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April 2015

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04

## Workforce Report 2013/14



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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 2014 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 Directorate

	Employees	Full Time Equivalent
Chief Executives & Support	8	8.00
People	1,066	827.54
Place	537	461.2
Resources	565	493.8
<b>North East Lincolnshire Council</b>	<b>2,176</b>	<b>1,790.5</b>

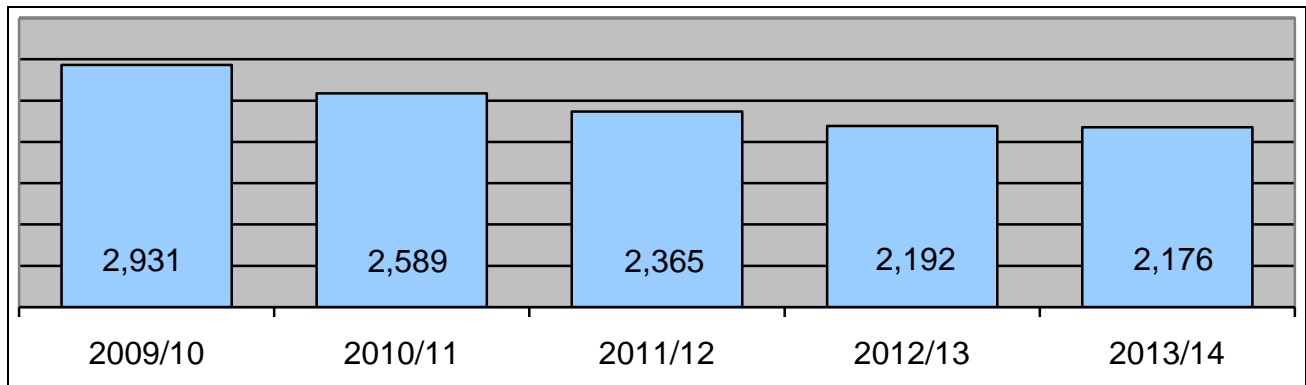
### 2.1b Staff and Full Time Equivalent Numbers by Service Area

	Employees	Full Time Equivalent
Chief Executive & Support	3	3.0
Public Health	5	5.0
<b>People</b>		
Strategic Director & Support	3	3.0
Adult Services & Health Improvement	71	63.0
Children's Services	539	434.0
Early Intervention	453	327.5
<b>Place</b>		
Strategic, Director & Support	4	4.0
Culture, Leisure and Sport	99	71.4
Economy	166	123.4
Environment	268	262.4

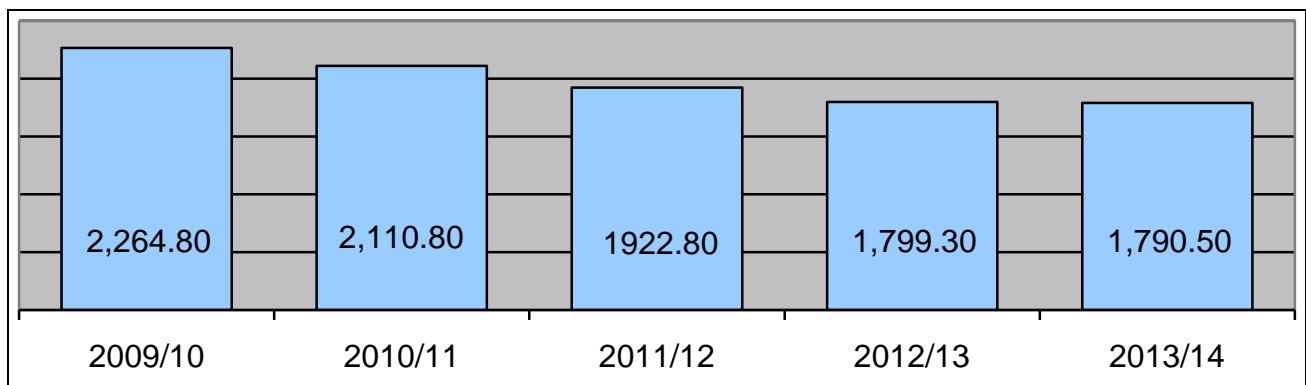
### Resources

Strategic, Director & Support	4	3.0
Finance	154	129.6
Strategic Business Support	357	313.9
Transformation	50	47.3

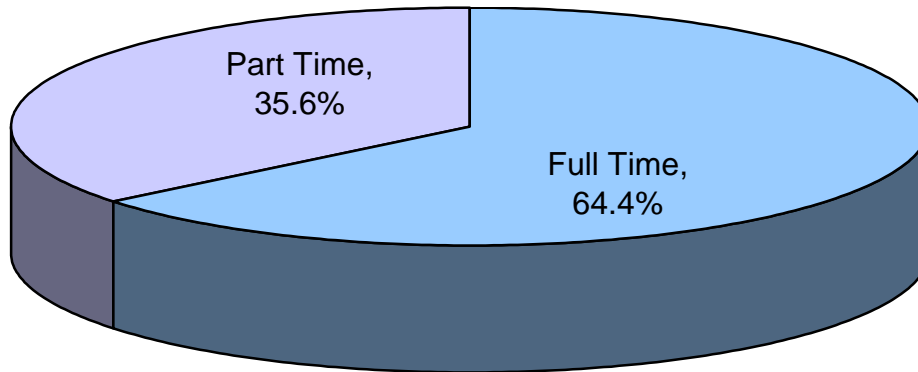
#### 2.1c The number of council employees at the end of each financial year



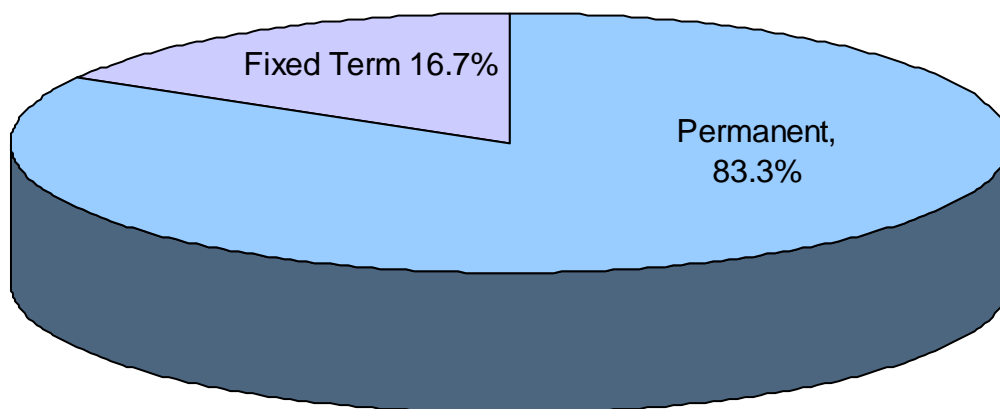
#### 2.1d The Full Time Equivalent number of council employees at the end of each financial year:



## 2.2 Basis



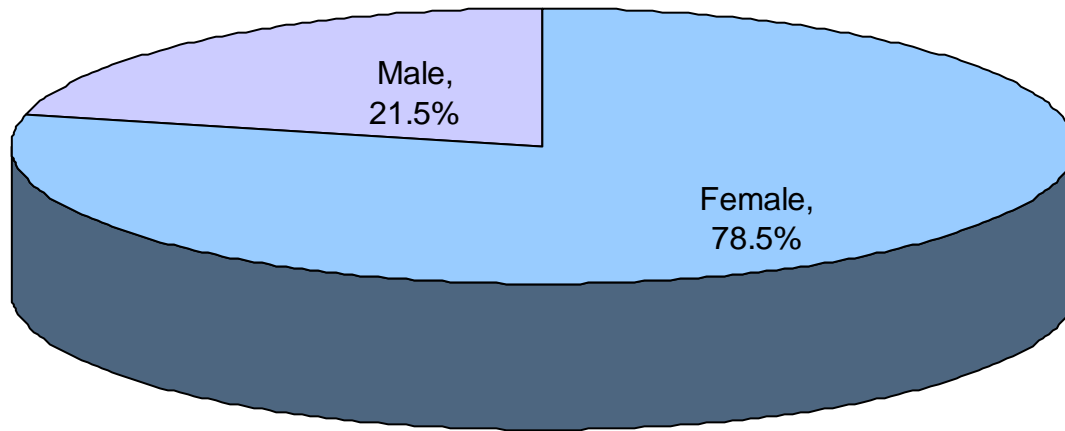
## 2.3 Category



## 2.4 Age

	%
16 – 30	18.2%
31 – 40	20.4%
41 – 50	30.1%
51 – 60	25.8%
61 – 64	3.5%
65+	1.9%
<b>Total</b>	<b>100%</b>

## 2.5 Gender



## 2.6 Marital Status

	%
Divorced	8.71%
Married	54.26%
Single	19.75%
Partner	13.33%
Widowed	1.04%
Separated	2.42%
Civil Partnership	0.49%
<b>Total</b>	<b>100%</b>

*Latest data available - 2011*

## 2.7 Sexual Orientation

	%
Bisexual	0.75%
Gay	0.69%
Heterosexual	98.27%
Lesbian	0.29%
<b>Total</b>	<b>100%</b>

*Latest data available - 2011*

## 2.8 Disability

	%
Not Disabled	96.97%
Disabled	3.03%
<b>Total</b>	<b>100%</b>

## 2.9 Ethnic Origin

	%
White	99.21%
Mixed or Multiple Ethnicity	0.17%
Asian or Asian British	0.38%
Black or Black British	0.17%
Chinese or Other Ethnicity	0.06%
<b>Total</b>	<b>100%</b>

## 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	1.02%
<b>Total</b>	<b>100%</b>

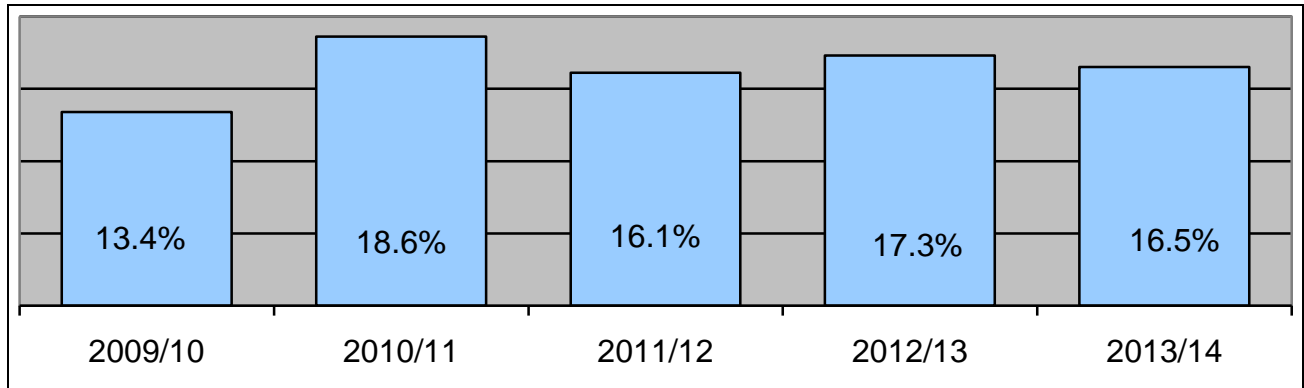
*\*(including Church of England, Catholic, Protestant and any other Christian Denominations)  
Latest data available - 2011*

## 3.0 RECRUITMENT & TURNOVER

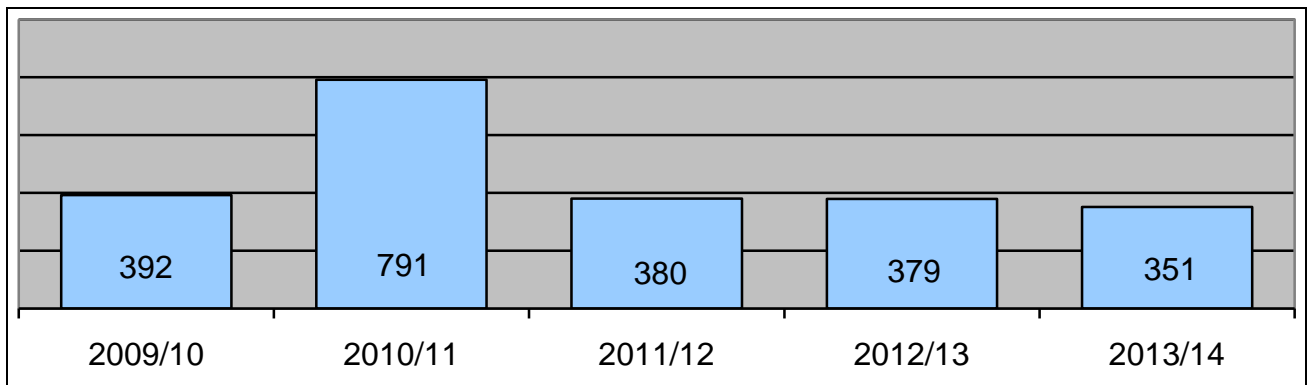
### 3.1 Turnover by Directorate

	Leavers	% Turnover
Chief Executives	2	25.00%
People	172	16.14%
Place	88	16.83%
Resources	89	16.73%
<b>North East Lincolnshire Council</b>	<b>351</b>	<b>16.46%</b>

### 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

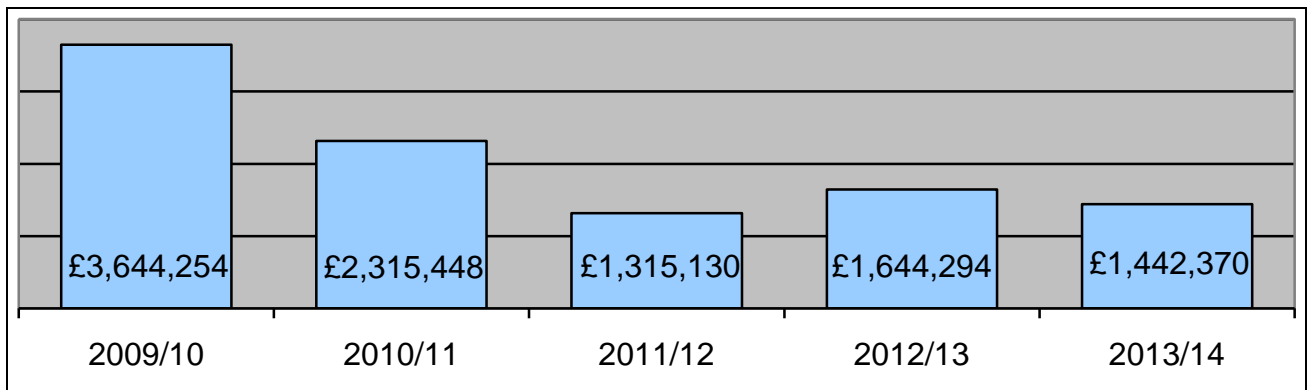
	Leavers
Voluntary Resignation	168
Redundancy	93
TUPE	3
Career Break	1
Early Retirement	3
End of Temporary Contract	47
Flexible Retirement	5
Retirement	18
Other reasons including Dismissal	10
Ill Health Retirement	3
<b>Total</b>	<b>351</b>



### 3.3 Length of Service

	%
< less than 1 year	5.7%
1 - 5 years	19.7%
6 - 10 years	18.8%
11 - 15 years	9.0%
16 - 20 years	15.7%
> more than 20 years	31.1%
<b>Total</b>	<b>100%</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

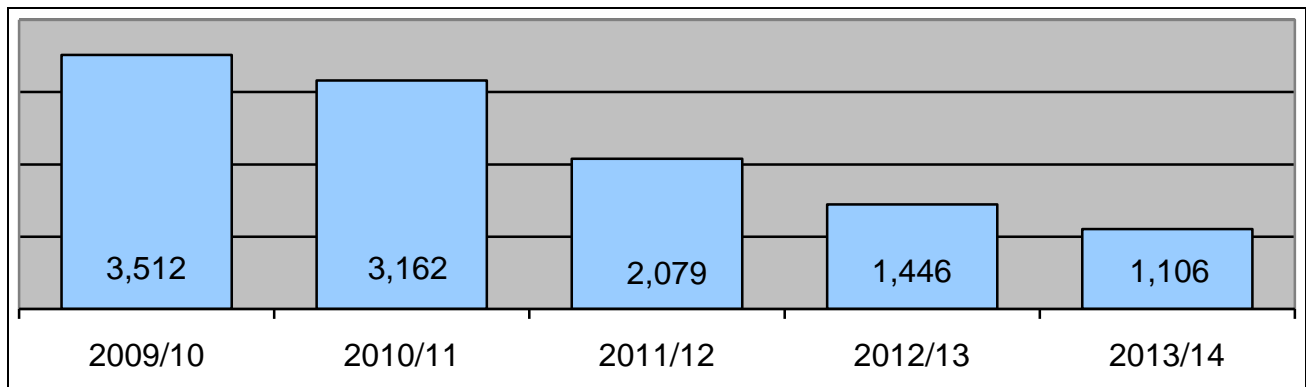
at 31/03/2014

	FTE	%
Chief Executives	0	0%
Economy, Environment & Housing	101.01	10.88%
People & Communities	53.55	10.4%
Resources Directorate	32.37	6.15%
<b>North East Lincolnshire Council</b>	<b>186.92</b>	<b>9.45%</b>

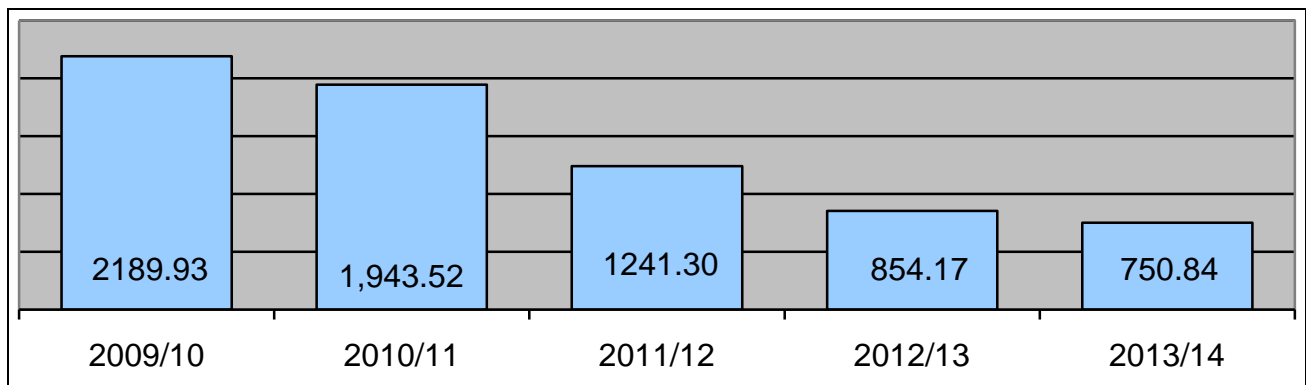
#### 4.0 **MAINTAINED SCHOOLS**

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:**



#### 5.0 **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=fAAxADIAMQA0ADMAfAB8AFQAcgB1AGU AfAB8ADAAfAA1>

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.nelincsddata.net](http://www.nelincsddata.net).

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



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### Background Information

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Subject	HR Strategy
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For Further Copies	Available on the Councils Internet.
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Lead Officer	Hollie Kendall - HR Officer Support
Council Plan Strategic Aims	High – Be an effective and efficient Council.
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