

Directorate  
All

Select Staff Category  
All

COVID-19 absence category  
Multiple values

Select Home Working  
(All)



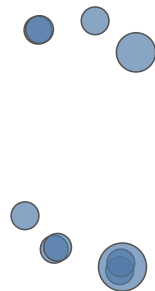
## Covid-19 related absence

**13**  
Latest number of COVID-19 related absence

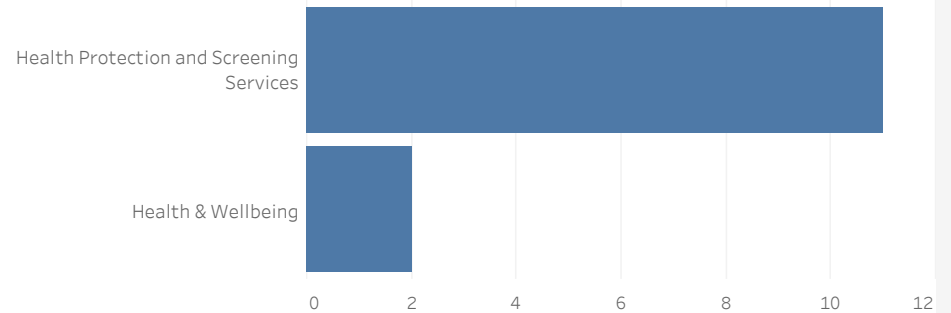
## Covid-19 related absence trend



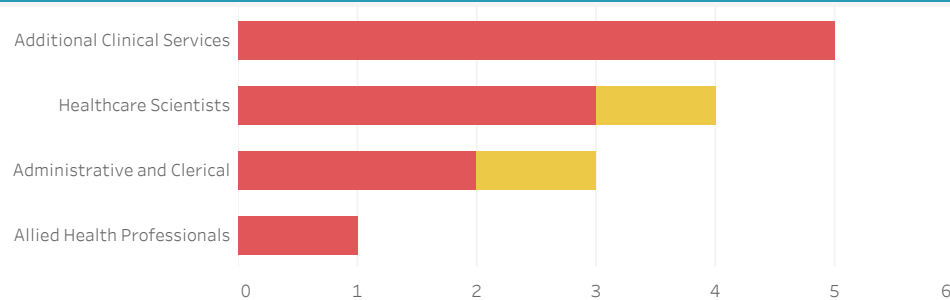
## Work location of Covid-19 related absence



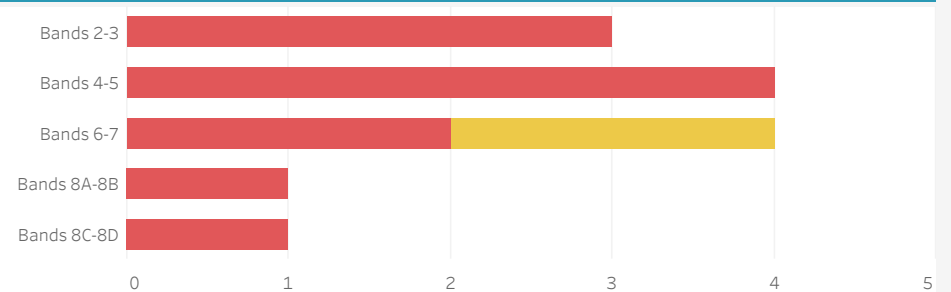
## Covid-19 related absence by Directorate



## Covid-19 related absence by Staff Group



## Covid-19 related absence by Pay Grade



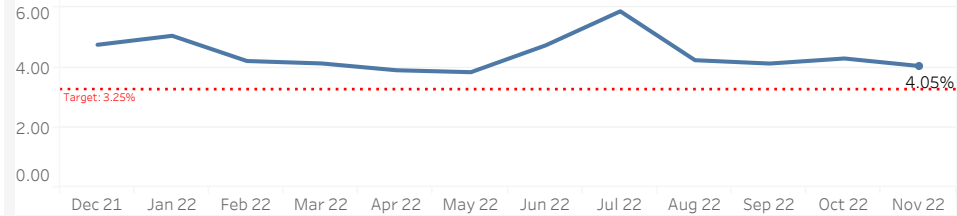


Sickness Absence: Key Metrics

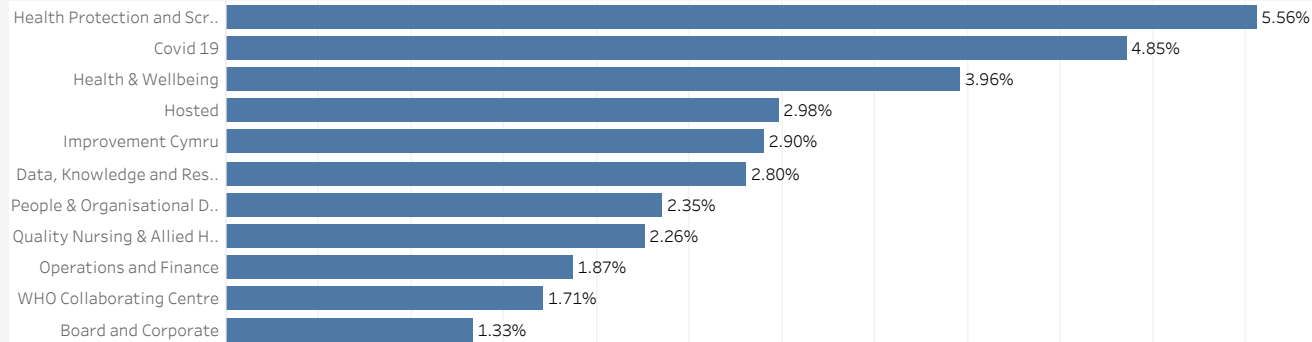
**4.45%**  
12-months Rolling  
Sickness Absence FTE %

**4.05%**  
Sickness Absence FTE for  
**November 2022**

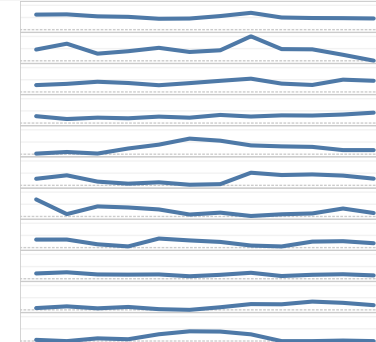
Monthly Sickness Absence Timeline



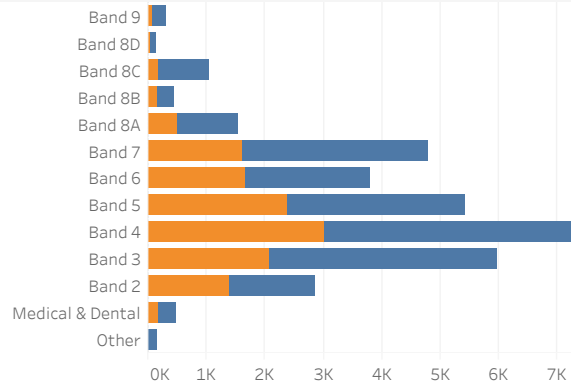
Sickness Absence by Directorate - Rolling 12 months



12 month trend

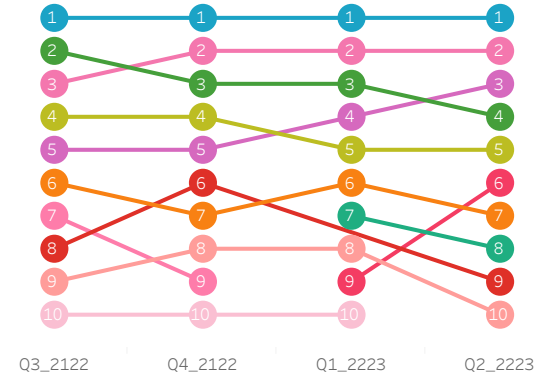


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

- 1 Anxiety/stress/depression/other psychiatric illnesses
- 2 Chest & respiratory problems
- 3 Infectious diseases
- 4 Cold, Cough, Flu - Influenza
- 5 Other musculoskeletal problems
- 6 Gastrointestinal problems
- 7 Other known causes - not elsewhere classified
- 8 Genitourinary & gynaecological disorders
- 9 Headache/migraine
- 10 Nervous system disorders



WORKFORCE OVERVIEW |



2,218  
headcount

2,030  
FTE

73%  
FULL TIME

90%  
PERMANENT

FILTERS

REPORT DATE  
11/30/2022

MEASURE SELECTED  
Headcount

COLOUR BAR CHARTS BY  
None

RESET

EXPORT PDF

▲ MoM

▼ YoY

▲ MoM

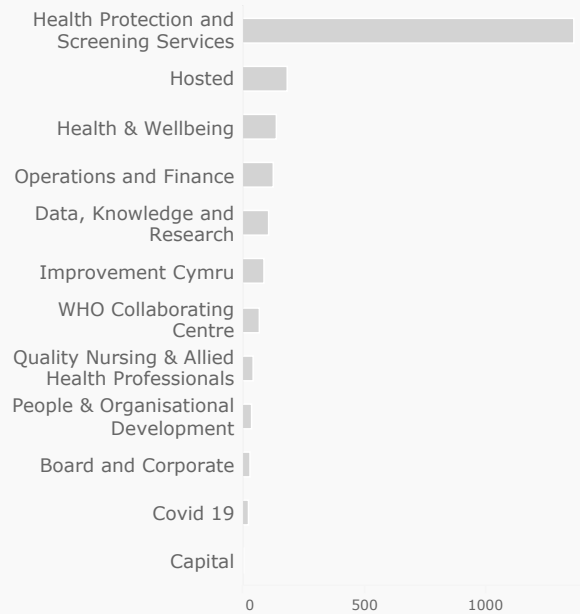
▼ YoY



HEADCOUNT BY HIERARCHY

FULLTIME or PERMANENT members of staff

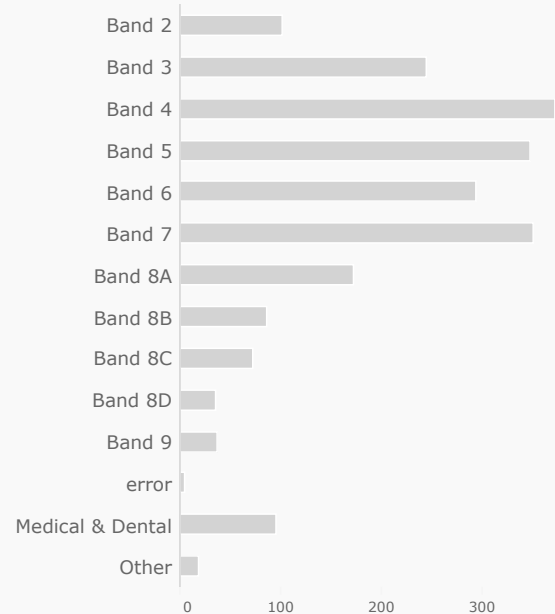
Filters:



HEADCOUNT BY PAY GRADE

FULLTIME or PERMANENT members of staff

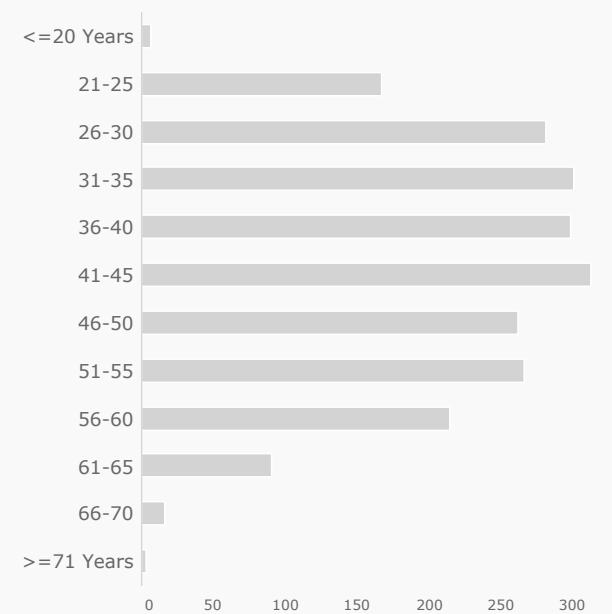
Filters:



HEADCOUNT BY AGE BAND

FULLTIME or PERMANENT members of staff

Filters:

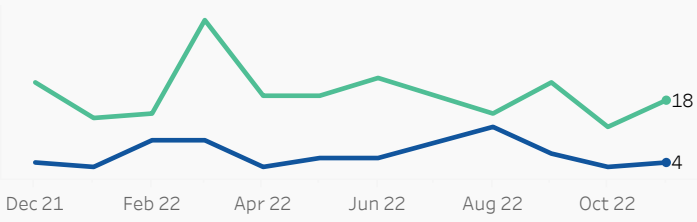


## Overview | i

**12.2%**  
12 MONTH TURNOVER

**1.0%**  
MONTHLY TURNOVER

Leavers Trend: **Permanent Contract** | **Fixed Term Contract**



FILTERS

Report Date  
11/30/2022

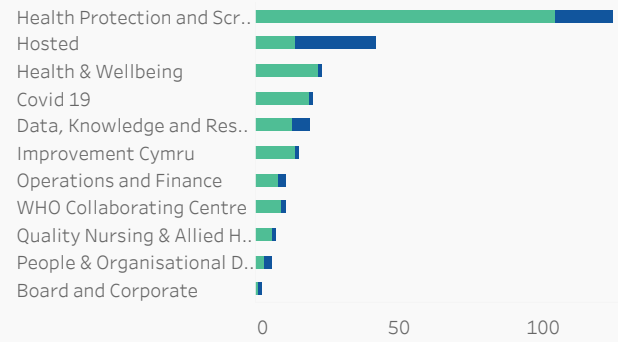
Number of months  
12

Assignment Category  
All

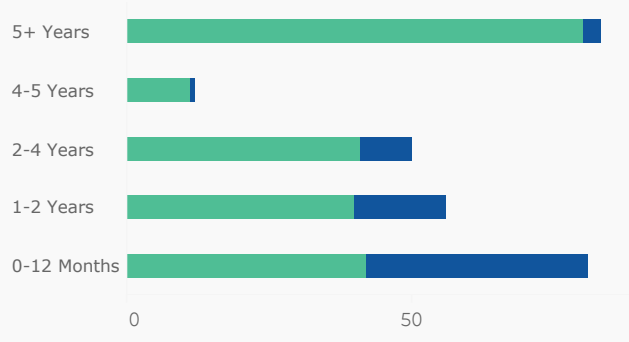
RESET

EXPORT PDF

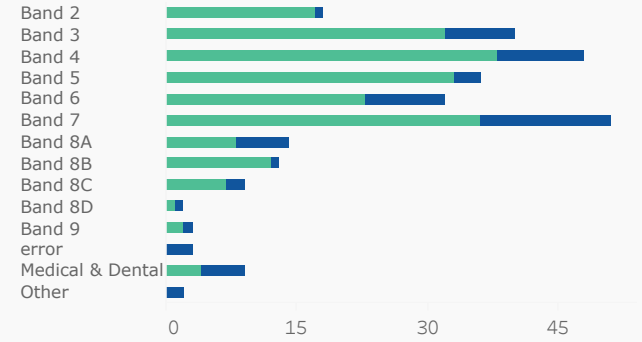
### SUM OF LEAVERS BY DIRECTORATE



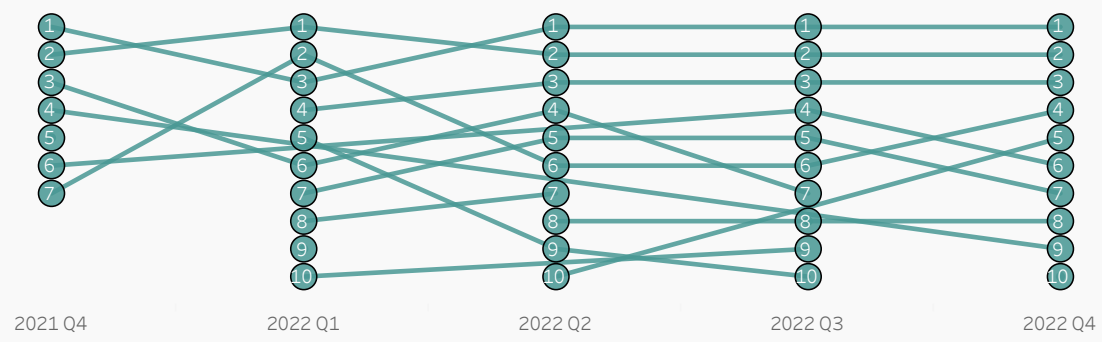
### SUM OF LEAVERS BY LENGTH OF SERVICE



### SUM OF LEAVERS BY PAY BAND



### TOP 10 LEAVING REASONS BY QUARTER



### Latest Quarter to selected Report Date

- Other/Not Known
- Promotion
- Relocation
- Retirement Age
- Child Dependants
- To undertake further education or training
- End of Fixed Term Contract
- Better Reward Package
- Health
- Lack of Opportunities

People Indicators

People & OD Additional Indicators

■ >10% below target     
 ■ Within 10% of target     
 ■ On target     
  Not applicable

Indicator	Timeframe				Target Source (as relevant)
	Target	Sep-22	Oct-22	Nov-22	
<b>Time to Hire</b>					
Time from vacancy requested to conditional offer letter issued (days)	44	42.9	35.9	Not available	NWSSP Target
<b>Statutory and Mandatory Training</b>	Target	Sep-22	Oct-22	Nov-22	
Training Compliance with core competencies	95%	88.91%	89.52%	89.83%	Internal Target
Training Compliance including extended competencies		88.07%	88.79%	84.94%	
<b>Appraisals</b>	Target	Sep-22	Oct-22	Nov-22	
My Contribution Appraisal completed within previous 12 months	85%	66.68%	69.50%	69.51%	WG Target
<b>COVID 19 Workforce Risk Assessment</b>		Sep-22	Oct-22	Nov-22	
Risk Assessment Score recorded in ESR		70.74%	71.08%	72.21%	Internal Target

Dashboard splits out PHW employees by diversity category, highlighting **minority groups** and **unknowns**.

