

**Report of the Portfolio Holder for Resources and Personnel Policy****Workforce Profile 2024/25****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 2024/25.**

**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 provided allows the Council to identify areas of success and areas that may require further consideration and improvement.

The Workforce Profile 2024/25 is shown in the **Appendix**.

**4. Financial Implications**

The comments from the Assistant Director 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 Head of Legal Services were as follows:

There are no direct legal implications arising from this report.

**6. Human Resources Implications**

There were no comments from the Human Resources Manager.

7. Union Comments

The Union comments were as follows:

The Workforce Profile is an important document for both the Council and also for Unison. In regard to the reports Appendix, section 4.9 Breakdown of Reasons for Leaving by Age and Gender. It would have been extremely useful to have known the reasons as to why the majority (47 employees) who left Broxtowe are listed as 'Not Known'. Was this due to an exit interview not being offered or the offer for an exit interview being refused by the member of staff? I would propose that more work needs to be undertaken in regard to staff exit interviews to better understand the reasons as to why staff are leaving Broxtowe.

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.