



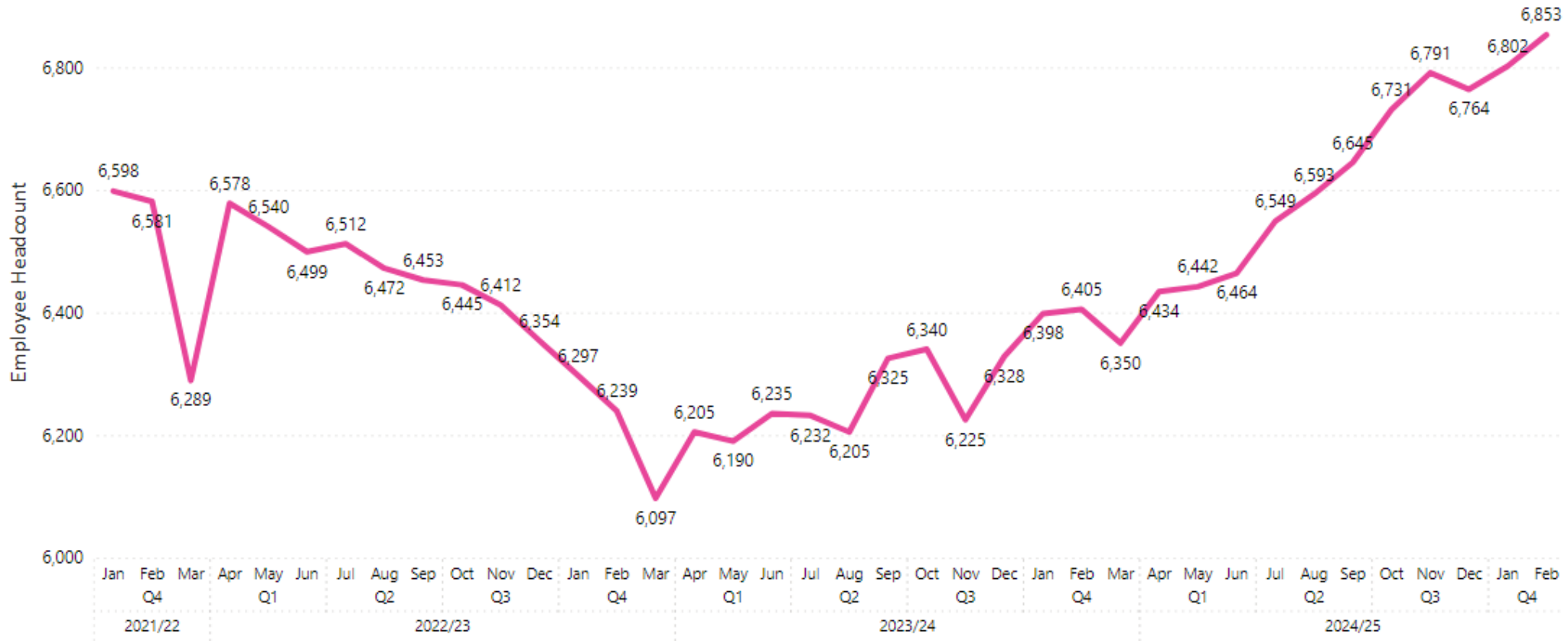
HR Committee

HR Dashboard – Workforce & Sickness Absence

March 2025



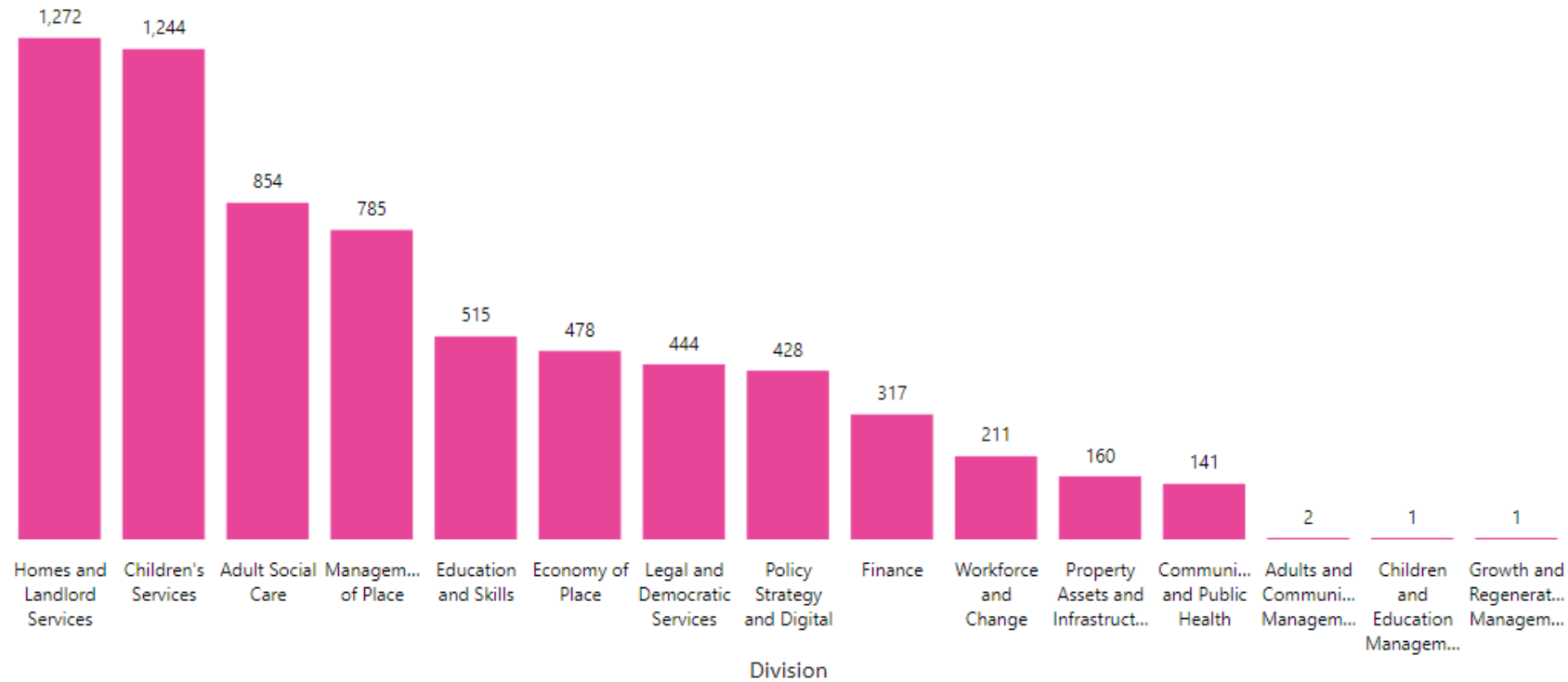
Workforce – Headcount Trend



- There are currently 6,856 employees, headcount has increased by 6.8% over the last 12 months.
- There are currently a full time equivalent of 5,913.7 positions, this has increased by 5.9% over the last 12 months

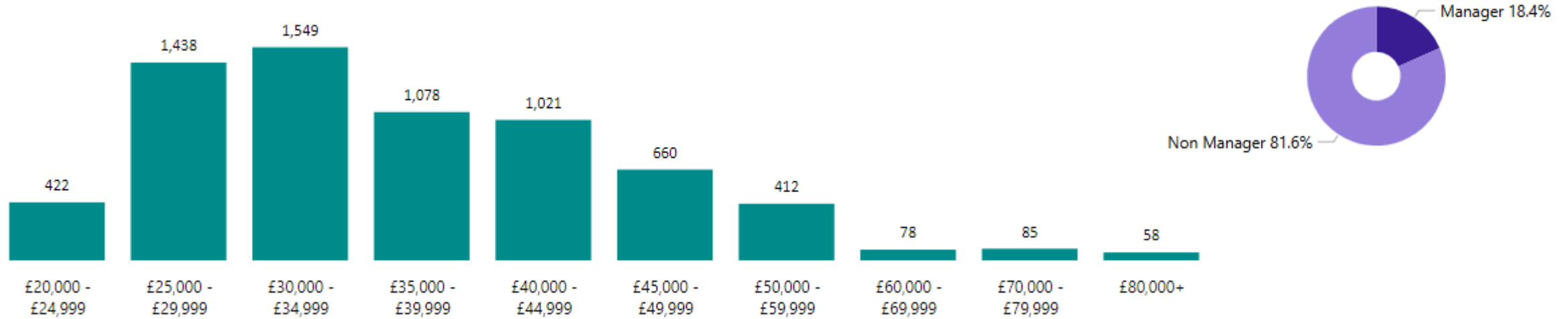
Workforce – FTE by Division

Employee Headcount by Structure Level (hover over bars to see trend over time)

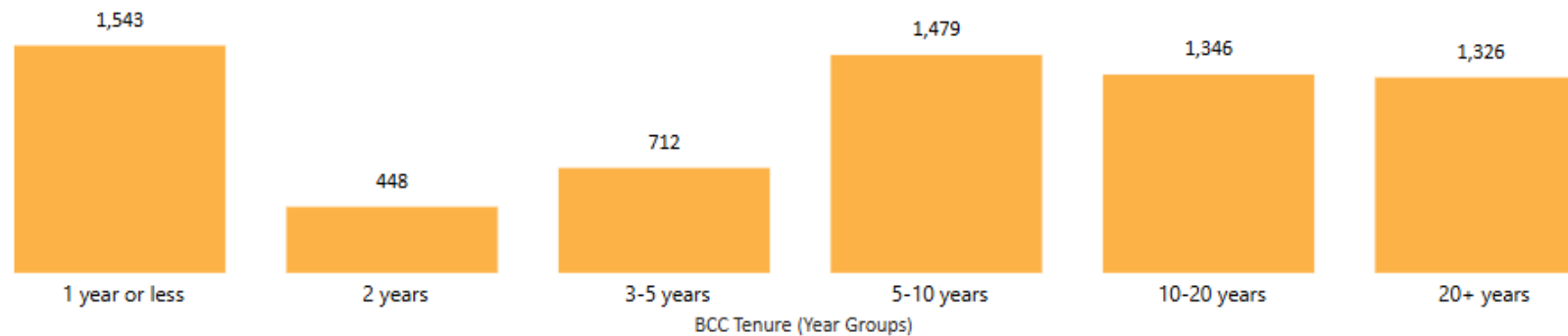


- The division recorded with the largest increase was Homes and Landlord Services with a headcount increase of 12.4%.
- The division recorded with the largest decrease was Adult Social Care with a headcount reduction of –0.7%.

Workforce – Headcount by Salary Range & Tenure

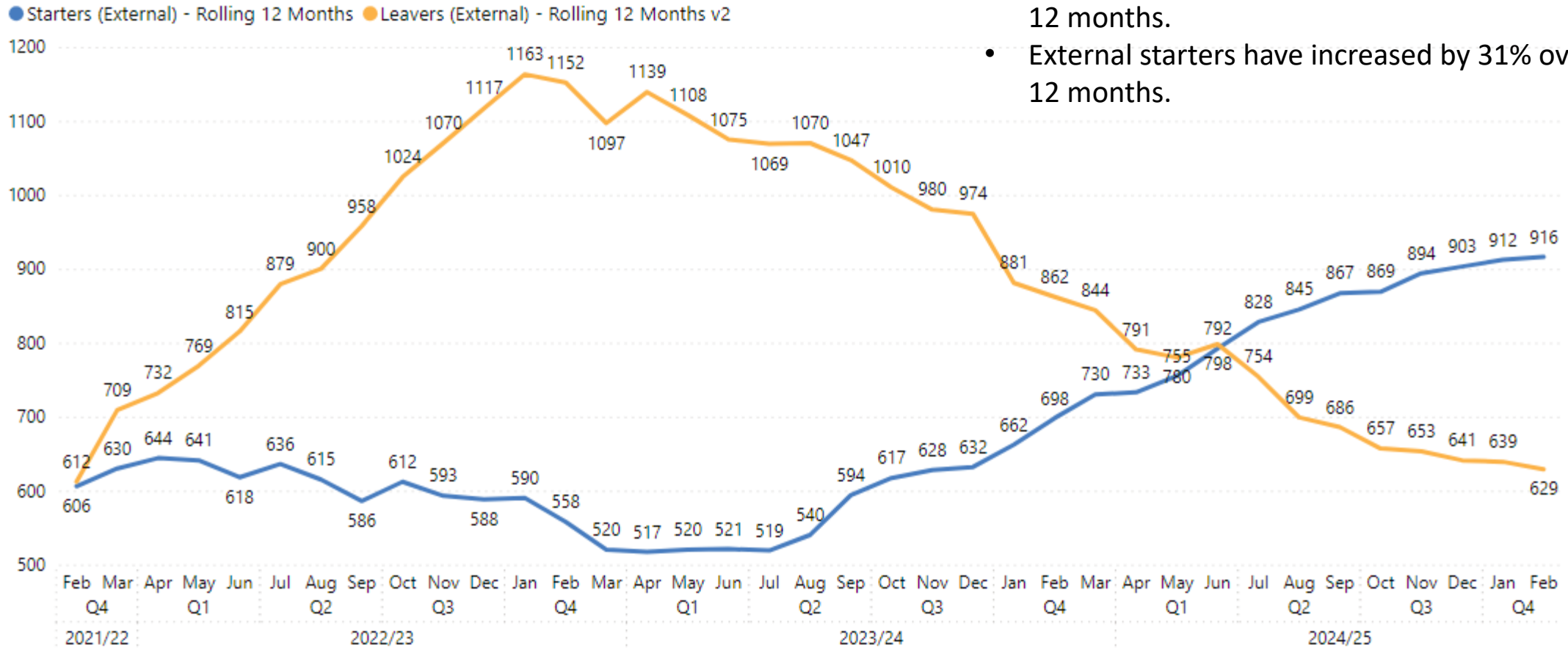


Employee Headcount by BCC Tenure



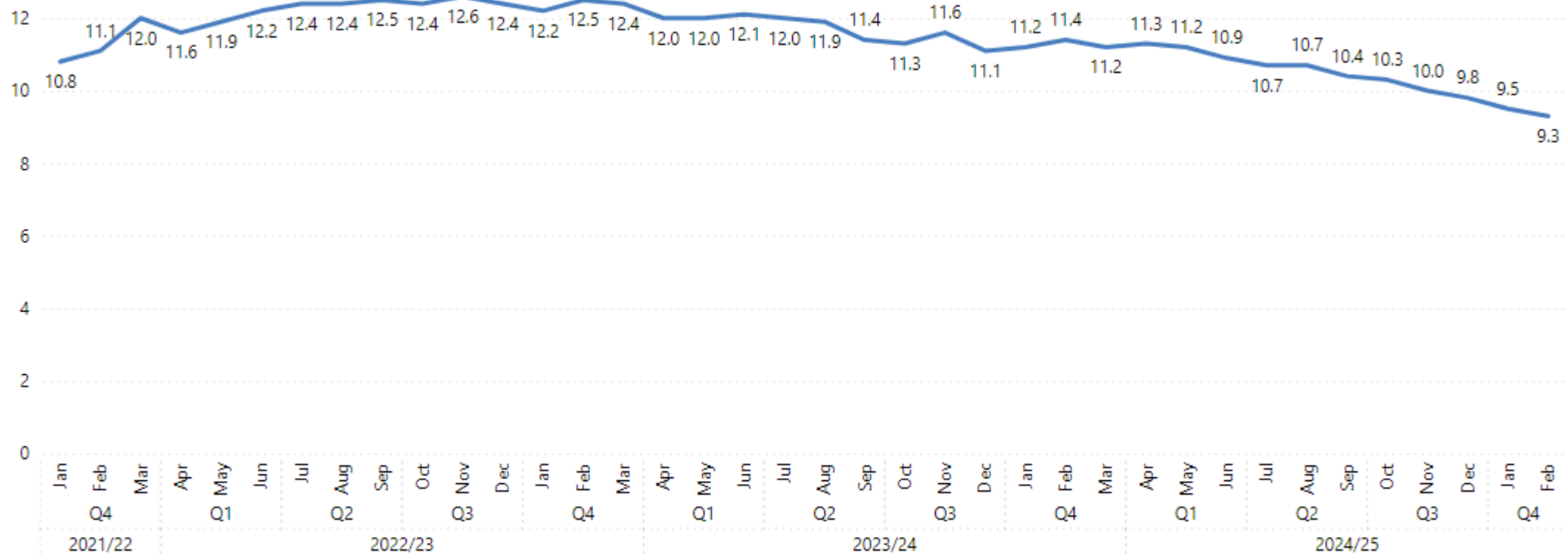
Workforce – External Starters & Leavers

External Starters and Leavers Rolling 12 Months Trend



- In the last 12 months there were 916 external starters and 632 external leavers.
- External leavers have decreased by 28% over the last 12 months.
- External starters have increased by 31% over the last 12 months.

Sickness - Trends

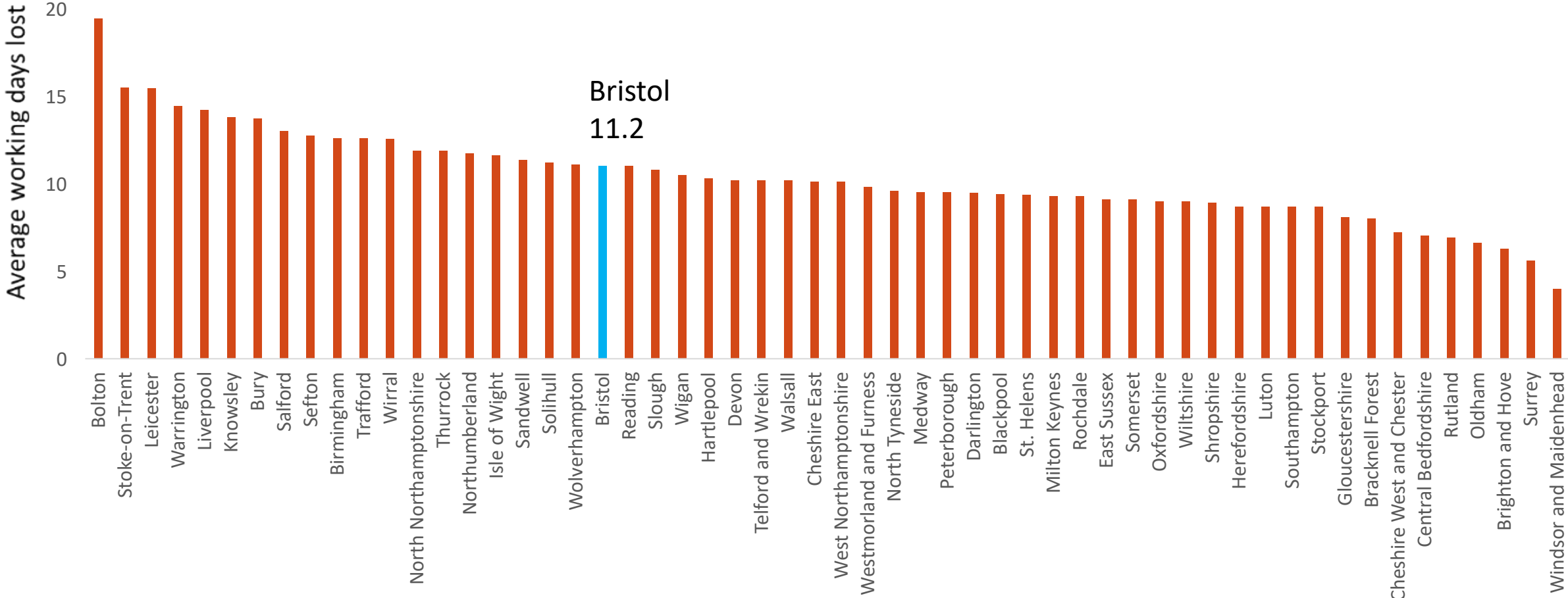


- Average working days lost during the period 17 February 2024 – 18 February 2025 in the council was 9.3.
- This was 0.3 days more than the council target of 9. During this period 3,934 employees had sickness absence - this is 57.4% of the workforce, that means 42.6% of the workforce have not taken any sickness absence in the last 12 months.
- The percentage of employees taking sickness absence in the last 36 months has remained constant at approximately 60% of the workforce.

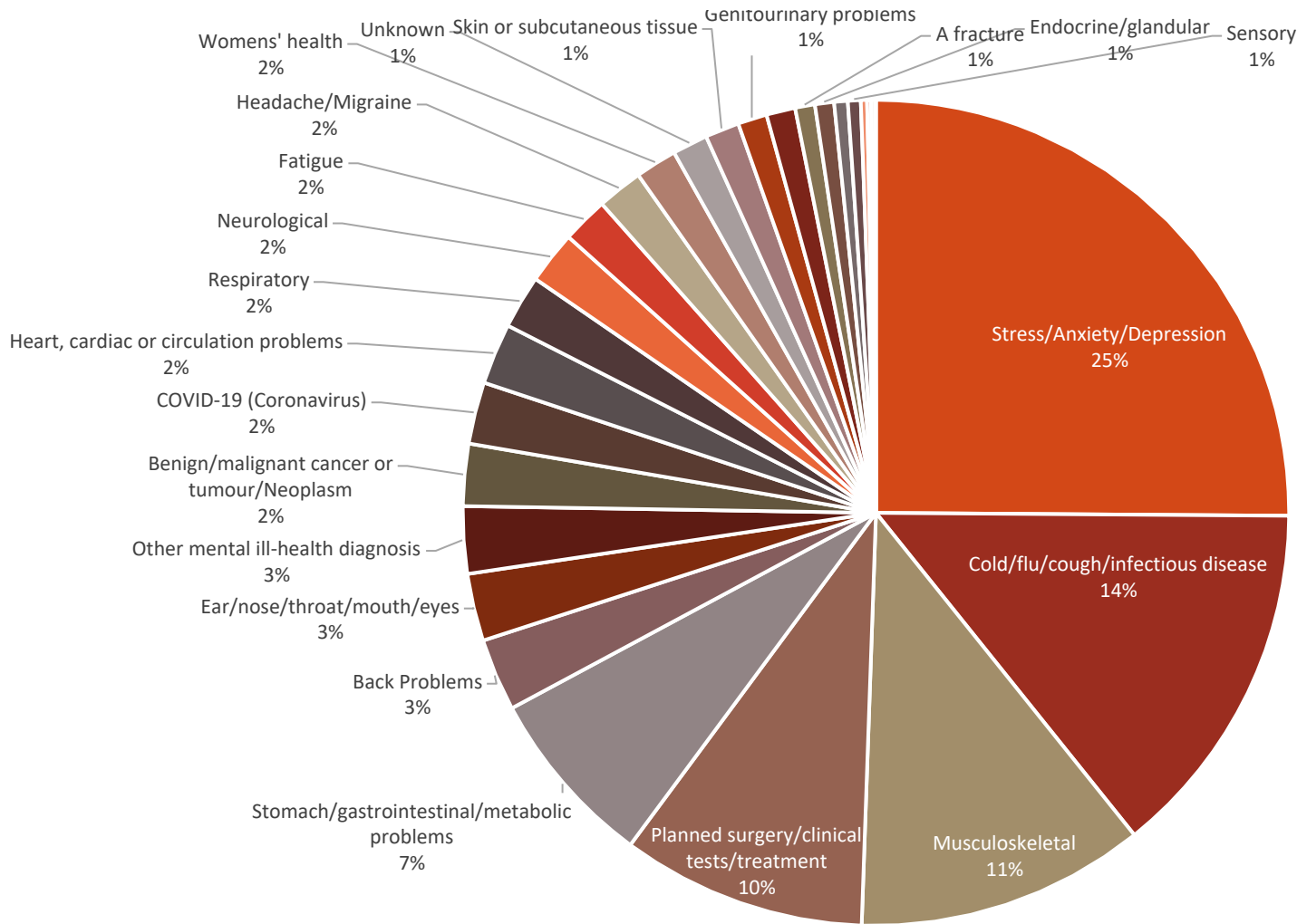
Sickness - Benchmarking (note as of 31 March 2024)



Sickness: Average number of working days lost due to sickness absence per employee 12 months up to 31st March 2024 ▾



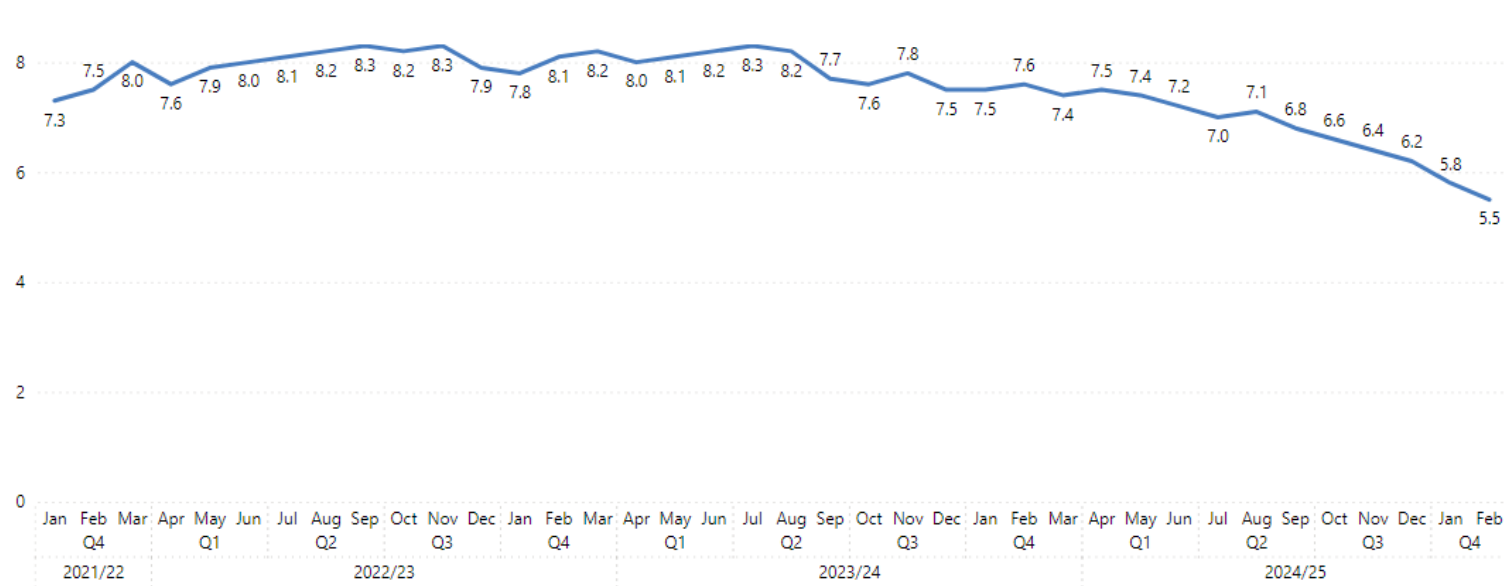
Sickness – Absence Reasons



- 9.1% of the workforce (624 employees) has had sickness absence relating to stress, anxiety and depression that accounts for 25% of all working days lost. Of the 624 employees who were absent due to stress, anxiety and depression 18.7% (116) were recorded as work related and 81.3% (508) is not work related.
- 30% of the workforce (2,057 employees) have had sickness absence relating to cold, flu, cough or an infectious disease that accounts for 14% of all days lost.
- 5.8% of the workforce (398 employees) have had musculoskeletal sickness absence that accounts for 11% of all days lost. Of the 398 employees who were absent due to musculoskeletal sickness 29.7% (118) were recorded as work related and 70.3% (280) is not work related.

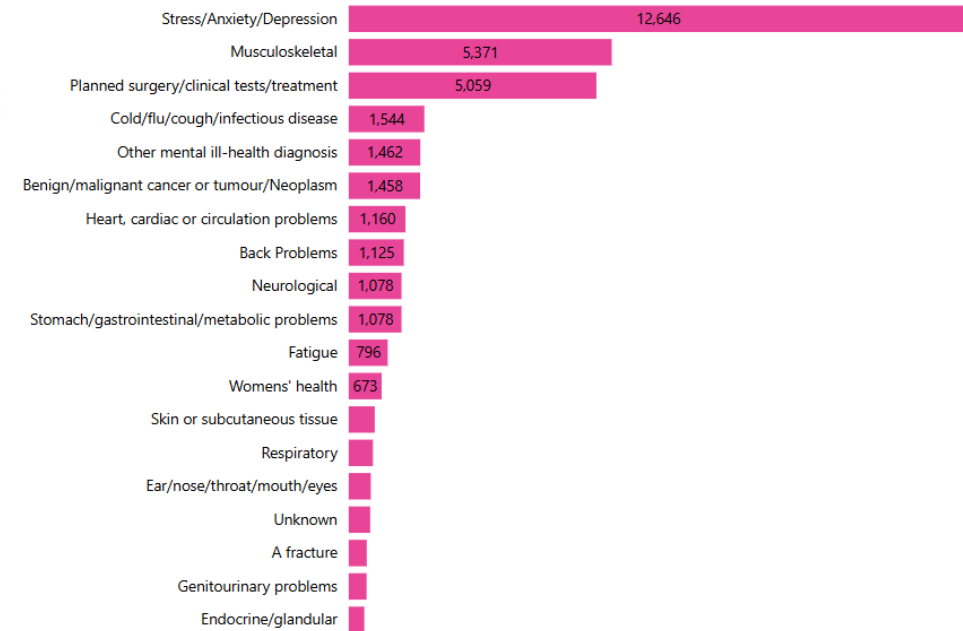
Sickness - Long Term Absence

Average Working Days Lost Rolling 12 Month Trend



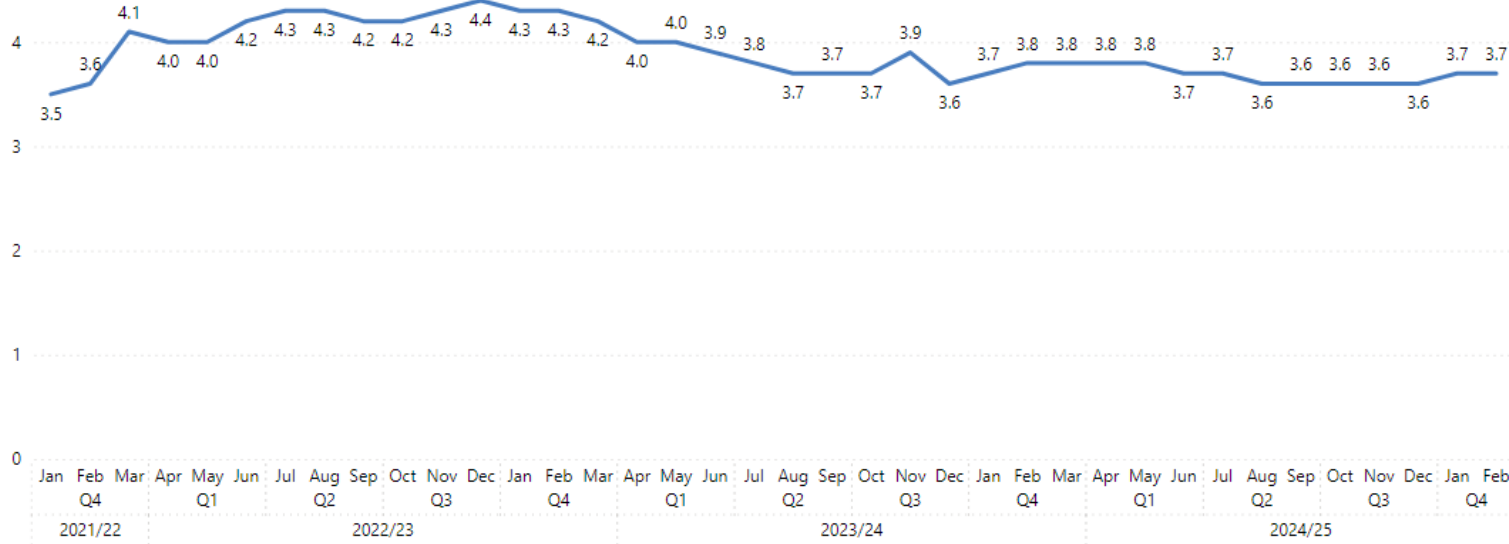
*Long term absence relates to periods of absence greater than 4 weeks and over **60%** of all working days lost due to sickness.*

- **613** employees were classed as long term absent in the last 12 months, this relates to **8.9%** of our workforce
- **33.5%** of long term sickness is related to Stress, Anxiety & Depression. Of the 12,649 working days lost **79%** is recorded as not work related and **21%** work related.



Sickness - Short Term Absence

Average Working Days Lost Rolling 12 Month Trend



*Short term absence relates to periods of absence less than 4 weeks and less than **40%** of all working days lost due to sickness.*

- **3,321** employees were classed as short term absent in the last 12 months, this relates to **48.4%** of our workforce
- **29%** of short term sickness is related to Cold/Flu/Cough/Infectious Disease.

