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07

## Workforce Profile 2016/17



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## 1.0 INTRODUCTION

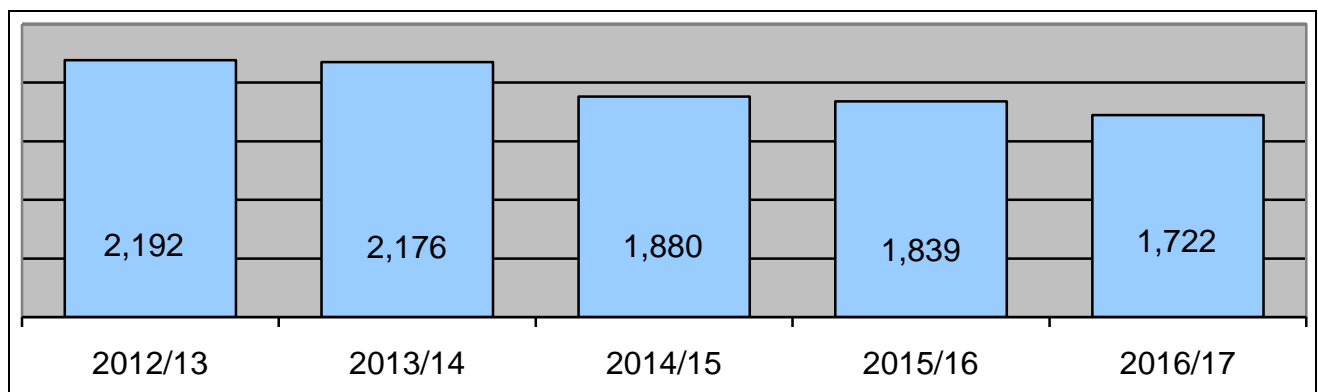
- 1.1 This report provides information on the profile of the councils workforce, recruitment & turnover and use of agency workers.
- 1.2 The report has been written to take account of the public sector duties of the Equality Act (where data is available) and provides information regularly requested under 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 2017 and excludes staff who work in schools, casual, agency workers and consultants.

## 2.0 WORKFORCE PROFILE

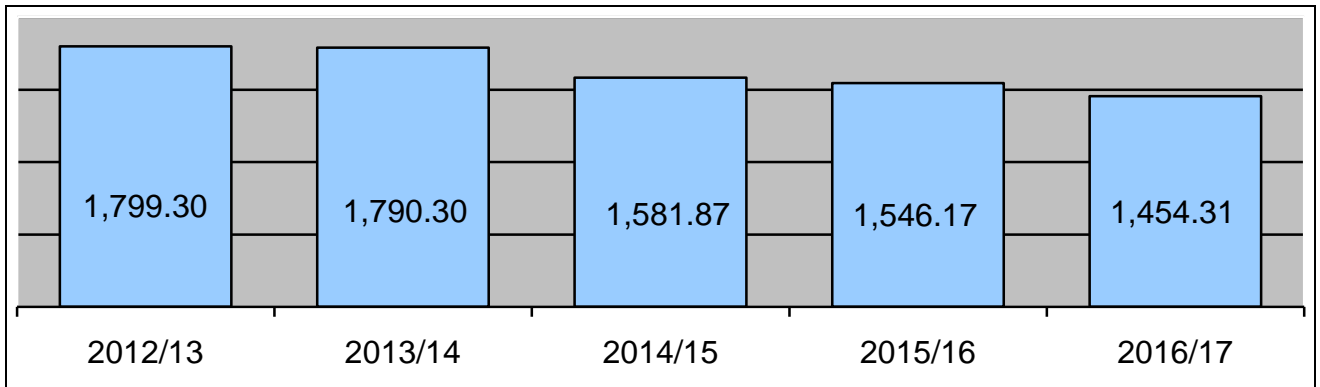
### 2.1a Staff and Full Time Equivalent Numbers by Service Area

	Employees	FTE (Full Time Equivalent )
Adult Services and Health Improvement	20	19.59
Children's Social Care	272	233.57
Economy and Growth	30	26.09
Education, Skills and Lifelong Learning	201	146.62
Finance, Operations and Resources	690	621.98
Governance, Democracy and Community Engagement	44	37.24
Law	23	21.12
Leadership and PA Support	12	12
Prevention and Early Help	400	310.16
Public Health	30	25.94
<b>North East Lincolnshire Council</b>	<b>1722</b>	<b>1454.31</b>

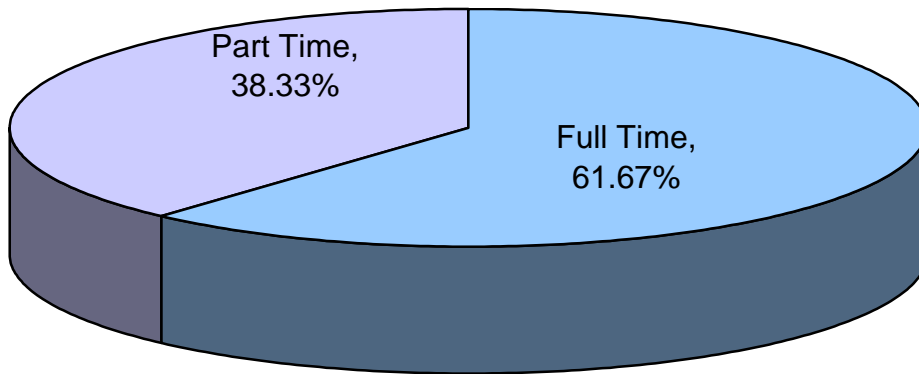
### 2.1b The number of council employees at the end of each financial year



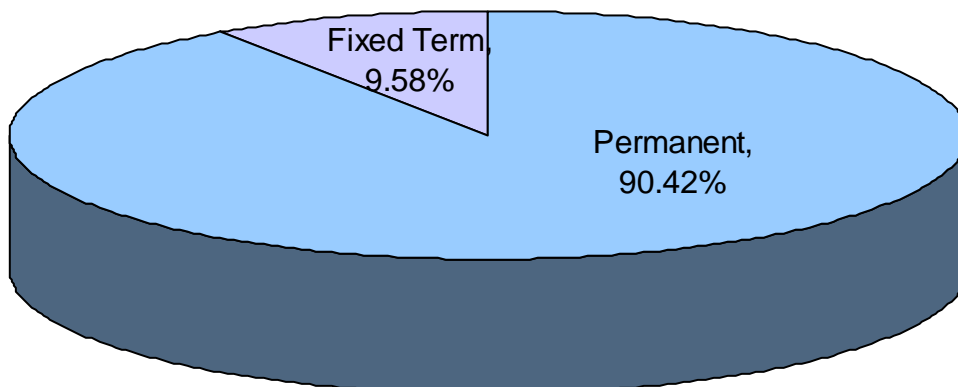
2.1c The Full Time Equivalent number of council employees at the end of each financial year:



2.2 Basis



2.3 Type

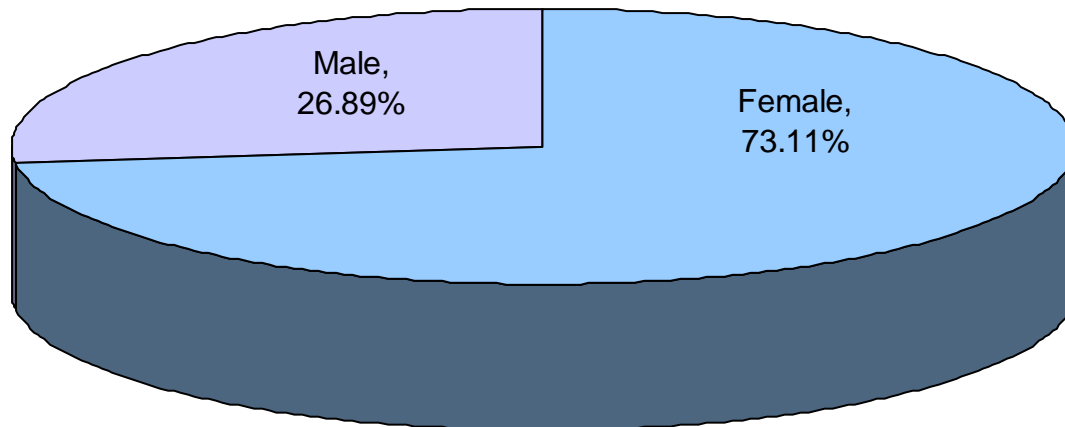


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### 2.4 Age

Years	%
Under 20	0.35%
20 – 29	11.50%
30 – 39	21.08%
40 – 49	27.12%
50 – 59	31.42%
60 and over	8.54%
<b>Total</b>	<b>100.00%</b>

### 2.5 Gender



### 2.6 Marital Status

	%
Civil Partnership	0.32%
Divorced	7.22%
Married	62.53%
Partner	10.72%
Separated	2.76%
Single	14.76%
Widowed	1.70%
<b>Total</b>	<b>100.00%</b>

2.7 Sexual Identity

	%
Bisexual	0.89%
Gay or Lesbian	1.78%
Heterosexual or Straight	96.90%
Other	0.44%
<b>Total</b>	<b>100.00%</b>

2.8 Disability

	%
Not Disabled	96.43%
Disabled	3.57%
<b>Total</b>	<b>100.00%</b>

2.9 Ethnic Origin

	%
White	99.44%
Mixed or Multiple Ethnicity	0.28%
Asian or Asian British	0.14%
Black or Black British	0.07%
Chinese or other Ethnicity	0.07%
<b>Total</b>	<b>100.00%</b>

2.10 Religion

	%
No Religion	37.14%
Christian *	60.00%
Buddhist	0.22%
Muslim	0.44%
Any Other Religion	2.20%
<b>Total</b>	<b>100.00%</b>

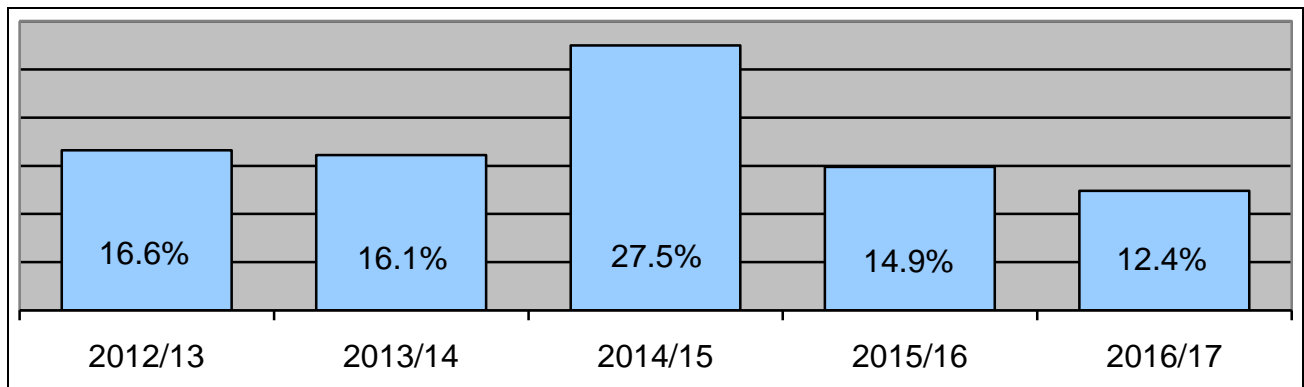
*\*(including Church of England, Catholic, Protestant and any other Christian Denominations)*

### 3.0 RECRUITMENT & TURNOVER

#### 3.1 Turnover by Service

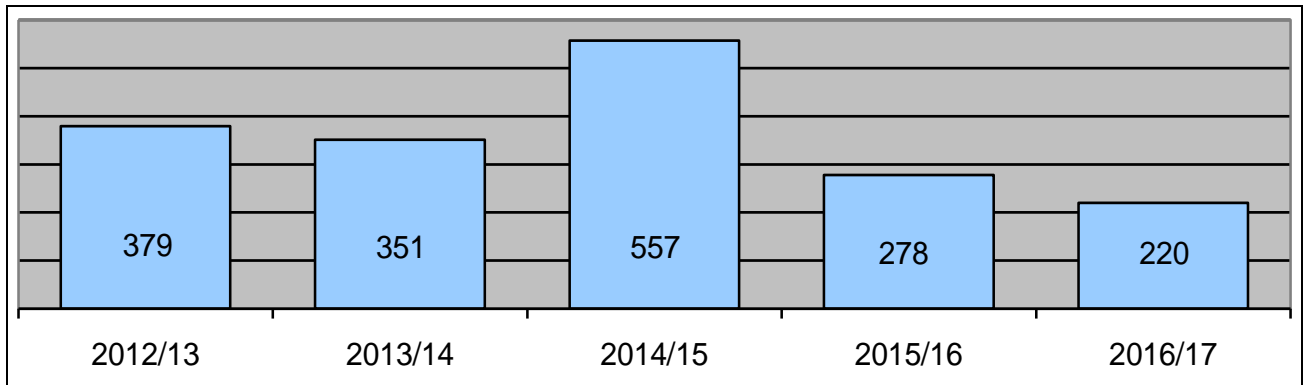
	Leavers	Turnover
Adult Services and Health Improvement	1	3.03%
Children's Social Care	52	18.55%
Economy and Growth	12	31.58%
Education, Skills and Lifelong Learning	34	15.58%
Finance, Operations and Resources	60	8.82%
Governance, Democracy and Community Engagement	7	15.82%
Law	5	18.87%
Leadership and PA Support	2	18.60%
Prevention and Early Help	42	9.89%
Public Health	5	25.97%
<b>North East Lincolnshire Council</b>	<b>220</b>	<b>12.39%</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

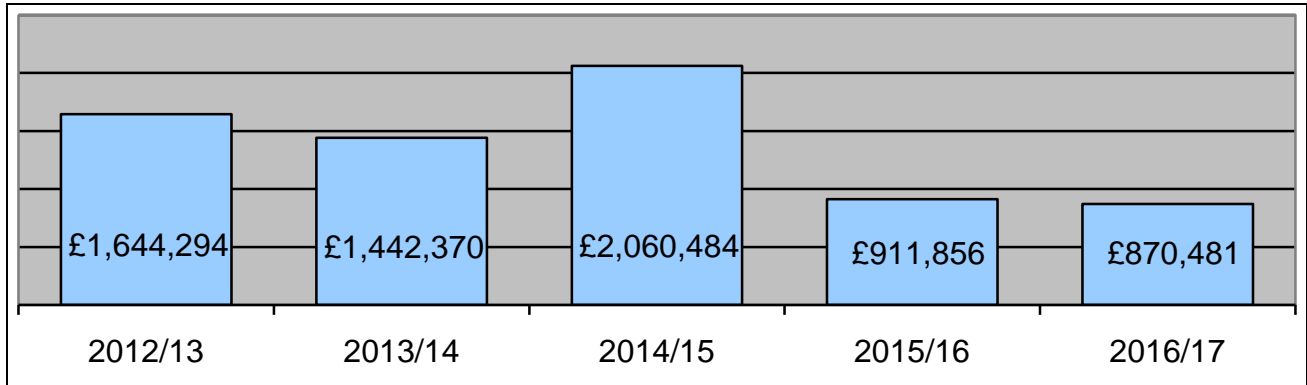
	Leavers
Career Break	2
End of Temporary Contract	26
Other Reasons	6
Redundancy – Compulsory	14
Redundancy – Voluntary	29
Retirement	12
Retirement – Ill Health	2
Retirement – Flexible	3
Resignation	126
<b>Total</b>	<b>220</b>

### 3.3 Length of Service

	%
< less than 1 year	4.01%
1 - 5 years	23.87%
6 - 10 years	26.60%
11 - 15 years	18.99%
16 - 20 years	11.27%
> more than 20 years	15.27%
<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>

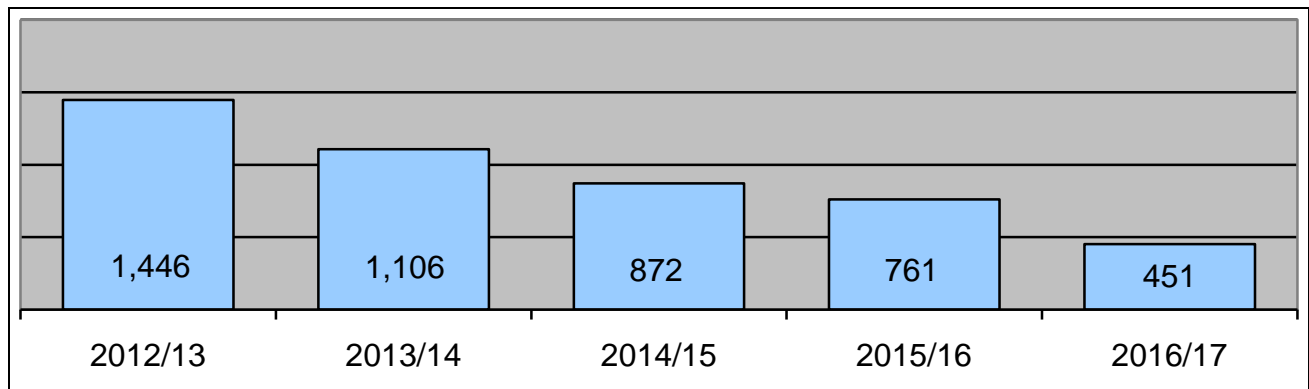
### 3.5 Vacancies

	FTE Vacant	%
Adult Services and Health Improvement	0.02	0.10%
Children's Social Care	29.49	11.17%
Economy and Growth	26.09	22.79%
Education, Skills and Lifelong Learning	17.74	10.26%
Finance, Operations and Resources	12.29	1.92%
Governance, Democracy and Community Engagement	3.19	7.70%
Law	1	4.18%
Leadership and PA Support	-1	-9.09%
Prevention and Early Help	17.46	5.22%
Public Health	5.09	15.14%
<b>North East Lincolnshire Council</b>	<b>93.62</b>	<b>5.94%</b>

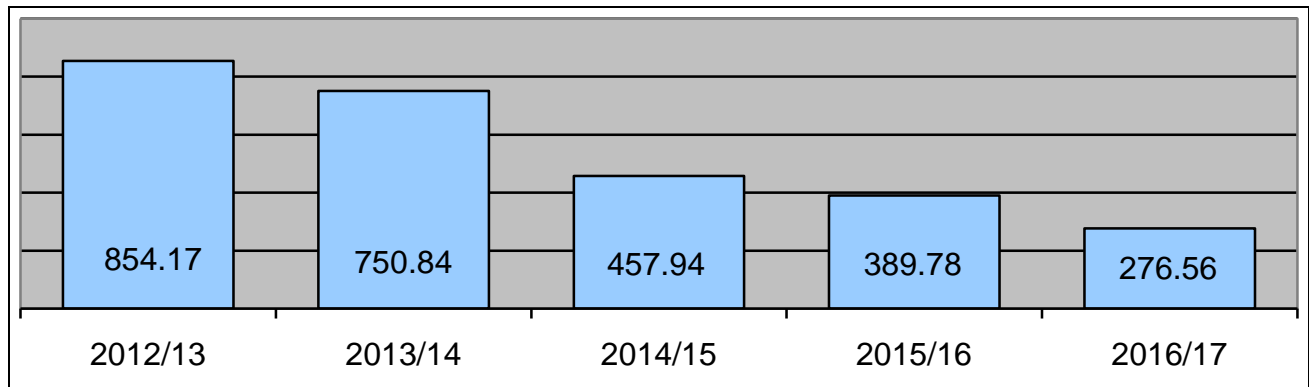
#### 4.0 Maintained Schools

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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Author	Human Resources
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For Further Copies	Available on the Councils Internet. <a href="https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/">https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/</a>
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