

Appendix 2 – Workforce Profile – 31st March 2022

Table 1.1 below relates to the year-end workforce profile as at 31st March 2022 and examines changes in that profile over time.

1. Headcount

Table 1.1

Headcount	Apprentice	Fixed-Term	Permanent	Total	Casual	Invigilators
Citizen Culture & Facilities	1	60	634	695	9	0
Education	8	104	958	1070	39	42
Housing & Employability	0	68	275	343	2	0
People & Technology	0	6	100	106	0	0
Regulatory & Regeneration	0	11	106	117	4	0
Resources	0	15	224	239	0	0
Roads & Neighbourhood	15	23	349	387	37	0
Supply, Distribution & Property	29	9	381	419	0	0
Vaccination Centre Team	0	10	2	12	7	0
Chief Exec Office	53	306	3029	3388	98	42
Child Health Care & Criminal Ju	0	20	247	267	17	0
Community Health & Care	0	13	955	968	40	0
Finance & Resources	0	1	4	5	0	0
Mental Health Addiction & Lea	1	14	142	157	0	0
Strategy, Planning & Health Im	0	1	24	25	0	0
Health & Social Care Partners	1	49	1372	1422	57	0
Strategic Management	0	0	13	13	0	0
Local Government Employees	54	355	4414	4823	155	42
Education (Teachers)	0	172	921	1093	224	0
Council Wide Total	54	527	5335	5916	379	42

When compared to the same period last year the headcount has decreased by 27 overall. This is due to reductions of 19 apprenticeships and 25 fixed term contracts but an increase of 17 permanent contracts. The casual/supply pool headcount has decreased by 120.

Table 1.2 shows this year's figures compared to the last 4 years and illustrates a continuing reduction in apprenticeship roles returning to figures lower than 2018. It also captures the workforce growth showing the positive shift from temporary headcount to permanent.

Table 1.2 Head count Variance

Overall Headcount Variance (31/03/2018 - 31/03/2022)	Apprentice			Fixed Term			Permanent			Total	
	No.	% of Total	Yearly Varia	No.	% of Total	Yearly Variance	No.	% of Total	Yearly Variance	No.	Yearly Variance
31/03/2018	71	1.20%	-25%	490	8.6	15%	5127	90%	1%	5688	-1%
31/03/2019	74	1.30%	4%	579	10.1%	18%	5081	88%	-1%	5734	1%
31/03/2020	89	1.50%	20%	581	9.9%	0%	5201	88.60%	2%	5871	2%
31/03/2021	73	1.20%	-18%	552	9.3%	-5%	5318	89.50%	2%	5943	1%
31/03/2022	54	1%	-7%	527	9%	-1%	5335	90.18%	1%	5916	-1%

Table 1.3 below provides more information on the variance across all services with the comparison data illustrating the steady reduction of the workforce. Notably Roads and Neighbourhood and Supply and Distribution have seen a significant shift in their demographic. They have both retained their significant apprenticeship allocation, with the majority of other areas reducing their allocation. Similarly the fixed term headcount has reduced with a corresponding increase in permanent headcount in Supply Distribution and Property, reflecting the work being carried out in this area to stabilise the workforce and provide permanent roles where possible. In Roads and Neighbourhood the temporary headcount has reduced significantly in the main due to the reduced seasonal greenspace contracts. Some Services such as Resources and Mental Health, Addiction and Learning Disabilities have been affected by resignations and retirements at this snap shot in time.

Education Learning and Attainment, previously saw the anticipated increases associated with the Early Years expansion and additional grant funding from Scottish Government for COVID recovery. Covid funding is also reflected in the increase in temporary headcount for teachers.

Table 1.3 Variance across services

2022 compared to 2021	Apprentice		Fixed-Term		Permanent		Total	
Citizen Culture & Facilities	1	-2	60	21	634	1	695	20
Education	8	0	104	-21	958	18	1070	-3
Housing & Employability	0	-4	68	25	275	2	343	23
People & Technology	0	-4	6	-14	100	5	106	-13
Regulatory & Regeneration	0	0	11	1	106	3	117	4
Resources	0	0	15	-1	224	-8	239	-9
Roads & Neighbourhood	15	-7	23	2	349	-1	387	-6
Supply, Distribution & Property	29	1	9	-48	381	27	419	-20
Vaccination Centre Team	0	0	10	10	2	2	12	12
Chief Exec Office	53	-16	306	-25	3029	49	3388	8
Child Health Care & Criminal Justice	0	0	20	1	247	-4	267	-3
Community Health & Care	0	-1	13	-12	955	-4	968	-17
Finance & Resources	0	0	1	0	4	-1	5	-1
Mental Health Addiction & Learning	1	-2	14	-2	142	-11	157	-15
Strategy, Planning & Health Improvement	0	0	1	-1	24	4	25	3
Health & Social Care Partnership	1	-3	49	-14	1372	-16	1422	-33
Strategic Management	0	0	0	0	13	0	13	0
Local Government Employees Total	54	-19	355	-39	4414	33	4823	-25
Education (Teachers)	0	0	172	14	921	-16	1093	-2
Council Wide Total	54	-19	527	-25	5335	17	5916	-27

Table 1.4 Casual variance

2022 compared to 2021	Casual		Invigilators	
Citizen Culture & Facilities	9	-3	0	0
Education	39	-7	42	-15
Housing & Employability	2	-6	0	0
People & Technology	0	0	0	0
Regulatory & Regeneration	4	-1	0	0
Resources	0	0	0	0
Roads & Neighbourhood	37	3	0	0
Supply, Distribution & Property	0	0	0	0
Vaccination Centre Team	7	0	0	0
Chief Exec Office	98	-14	42	-15
Child Health Care & Criminal Justice	17	-6	0	0
Community Health & Care	40	-6	0	0
Finance & Resources	0	0	0	0
Mental Health Addiction & Learning Disabilities	0	0	0	0
Strategy, Planning & Health Improvement	0	0	0	0
Health & Social Care Partnership	57	-12	0	0
Strategic Management	0	0	0	0
Local Government Employees Total	155	-26	42	-15
Education (Teachers)	224	-64	0	0
Council Wide Total	379	-90	42	-15

Table 1.4 shows the casual variance compared to last year and shows a significant decrease in casuals registered for work with WDC. Invigilators were previously reported in this category but have been separated as they are not covered by any bargaining group (Local Government or Teachers) and their pay is reclaimed by WDC and fully paid by SQA.

Table 1.5 Overall FTE Variance

The significant reduction in this area is accounted for by seasonal employees who are retained as casual in between seasonal contracts to allow for participation in casual work as required. Seasonable contracts commence early April and they still featured in the end of year statistics. Teachers were another area where there was a decrease in Supply staff.

Overall Headcount Variance (31/03/2018 - 31/03/2022)	Apprentice			Fixed Term			Permanent			Total			
	No.	% of Total	Yearly Variance	No.	% of Total	Yearly Variance	No.	% of Total	Yearly Variance	No.			Yearly Variance
31/03/2018	71	1.20%	-25%	490	8.6	15%	5127	90%	1%	5688			-1%
31/03/2019	74	1.30%	4%	579	10.1%	18%	5081	88%	-1%	5734			1%
31/03/2020	89	1.50%	20%	581	9.9%	0%	5201	88.60%	2%	5871			2%
31/03/2021	73	1.20%	-18%	552	9.3%	-5%	5318	89.50%	2%	5943			1%
31/03/2022	54	1%	-7%	527	9%	-1%	5335	90.18%	1%	5916			-1%

2. Full time Equivalent

Table 2.1

Full time equivalent				
	Apprentice	Fixed-Term	Permanent	Total
Citizen Culture & Facilities	1.00	33.78	416.09	450.88
Education	8.00	81.57	785.84	875.41
Housing & Employability	0.00	56.40	263.49	319.88
People & Technology	0.00	5.00	93.70	98.70
Regulatory & Regeneration	0.00	9.50	99.14	108.64
Resources	0.00	13.31	193.70	207.01
Roads & Neighbourhood	15.00	21.27	303.35	339.62
Supply, Distribution & Property	29.00	8.83	368.05	405.88
Vaccination Centre Team	0.00	5.53	2.00	7.53
Chief Exec Office	53.00	235.18	2525.37	2813.56
Child Health Care & Criminal Justice	0.00	17.35	221.25	238.60
Community Health & Care	0.00	10.72	708.69	719.41
Finance & Resources	0.00	1.00	3.50	4.50
Mental Health Addiction & Learning Disabilities	1.00	9.89	114.67	125.56
Strategy, Planning & Health Improvement	0.00	0.73	21.81	22.54
Health & Social Care Partnership	1.00	39.69	1069.92	1110.61
Strategic Management	0.00	0.00	13.00	13.00
Local Government Employees Total	54.00	274.88	3608.29	3937.17
Education (Teachers)	0.00	164.30	845.10	1009.40
Council Wide Total	54.00	439.18	4453.39	4946.57

This year the growth is balanced at -1% across both FTE and Headcount demonstrating a very slight decrease in both headcount and working hours.

3. Fixed Term Contracts

There are 527 employees working on a fixed term basis and 132 of these hold fixed term contracts which have a duration exceeding 2 years (relevant for various employment rights). The table below illustrates the location of these employees and compares to last year. There has been a decrease in Fixed Term contracts within Building Services due to all fixed term employees being issued with permanent contracts.

Table 3.1

Number of employees on fixed-term contract for longer than 2 years	2021	2022
Citizen Culture & Facilities	3	4
Education	37	28
Housing & Employability	18	23
People & Technology	0	0
Regulatory & Regeneration	7	4
Resources	3	4
Roads & Neighbourhood	20	18
Supply, Distribution & Property	49	21
Vaccination Centre Team	0	0
Chief Exec Office	137	102
Child Health Care & Criminal Justice	6	9
Community Health & Care	5	3
Finance & Resources	1	1
Mental Health Addiction & Learning Disabilities	5	5
Strategy, Planning & Health Improvement	1	0
Health & Social Care Partnership	18	18
Strategic Management	0	0
Local Government Employees Total	155	120
Education (Teachers)	11	12
Council Wide Total	166	132

4. Full time / Part time Split

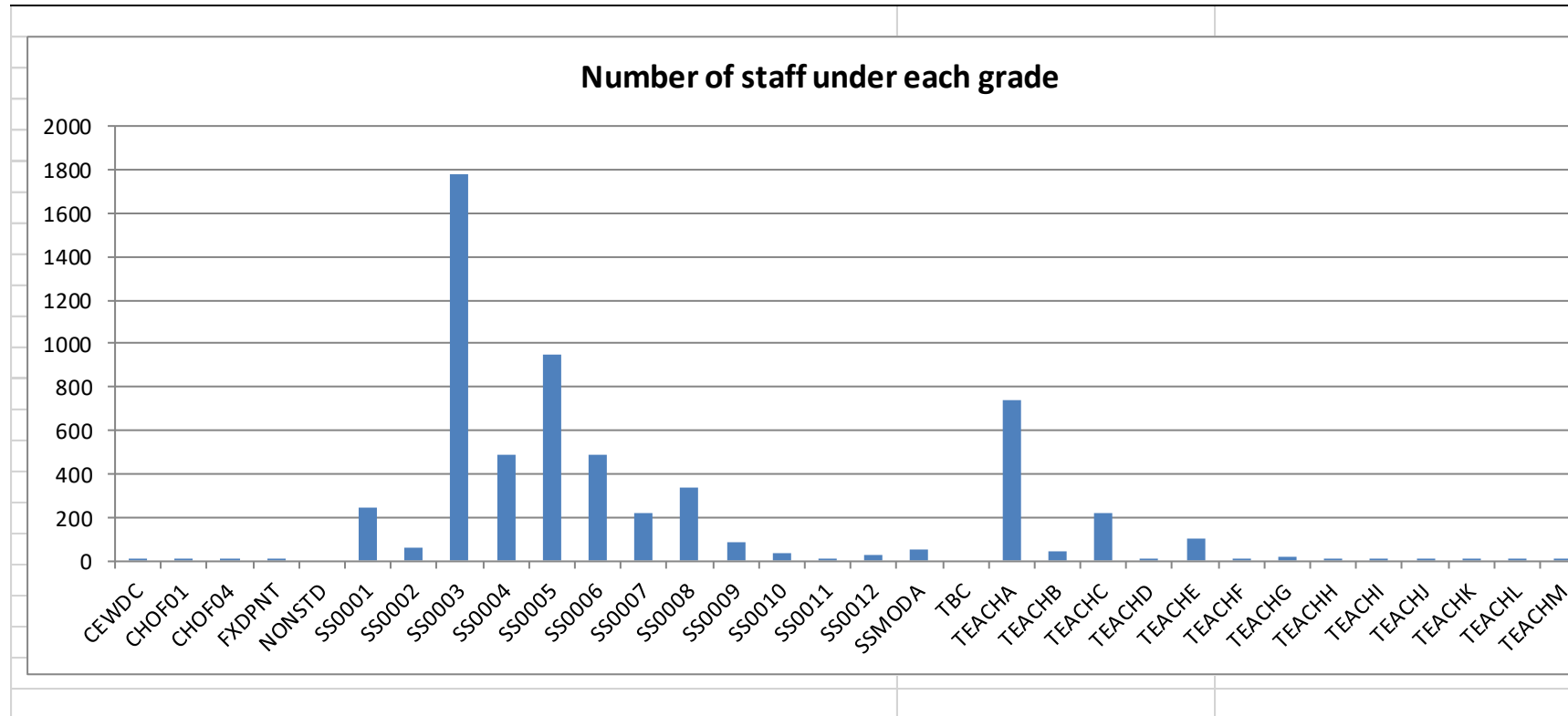
Table 4.1

	Full-Time	Part-Time
Citizen Culture & Facilities	145	550
Education	430	640
Housing & Employability	281	62
People & Technology	90	16
Regulatory & Regeneration	93	24
Resources	142	97
Roads & Neighbourhood	292	95
Supply, Distribution & Property	375	44
Vaccination Centre Team	2	10
Chief Exec Office	1850	1538
Child Health Care & Criminal Justice	200	67
Community Health & Care	196	772
Finance & Resources	4	1
Mental Health Addiction & Learning Disabilities	71	86
Strategy, Planning & Health Improvement	17	8
Health & Social Care Partnership	488	934
Strategic Management	13	0
Local Government Employees Total	2351	2472
Education (Teachers)	809	284
Council Wide Total	3160	2756

The number of full time contracts has reduced this year by 16 and the number of part time contracts has decreased by 11 reflective of the drop in headcount. The percentage of part time contracts has decreased by 1% this year with 47% of the workforce term time, sessional or reduced working hours and 53% working a full time contract.

5. Grade Profile

Table 5.1



As shown above the most prominent grade amongst Local Government Employees remains Grade 3, followed by Grade 5. For teachers the most prominent grade is a Main Grade Teacher.

6. Sex Profile

Table 6.1

	Female		Male	
	Headcount	Percentage	Headcount	Percentage
Citizen Culture & Facilities	589	84.7%	106	15.3%
Education	1004	93.8%	66	6.2%
Housing & Employability	193	56.3%	150	43.7%
People & Technology	55	51.9%	51	48.1%
Regulatory & Regeneration	75	64.1%	42	35.9%
Resources	203	84.9%	36	15.1%
Roads & Neighbourhood	33	8.5%	354	91.5%
Supply, Distribution & Property	64	15.3%	355	84.7%
Vaccination Centre Team	3	25.0%	9	75.0%
Chief Exec Office	2219	65.5%	1169	34.5%
Child Health Care & Criminal Justice	209	78.3%	58	21.7%
Community Health & Care	886	91.5%	82	8.5%
Finance & Resources	5	100.0%	0	0.0%
Mental Health Addiction & Learning Disabilities	103	65.6%	54	34.4%
Strategy, Planning & Health Improvement	24	96.0%	1	4.0%
Health & Social Care Partnership	1227	86.3%	195	13.7%
Strategic Management	9	69.2%	4	30.8%
Local Government Employees Total	3455	71.6%	1368	28.4%
Education (Teachers)	887	81.2%	206	18.8%
Council Wide Total	4342	73.4%	1574	26.6%

The sex profile remains fairly consistent with 73.4% of the workforce female and 26.6% male. There are no significant changes across the workforce with female predominance in Education and HSCP and male predominance in Roads and Neighbourhood and Supply Distribution and Property.

7. Age Profile

Table 7.1

Demographics – Age (Percentage)											
	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Citizen, Culture & Facilities	0.7%	3.0%	4.9%	9.1%	10.2%	9.6%	7.9%	13.4%	17.8%	16.4%	6.9%
Education	1.6%	4.4%	4.1%	3.1%	7.0%	11.4%	8.3%	15.2%	17.1%	19.6%	8.3%
Housing & Employability	16.7%	41.7%	16.7%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	8.3%
People & Technology	0.9%	4.5%	6.4%	8.3%	9.9%	11.5%	10.2%	15.1%	16.5%	12.2%	4.5%
Regulatory & Regeneration	0.0%	3.0%	4.9%	10.5%	9.7%	14.6%	12.7%	13.1%	16.5%	11.2%	3.7%
Resources	0.3%	2.3%	5.9%	7.2%	6.2%	8.3%	10.0%	16.0%	19.6%	17.1%	7.0%
Roads & Neighbourhood	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	40.0%	40.0%	0.0%	0.0%
Supply, Distribution & Property	0.0%	1.9%	5.1%	7.0%	10.8%	15.3%	10.2%	17.2%	15.3%	10.8%	6.4%
Vaccination Centre	16.7%	41.7%	16.7%	0.0%	0.0%	0.0%	0.0%	8.3%	8.3%	0.0%	8.3%
Chief Exec Office	0.9%	4.5%	6.4%	8.3%	9.9%	11.5%	10.2%	15.1%	16.5%	12.2%	4.5%
Child Health Care & Criminal Justice	0.0%	3.0%	4.9%	10.5%	9.7%	14.6%	12.7%	13.1%	16.5%	11.2%	3.7%
Community Health & Care	0.3%	2.3%	5.9%	7.2%	6.2%	8.3%	10.0%	16.0%	19.6%	17.1%	7.0%
Finance & Resources	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	40.0%	40.0%	0.0%	0.0%
Mental Health, Addictions & Learning Disabilities	0.0%	1.9%	5.1%	7.0%	10.8%	15.3%	10.2%	17.2%	15.3%	10.8%	6.4%
Strategy, Planning & Health Improvement	0.0%	0.0%	0.0%	4.0%	16.0%	28.0%	20.0%	16.0%	8.0%	8.0%	0.0%
Health & Social Care Partnership	0.2%	2.3%	5.5%	7.7%	7.5%	10.5%	10.8%	15.7%	18.4%	15.1%	6.2%
Strategic Management	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	23.1%	23.1%	30.8%	15.4%	0.0%
Local Government Employee's Total	9.6%	3.9%	6.1%	8.1%	9.2%	11.2%	10.4%	15.3%	17.1%	13.0%	5.0%
Education (Teachers)	0.0%	3.0%	13.9%	16.8%	16.7%	15.0%	9.9%	10.7%	8.1%	4.8%	1.1%
Council Wide Total	0.5%	3.7%	7.6%	9.7%	10.5%	11.9%	10.3%	14.5%	15.4%	11.5%	4.3%

The distribution curve for the age demographic across the council remains fairly consistent with previous years. The highest proportion of people are in the 50-54 and 55-59 age group. There has been a slight reduction in the 16-19 age group consistent with the reduction in modern apprenticeships. Although the percentage of employees working past 65 across the

council has stabilised local government employees have seen a decrease of 0.4% and teachers have shown an increase of 0.1% compared to last year. Housing and Employability has seen the most notable change in the last year with an increase of over 4% in the over 65 category to 8.3%.

8. Length of Service

Table 8.1

Length of service	Less than 1 year		1 to 9 years		10 or more years	
	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Citizen Culture & Facilities	109	15.7%	236	34.0%	350	50.4%
Education	92	8.6%	464	43.4%	514	48.0%
Housing & Employability	34	9.9%	131	38.2%	178	51.9%
People & Technology	14	13.2%	36	34.0%	56	52.8%
Regulatory & Regeneration	14	12.0%	39	33.3%	64	54.7%
Resources	15	6.3%	66	27.6%	158	66.1%
Roads & Neighbourhood	18	4.7%	119	30.7%	250	64.6%
Supply, Distribution & Property	14	3.3%	183	43.7%	222	53.0%
Vaccination Centre Team	8	66.7%	2	16.7%	2	16.7%
Chief Exec Office	318	9.4%	1276	37.7%	1794	53.0%
Child Health Care & Criminal Justice	22	8.2%	87	32.6%	158	59.2%
Community Health & Care	106	11.0%	378	39.0%	484	50.0%
Finance & Resources	0	0.0%	1	20.0%	4	80.0%
Mental Health Addiction & Learning Disabilities	11	7.0%	56	35.7%	90	57.3%
Strategy, Planning & Health Improvement	2	8.0%	3	12.0%	20	80.0%
Health & Social Care Partnership	141	9.9%	525	36.9%	756	53.2%
Strategic Management	2	15.4%	7	53.8%	4	30.8%
Local Government Employees Total	461	9.6%	1808	37.5%	2554	53.0%
Education (Teachers)	74	6.8%	493	45.1%	526	48.1%
Council Wide Total	535	9.0%	2301	38.9%	3080	52.1%

The distribution of Length of service remains fairly consistent with the highest percentage serving 10 years or more.

* Above data pertains to WDC service only (excluding continuous service with any public authority to which the redundancy Payments Modification Order (Local Government) 1983 (as amended applies).

9. New Start

Table 9.1

535 new employees joined the council in 2021/22 which is an increase of 53 from last year and is also higher than the previous 2 years (2017/18, 2018/19) which saw 487 and 486 respectively. The table below shows this information by service and contract type.

New Start Employees	Apprentice	Fixed-Term	Permanent	Total
Citizen Culture & Facilities	1	47	61	109
Education	3	41	48	92
Housing & Employability	0	20	14	34
People & Technology	0	6	8	14
Regulatory & Regeneration	0	4	10	14
Resources	0	9	6	15
Roads & Neighbourhood	6	5	7	18
Supply, Distribution & Property	6	0	8	14
Vaccination Centre Team	0	8	0	8
Chief Exec Office	16	140	162	318
Child Health Care & Criminal Justice	0	5	17	22
Community Health & Care	0	4	102	106
Finance & Resources	0	0	0	0
Mental Health Addiction & Learning Disabilities	0	5	6	11
Strategy, Planning & Health Improvement	0	1	1	2
Health & Social Care Partnership	0	15	126	141
Strategic Management	0	0	2	2
Local Government Employees Total	16.0	155.0	290.0	461
Education (Teachers)	0	65	9	74
Council Wide Total	16	220	299	535

10. Turnover

Table 10.1

The information below presents crude turnover (i.e. based on all leavers) and shows an increase in turnover to 13.4% compared to last year, 8.3%. Between 2016-18, the turnover figure was between 8.6 and 8.7%, this reduced to 8% in 18/19 and further reduced to 7.9% in 19/20. It would appear that turnover was exceptionally high in 21/22 compared to previous years and this may be an impact of the Covid Pandemic. The leaver's information in section 11 outlines that the vast majority of leavers were resignations, however the introduction of vaccination centres would have contributed to this.

Turnover					
	Staff at 1 April 2021	Staff at 1 April 2022	Average	Leavers in Last 12 Months	Turnover %
Citizen Culture & Facilities	675	695	685	139	20.3%
Education	1073	1070	1072	144	13.4%
Housing & Employability	320	343	332	31	9.4%
People & Technology	119	106	113	14	12.4%
Regulatory & Regeneration	113	117	115	23	20.0%
Resources	248	239	244	14	5.7%
Roads & Neighbourhood	393	387	390	34	8.7%
Supply, Distribution & Property	439	419	429	34	7.9%
Vaccination Centre Team	0	12	6	48	800.0%
Chief Exec Office	3380	3388	3384	481	14.2%
Child Health Care & Criminal Justice	270	267	269	29	10.8%
Community Health & Care	985	968	977	164	16.8%
Finance & Resources	6	5	6	0	0.0%
Mental Health Addiction & Learning Disabilities	172	157	165	21	12.8%
Strategy, Planning & Health Improvement	22	25	24	4	17.0%
Health & Social Care Partnership	1455	1422	1439	218	15.2%
Strategic Management	13	13	13	3	23.1%
Local Government Employees Total	4848	4823	4836	702	14.5%
Education (Teachers)	1095	1093	1094	93	8.5%
Council Wide Total	5943	5916	5930	795	13.4%

11. Leavers

Table 11.1

The numbers of leavers has increased to 795 employees leaving the organisation compared to 490 last year, 457 in 2020 and 475 in 2019.

Service	Death in Service	Dismissal - End of Cont	Dismissal - Ill Health	Dismissal With Notice	Employee Not Started	Resignation	Retiral - Age	Retiral - Ill Health	Retiral on Option (60+)	Teacher - End Fixed Term	Teacher - Other	Teacher - Retirement Age	Teacher - Retirement Other	Teacher - Vol Resign Other	Unused Casual	Grand Total
Citizen, Culture & Facilities	*	*	7	0	*	111	11	*	0	0	0	0	0	0	0	139
Education	*	7	0	0	*	95	25	*	5	0	0	0	0	0	7	144
Housing & Employability	0	5	0	0	0	19	*	*	0	0	0	0	0	0	*	31
People & Technology	0	*	0	0	0	9	*	0	0	0	0	0	0	0	0	14
Regulatory & Regeneration	*	0	0	0	*	17	*	*	0	0	0	0	0	0	0	23
Resources	0	0	0	0	*	9	*	0	0	0	0	0	0	0	0	14
Roads & Neighbourhood	4	12	*	0	0	11	*	*	*	0	0	0	0	0	0	34
Supply, Distribution & Proper	0	*	0	*	0	23	5	*	*	0	0	0	0	0	0	34
Vaccination Centre Team	0	22	0	*	*	23	0	0	0	0	0	0	0	0	0	48
Chief Exec Office Total	4	46	9	3	7	317	55	12	8	0	0	0	0	0	10	481
Child Health Care & CJ	*	0	*	0	0	20	7	0	0	0	0	0	0	0	0	29
Community Health & Care	*	*	17	6	*	93	19	11	*	0	0	0	0	0	12	164
Finance & Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mental Health Addic & LD	0	*	0	0	0	14	*	*	*	0	0	0	0	0	0	21
Strategy, Planning & HI	0	0	0	0	0	*	*	0	0	0	0	0	0	0	0	4
HSCP Total	2	4	18	6	2	129	31	12	2	0	0	0	0	0	12	218
Strategic Management	0	0	0	0	0	2	0	0	*	0	0	0	0	0	0	3
Local Government Total	9	57	27	9	9	448	86	24	11	0	0	0	0	0	22	702
Education (Teachers)	0	*	0	0	0	39	12	0	*	27	4	1	2	3	0	93
Council Wide Total	9	60	27	9	9	487	98	24	13	27	4	1	2	3	22	795

* Figures of under 5 have been removed and replaced with a * due to the possible identification of individuals.

12. Apprentices

Table 12.1

Apprentices			
	Level 2	Level 3	Total
Citizen Culture & Facilities	0	1	1
Education	0	8	8
Housing & Employability	0	0	0
People & Technology	0	0	0
Regulatory & Regeneration	0	0	0
Resources	0	0	0
Roads & Neighbourhood	6	9	15
Supply, Distribution & Property	0	29	29
Vaccination Centre Team	0	0	0
Chief Exec Office	6	47	53
Child Health Care & Criminal Justice	0	0	0
Community Health & Care	0	0	0
Finance & Resources	0	0	0
Mental Health Addiction & Learning Disabilities	0	1	1
Strategy, Planning & Health Improvement	0	0	0
Health & Social Care Partnership	0	1	1
Strategic Management	0	0	0
Local Government Employees Total	6	48	54
Education (Teachers)	0	0	0
Council Wide Total	6	48	54

The number of apprenticeships supported by the council across both level 2 and level 3 has continued to decrease from 73 last year. This is due to the impact of COVID with a reduction in apprentices recruited by departments as a result of the Pandemic in office based apprentices e.g. Business Administration, ICT, Customer Service, HR and budget implications.

13. Sickness Absence

From 1st April 2021 to 31st March 2022, there was an increase in Council wide sickness absence of 40,901.6 FTE days lost (approximately 62%) compared to 2020/21. It should be noted that this is in the context of the return to the workplace for the majority of employees who had previously been unable to operate fully and were working from home, where possible, or were only able to carry out essential work. The impact of the Pandemic has most likely had an impact on people personally and professionally.

The table below illustrates the reasons for absence distribution across the year and Minor Illness is the highest category of absence followed by personal stress and acute medical conditions. Full details and analysis of sickness absence is covered in the wellbeing report submitted to committee.

Table 13.1

Department	FTE Employees	Absence Reasons														Total Working Days Lost	FTE Days Lost	Total FTE Days Lost by FTE Employees
		Minor Illness	Back Pain	Musculo-skeletal Injuries	Stress - Personal	Recurring Medical Conditions	Non Work Related Accident / Injuries	Work Related Accidents / Injuries	Mental Health	Acute Medical Conditions	Pregnancy Related Absence	Drink or Drug Related Condition	Stress - Work Related	Notifiable Disease (Confirmed)	Long Covid			
Citizen Culture & Facilities	441.25	4003.3	371.1	1087.8	2275.3	187.7	280.7	230.6	489.8	1918.9	58.9	0.0	589.2	2210.0	65.7	13768.8	6,095.87	13.81
Education (Support Staff)	364.92	4089.7	344.4	1221.1	2373.6	1499.0	184.9	182.1	1536.4	2361.3	452.4	0.0	664.5	5100.6	707.2	20717.2	5,093.26	13.96
Housing & Employability	410.70	722.6	170.6	400.6	503.1	114.1	75.2	115.9	359.7	772.1	22.9	0.0	495.4	487.5	36.6	4276.2	6,729.80	16.39
People & Technology	2,830.07	44.4	0.0	30.0	116.4	62.1	226.4	0.0	16.4	175.7	0.0	0.0	0.0	45.9	32.0	749.3	37,575.95	13.28
Regulatory & Regeneration	237.82	58.6	0.0	1.0	75.3	0.0	5.0	0.0	30.7	420.1	0.0	0.0	562.0	132.6	27.4	1312.7	3,565.84	14.99
Resources	733.56	245.8	14.4	93.7	537.4	147.7	86.3	31.4	43.1	3.0	90.7	0.0	61.6	128.4	5.0	1488.5	19,621.48	26.75
Roads & Neighbourhood	5.11	806.2	364.1	963.3	346.6	301.3	415.7	102.5	311.4	1620.6	0.0	0.0	237.1	752.6	249.3	6470.7	9.21	1.80
Supply Distribution & Property	410.70	1082.4	906.4	2059.2	1080.9	269.9	66.8	60.9	453.9	1351.3	27.9	0.0	324.5	1045.7	17.9	8747.5	6,729.80	16.39
Vaccination Centres	24.22	65.7	0.0	0.0	0.0	0.0	20.7	0.0	24.9	0.0	0.0	2.0	0.0	0.0	0.0	113.3	29.35	1.21
Chief Exec Office Total	2,830.07	11118.6	2171.0	5856.6	7308.6	2581.9	1361.7	723.4	3266.3	8622.9	652.7	2.0	2934.3	9903.2	1141.0	57644.3	37,575.95	13.28
Child Healthcare & Criminal Justice	237.82	539.9	121.1	85.0	676.3	36.4	299.4	0.0	480.6	1127.5	62.4	0.0	231.1	529.5	239.3	4428.6	3,565.84	14.99
Community Health & Care	733.56	4601.2	1922.2	4833.3	6678.0	590.1	713.4	533.1	931.4	5548.1	411.6	53.6	934.0	2692.3	1427.9	31869.9	19,621.48	26.75
Finance & Resources	5.11	0.0	0.0	18.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	18.4	9.21	1.80
Mental Health, Addiction & Learning Disabilities	129.74	416.8	57.6	631.0	265.6	245.6	207.6	40.0	628.3	570.7	113.6	0.0	446.9	316.3	32.1	3972.1	2,771.51	21.36
Strategy, Planning & Health Improvement	21.58	19.8	0.0	0.0	57.1	5.0	0.0	0.0	0.0	27.9	10.0	0.0	13.6	19.9	0.0	153.2	111.05	5.15
Health & Social Care Partnership	1,127.80	5577.6	2100.9	5567.7	7677.1	877.2	1220.4	573.1	2040.3	7274.1	597.6	53.6	1625.6	3558.0	1699.3	40442.3	26,079.09	23.12
Strategic Management	12.73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
Strategic Management	12.73	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
LOCAL GOVERNMENT EMPLOYEES	3,970.60	16696.2	4271.9	11424.3	14985.7	3459.1	2582.1	1296.5	5306.6	15897.1	1250.3	55.6	4559.8	13461.2	2840.3	98086.6	63,655.04	16.03
Education (Teachers)	919.08	2078.4	107.9	450.4	1462.0	292.4	48.6	328.1	231.4	966.6	251.6	0.0	502.3	3752.9	322.0	10794.5	7,497.79	8.16
COUNCIL-WIDE TOTAL	4,889.68	18774.6	4379.8	11874.7	16447.7	3751.5	2630.7	1624.6	5538.0	16863.7	1501.9	55.6	5062.1	17214.0	3162.3	108881.1	71,152.83	14.55

Table 13.2

Absence Reason	Working	Percentage of Lost Days
Minor Illness	18,774.6	17.24%
Back Pain	4,379.8	4.02%
Musculo-skeletal Injuries	11,874.7	10.91%
Stress	16,447.7	15.11%
Recurring Medical Conditions	3,751.5	3.45%
Non Work Related Accidents / Injuries	2,630.7	2.42%
Work Related Accidents / Injuries	1,624.6	1.49%
Mental Health	5,538.0	5.09%
Acute Medical Conditions	16,863.7	15.49%
Pregnancy Related Absence	1,501.9	1.38%
Drink or Drug Related Condition	55.6	0.05%
Stress - Work Related	5,062.1	4.65%
Notifiable Disease (Confirmed)	17,214.0	15.81%
Long Covid	3,162.3	2.90%
TOTAL	108,881.1	100%

Employees with no absence

The table below displays the number of employees who have had no absence during the year, which accounts for 31.7% of the overall workforce. A 20.7% regression from last year's figure of 52.4%.

Table 13.3

	Absence	No absence	Total
Citizen Culture & Facilities	70.6%	29.4%	100%
Education	79.2%	20.8%	100%
Housing & Employability	51.6%	48.4%	100%
People & Technology	24.5%	75.5%	100%
Regulatory & Regeneration	40.2%	59.8%	100%
Resources	42.7%	57.3%	100%
Roads & Neighbourhood	55.6%	44.4%	100%
Supply, Distribution & Property	69.5%	30.5%	100%
Vaccination Centre Team	58.3%	41.7%	100%
Chief Exec Office	65.0%	35.0%	100%
Child Health Care & Criminal Justice	58.8%	41.2%	100%
Community Health & Care	76.2%	23.8%	100%
Finance & Resources	40.0%	60.0%	100%
Mental Health Addiction & Learning Disabilities	65.6%	34.4%	100%
Strategy, Planning & Health Improvement	52.0%	48.0%	100%
Health & Social Care Partnership	71.2%	28.8%	100%
Strategic Management	0.0%	100.0%	100%
Local Government Employees Total	66.7%	33.3%	100%
Education (Teachers)	75.3%	24.7%	100%
Council Wide Total	68.3%	31.7%	100%