%
Lesbian	0.00%
Other	0.46%
<b>Total</b>	<b>100.00%</b>

2.8 Disability

	%
Not Disabled	96.41%
Disabled	3.59%
<b>Total</b>	<b>100.00%</b>

2.9 Ethnic Origin

	%
White	99.21%
Mixed or Multiple Ethnicity	0.26%
Asian or Asian British	0.20%
Black or Black British	0.26%
Chinese or other Ethnicity	0.07%
<b>Total</b>	<b>100.00%</b>

2.10 Religion

	%
No Religion	37.03%
Christian *	60.53%
Buddhist	0.22%
Hindu	0.00%
Jewish	0.00%
Muslim, Sikh	0.22%
Any other Religion	2.00%
<b>Total</b>	<b>100.00%</b>

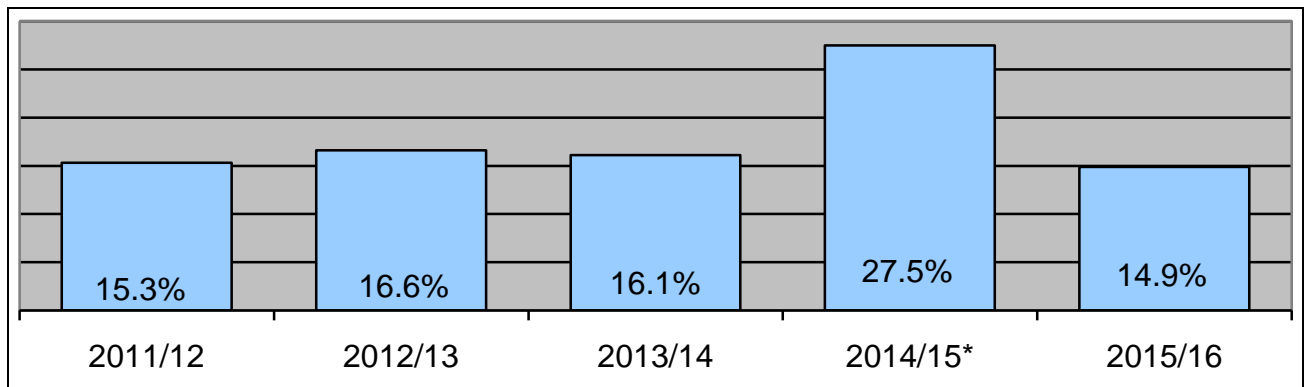
*\*(including Church of England, Catholic, Protestant and any other Christian Denominations)*

### 3.0 RECRUITMENT & TURNOVER

#### 3.1 Turnover by Service

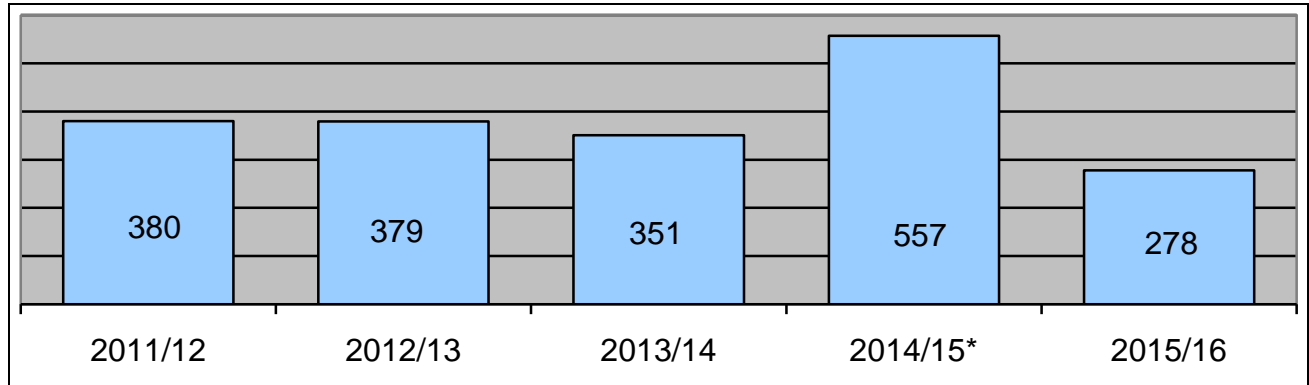
	Leavers	Turnover
Leadership & Support	3	24.00%
Adult Services and Health Improvement	2	7.27%
Children's Services	74	16.30%
Customer & Communications	12	7.89%
Early Intervention	76	15.34%
Economy and Growth	12	18.46%
Environment	28	9.98%
Finance	12	17.27%
Governance and Democracy	20	15.09%
Joint Delivery	33	15.10%
Law	4	15.38%
Public Health	2	50.00%
<b>North East Lincolnshire Council</b>	<b>278</b>	<b>14.93%</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

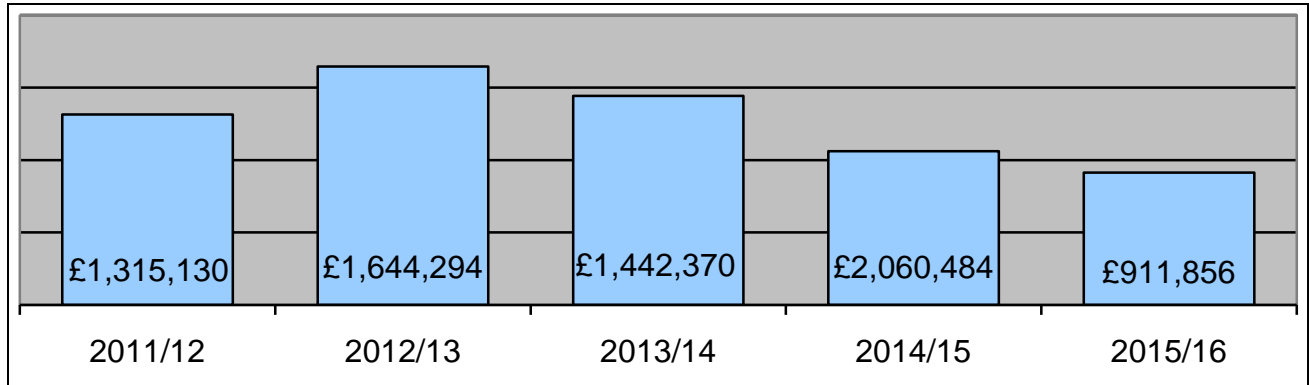
	Leavers
Career Break	1
Fixed Term Contract Ended	29
Other Reasons (Including Dismissal)	12
Redundancy	35
Resignation – Over 60	2
Resignation – Under 60	164
Retirement	21
Retirement – Early	1
Retirement – Flexible	3
Retirement – Ill Health	2
TUPE	8
<b>Total</b>	<b>278</b>

### 3.3 Length of Service

	%
< less than 1 year	8.28%
1 - 5 years	23.15%
6 - 10 years	28.92%
11 - 15 years	16.83%
16 - 20 years	8.66%
> more than 20 years	14.16%
<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>

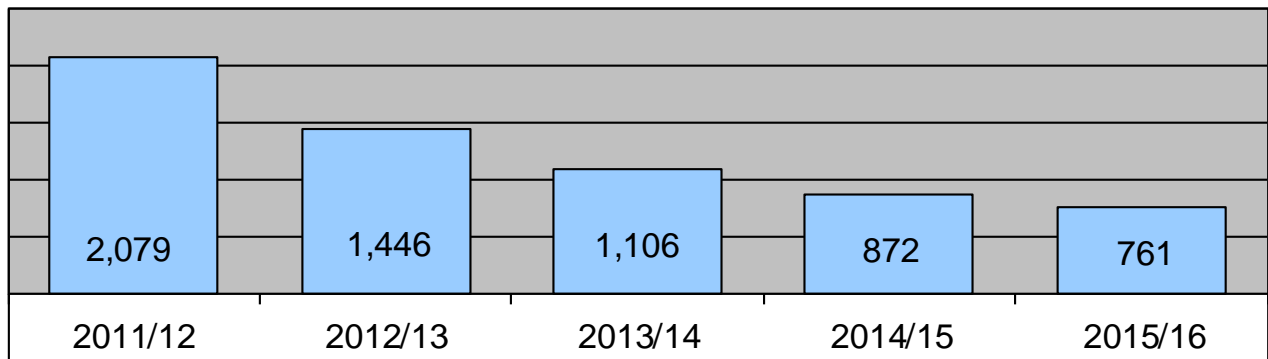
### 3.5 Vacancies

	FTE Vacant	%
Leadership & Support	0.00	0.00
Adult Services and Health Improvement	6.19	20.37
Children's Services	44.18	11.08
Customer & Communications	6.15	4.51
Early Intervention	34.28	8.14
Economy and Growth	8.96	13.19
Environment	30.06	9.98
Finance	8.08	11.45
Governance and Democracy	2.93	7.67
Joint Delivery	36.44	16.81
Law	-1.71	-7.31
Public Health	0.40	10.00
<b>North East Lincolnshire Council</b>	<b>175.97</b>	<b>10.22</b>

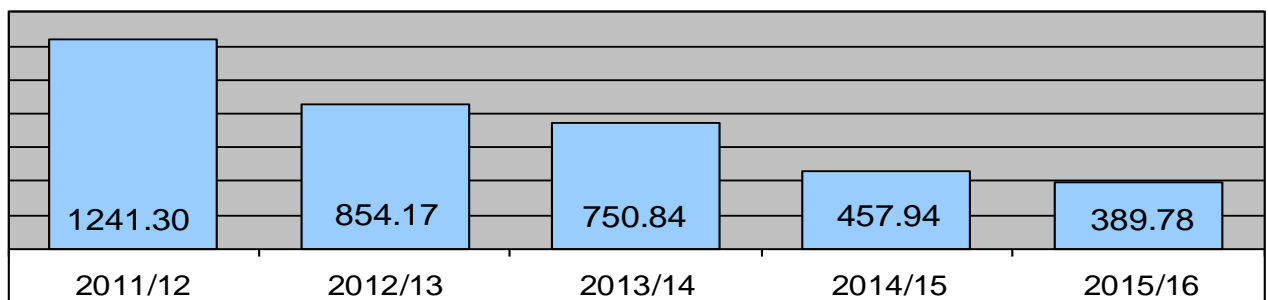
#### 4.0 **Maintained Schools**

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 councils 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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