

Report of the Portfolio Holder for Resources and Personnel Policy**Workforce Profile 2023/24**1. Purpose of Report

To provide detailed analysis of workforce and applicant data relating to a number of key reporting areas.

2. Recommendation

Cabinet is asked to NOTE the Workforce Profile 2023/24.

3. Detail

The Workforce Profile is an annual report which is produced by the Payroll and Job Evaluation service covering areas such as recruitment, the workforce, employment issues and health and safety. It provides an opportunity for the Council to compare data against previous years to see how it is progressing.

The Workforce Profile is an important document for the Council. The information and further analysis it provides allows the Council to identify areas of success and which areas require further consideration and improvement.

The Workforce Profile 2023/24 is included within the **Appendix**.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no direct financial implications arising from this noting report. The cost of employees related expenses are contained within approved establishment budgets.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

No Comments

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

No comments

7. Union Comments

The Union comments were as follows:

Whilst it is pleasing to see that the sickness levels have decreased from 9.59 days to 8.86 days per employee, there has been an increase in work related stress absences during 2023/24 (increasing from 102 days in 2022/23 to 344 days). This is an area UNISON will be focussing on in the coming months, ensuring that our members feel supported and working together with their managers to resolve any issues.

The gender pay gap increased from 3.66% to 4.05%, but it is acknowledged that this is due to the higher number of female part-time workers employed by the Council.

The reduction in the number of accidents and that having no RIDDOR reportable incidents is encouraging to see.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Background Papers

Nil.