

Report of the Chief Executive

WORKFORCE PROFILE 2018/191. Purpose of report

To provide analysis of the workforce for Broxtowe Borough Council in 2018/19.

2. Background

The workforce profile is an annual report (see appendix) which is produced by the Pay and Job Evaluation team covering areas such as recruitment, the workforce, employment issues and health & safety. It provides an opportunity for us to compare with previous years to see how the Council is progressing. Some comparison with other Nottinghamshire local authorities is shown in the report.

3. Detail

The workforce profile is an important document to the Council. The information and further analysis it provides allows the Council to see what we succeed in and which areas require further consideration and improvement.

The analysis within the report for recruitment helps us to identify the profile of candidates which are applying for posts. From this we can understand if the candidates we appoint are as diverse as the group which are applying.

One statutory part of the document is 4.14 Gender Pay Gap which needs to be reported and published each year by Broxtowe Borough Council. It became a statutory requirement for the Gender Pay Gap to be reported from April 2017. This means the Council must publish the median and mean hourly rate by 31 March in order to remain compliant.

With mental health becoming a more prevalent subject in the workplace and society, sub section 5.8 Mental Health Related Sickness Absence has been added to the report this year. Sub section 5.8 shows the level of sickness absence due to mental health for Broxtowe Borough Council employees.

Health & Safety is vital in ensuring employees feel their workplace is a safe and amenable environment. Analysis of accidents and RIDDOR accidents means we are able to see if improvements have been made and set targets for future years.

Recommendation

The Committee is asked to note the report

Background papers

Nil