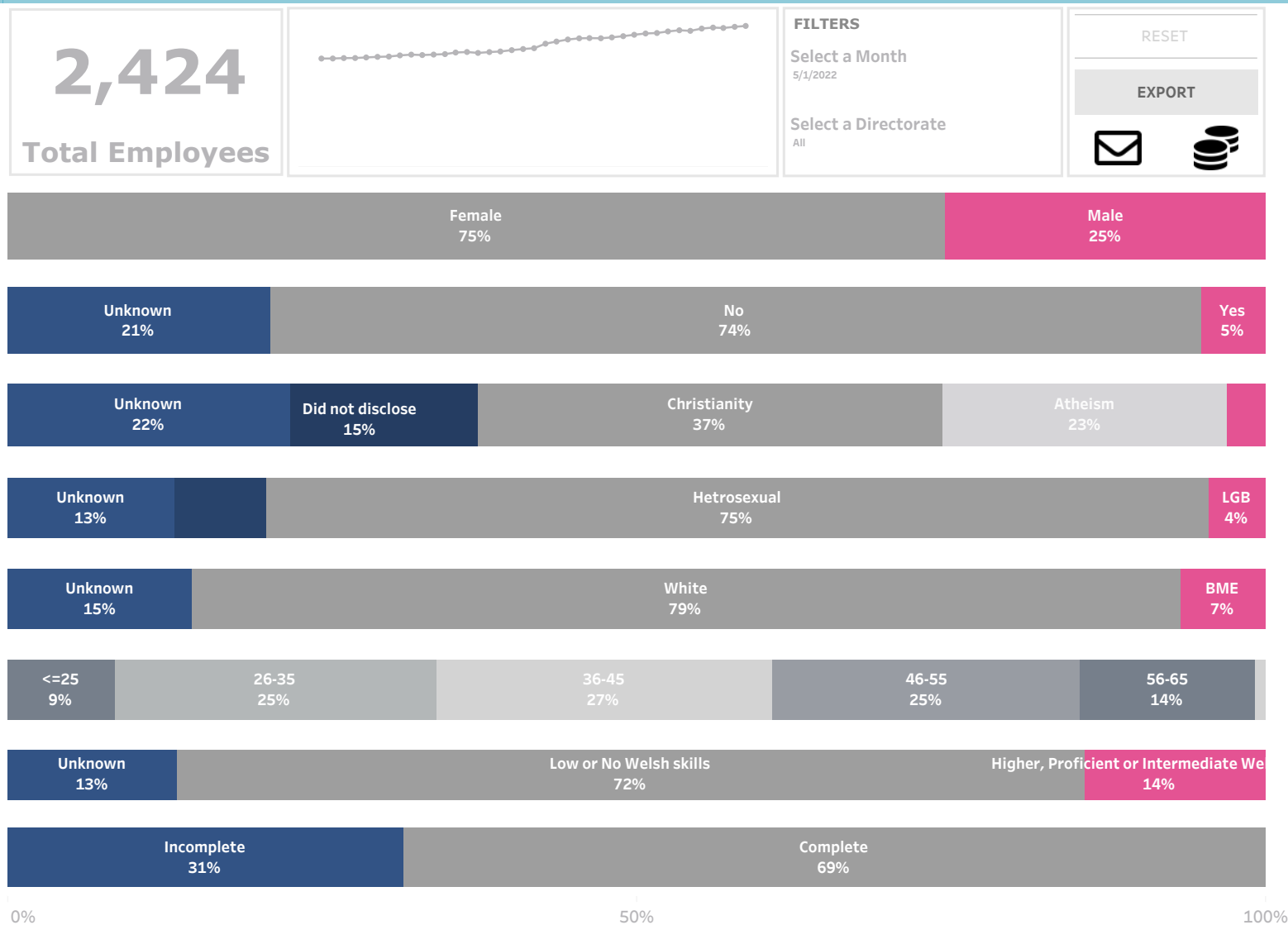


DIVERSITY BREAKDOWN | HR

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



Click below to find out more



Directorate
All

Select Staff Category
All

COVID-19 absence category
Multiple values

Select Home Working
(All)



Covid-19 related absence

5
Latest number of COVID-19 related absence

Covid-19 related absence trend



Work location of Covid-19 related absence

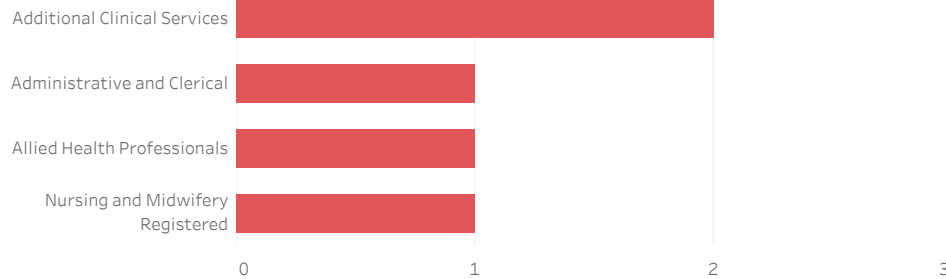


Covid-19 related absence by Directorate

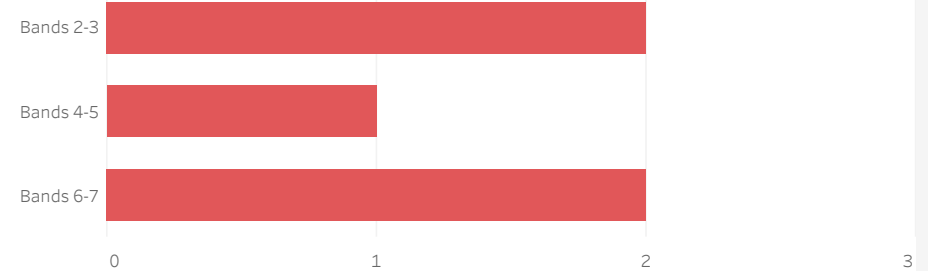
Health Protection and Screening Services

0 1 2 3 4 5 6

Covid-19 related absence by Staff Group



Covid-19 related absence by Pay Grade



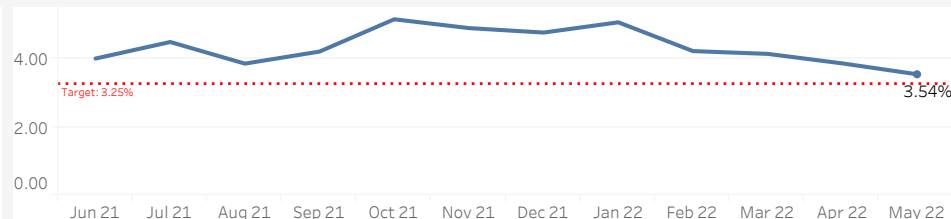


Sickness Absence: Key Metrics

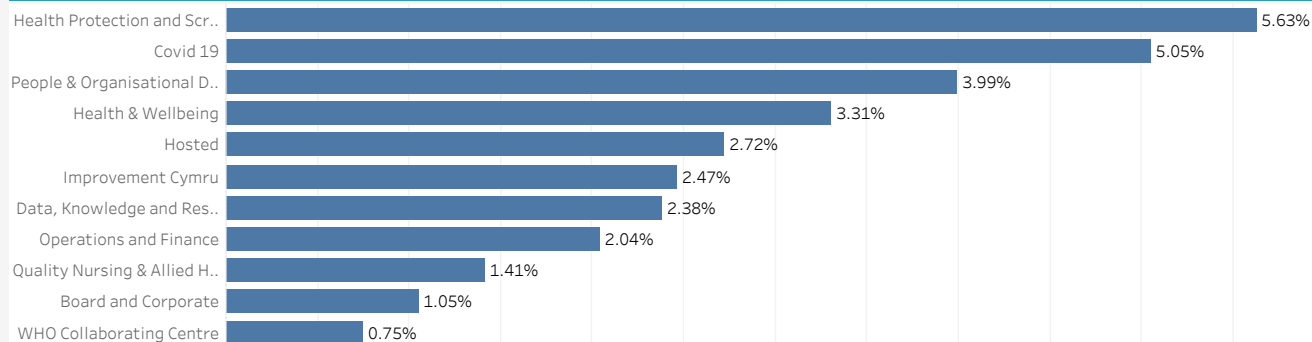
4.35%
12-months Rolling
Sickness Absence FTE %

3.54%
Sickness Absence FTE for
May 2022

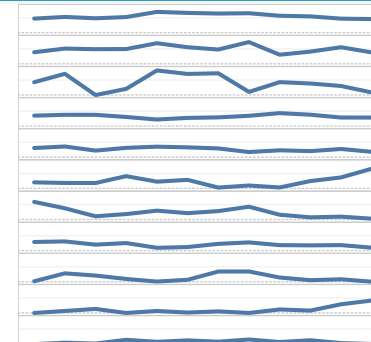
Monthly Sickness Absence Timeline



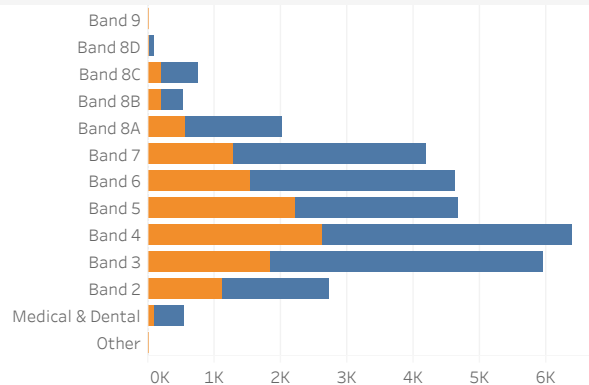
Sickness Absence by Directorate - Rolling 12 months



12 month trend

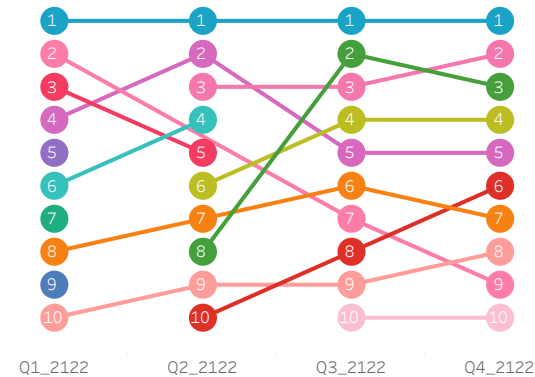


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

- Anxiety/stress/depression/other psychiatric illnesses
- Other known causes - not elsewhere classified
- Injury, fracture
- Other musculoskeletal problems
- Pregnancy related disorders
- Back Problems
- Benign and malignant tumours, cancers
- Gastrointestinal problems
- Unknown causes / Not specified
- Headache / migraine



Directorate
All

Pay Grade Grouping
All

Staff Group
All



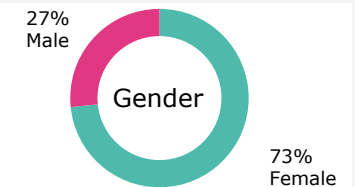
Workforce Profile: Key Metrics

2,350
Headcount

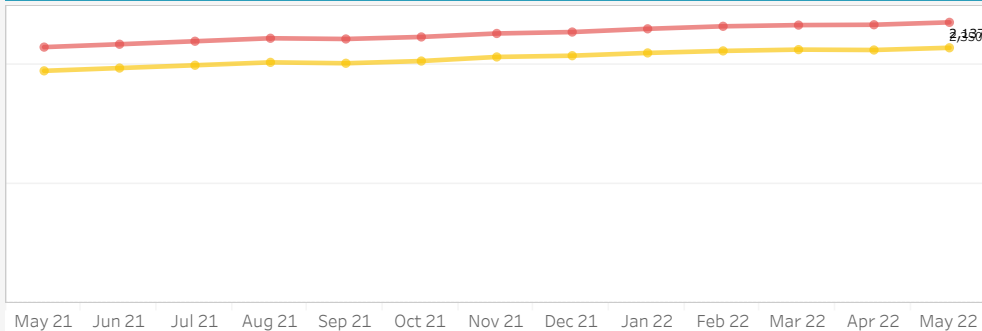
▲ 207(9.7%)
Change in Headcount YoY

2,137.5
FTE

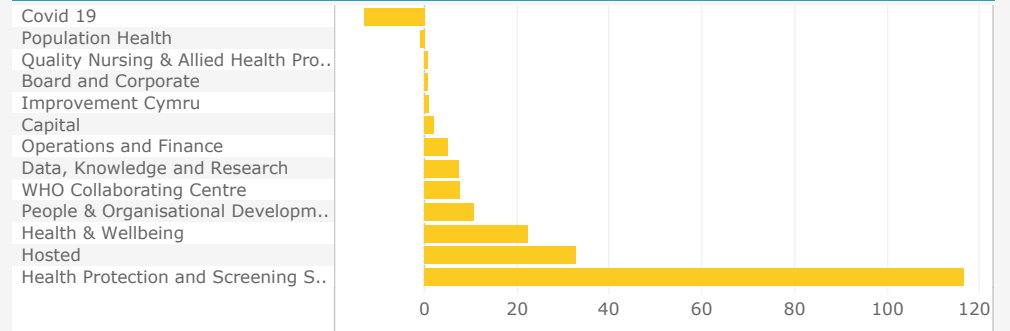
▲ 193(9.9%)
Change in FTE YoY



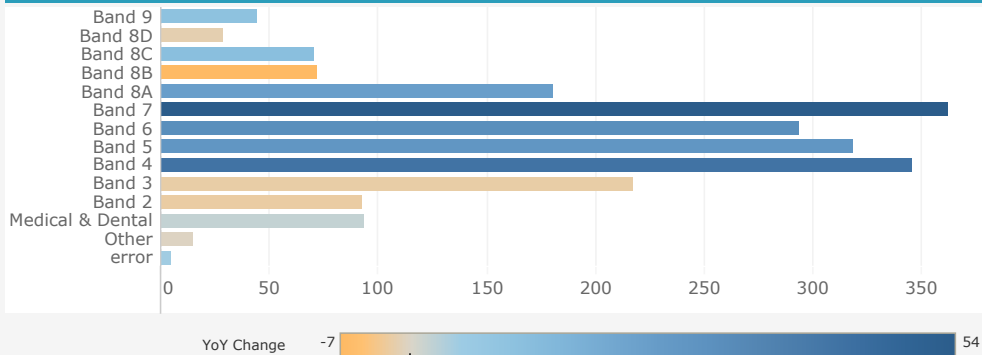
Headcount and FTE by Month



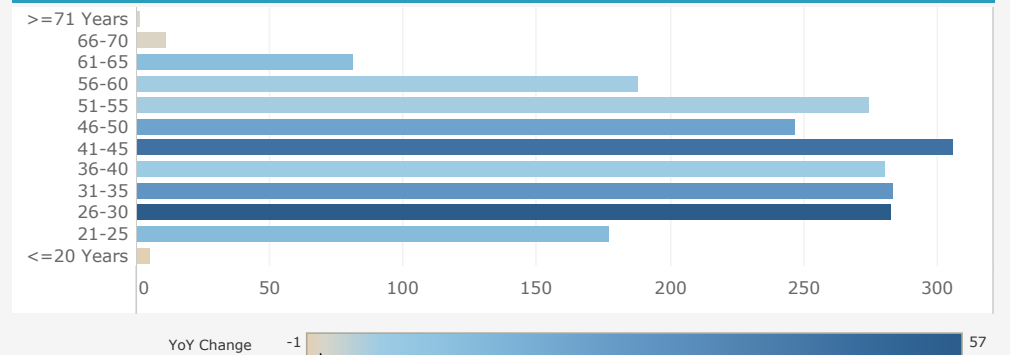
YoY Variance in FTE by Directorate



FTE by Pay Band



FTE by Age



Data Source: [ESR-Workforce Profile], Data Updated on:31-May-22, Data Source Rating: [Gold]

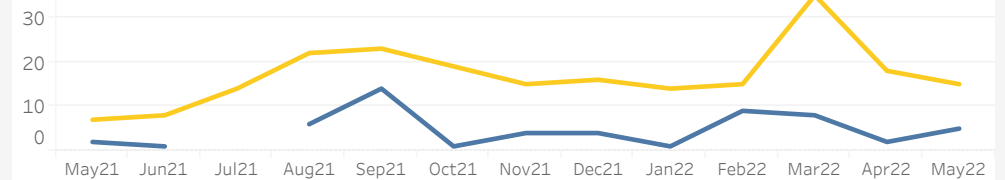


Staff Turnover Metrics

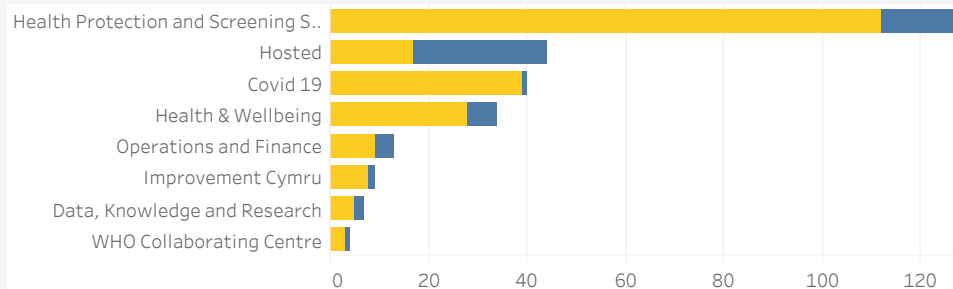
13.2%
Rolling 12 Month Turnover

0.9%
Monthly Turnover Rate

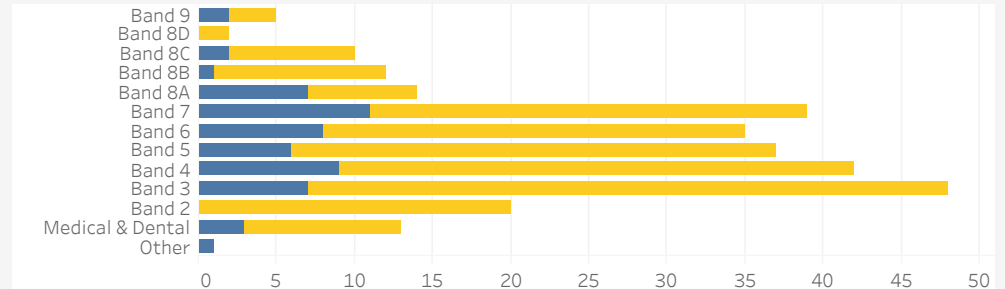
Staff Turnover Trend; Permanent and Fixed Term Leavers



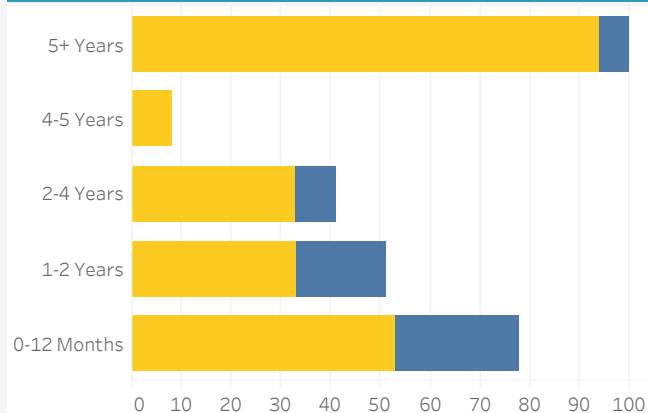
Sum of Leavers by Directorate



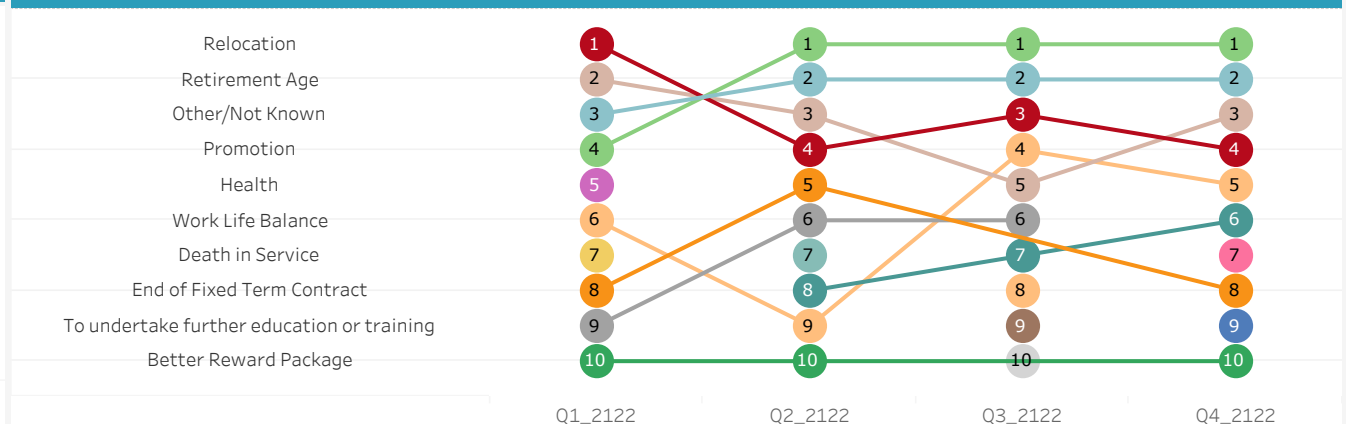
Sum of Leavers by Pay Band



Sum of Leavers by Length of Service



Top 10 Leaving Reasons per Quarter

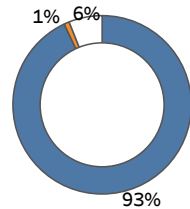


Data Source: [ESR-Staff Turnover], Data Updated on:31-May-22, Data Source Rating: [Gold]

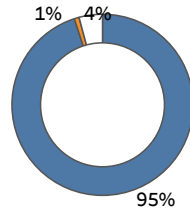


Fully Vaccinated, Received 1st Dose only & Not Vaccinated

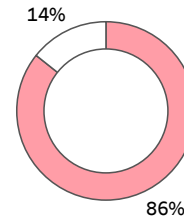
All PHW Staff



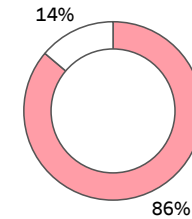
Front-line Staff



Booster - All PHW Staff

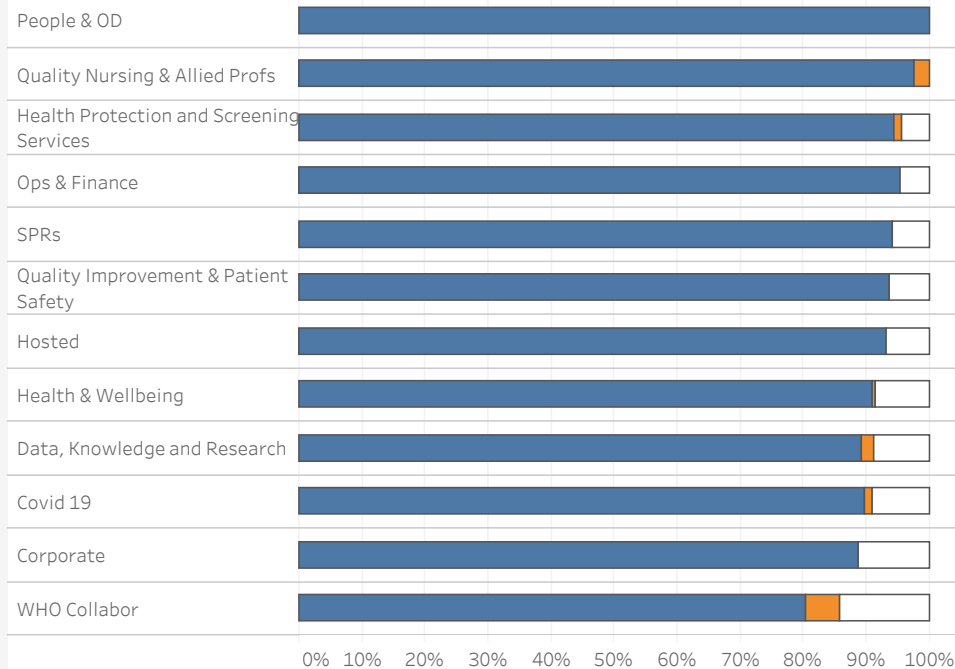


Booster - Front-line Staff



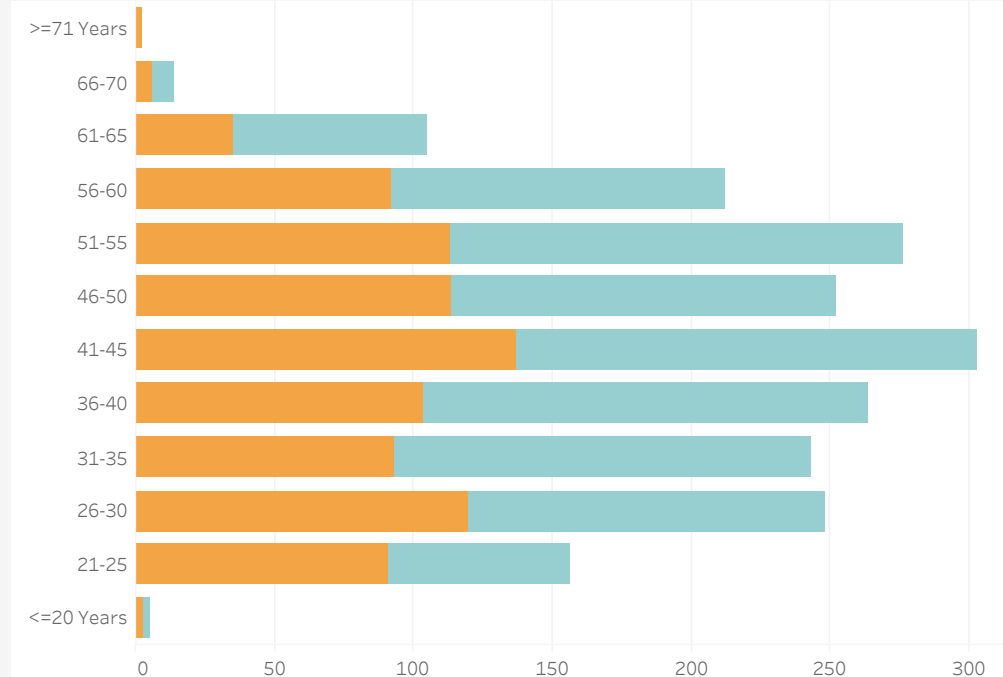
Percentage of staff vaccinated by Directorate

(click on a directorate to see a breakdown by Division)



PHW Staff who have received the Booster by Age Category

(Front-line or Not Front-line)



People Indicators

People & OD Additional Indicators

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

Indicator	Timeframe				Target Source (as relevant)
	Target	Mar-22	Apr-22	May-22	
Time to Hire					
Time from vacancy requested to conditional offer letter issued (days)	44	33.3	36.0	44.0%	NWSSP Target
Statutory and Mandatory Training	Target	Mar-22	Apr-22	May-22	
Training Compliance with core competencies	95%	87.1%	87.3%	86.8%	Internal Target
Training Compliance including extended competencies		86.5%	86.6%	86.1%	
Staff Appraisals	Target	Mar-22	Apr-22	May-22	
My Contribution Appraisal completed within previous 12 months	85%	56.9%	52.7%	55.8%	WG Target
COVID-19 Workforce Risk Assessment		Mar-22	Apr-22	May-22	
Risk Assessment Score recorded in ESR		59.9%	61.1%	63.3%	