

Directorate  
All

Select Staff Category  
All

COVID-19 absence category  
Multiple values

Select Home Working  
(All)



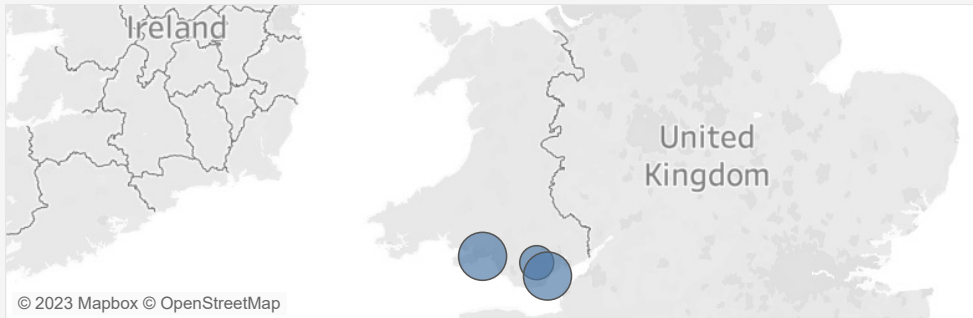
Covid-19 related absence

**5**  
Latest number of COVID-19 related absence

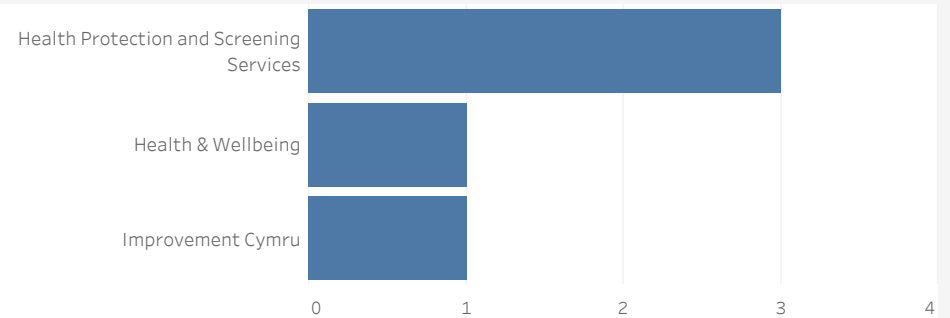
Covid-19 related absence trend



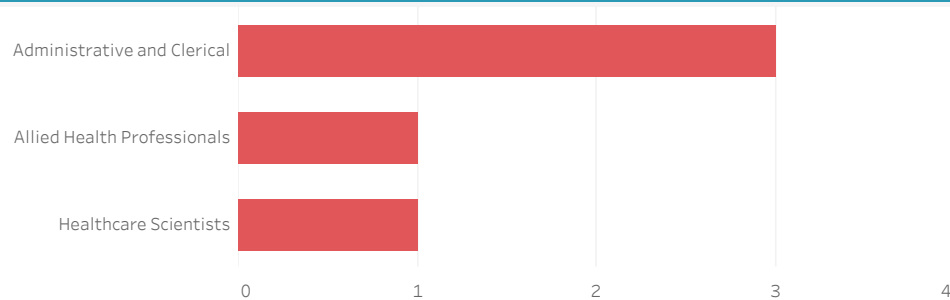
Work location of Covid-19 related absence



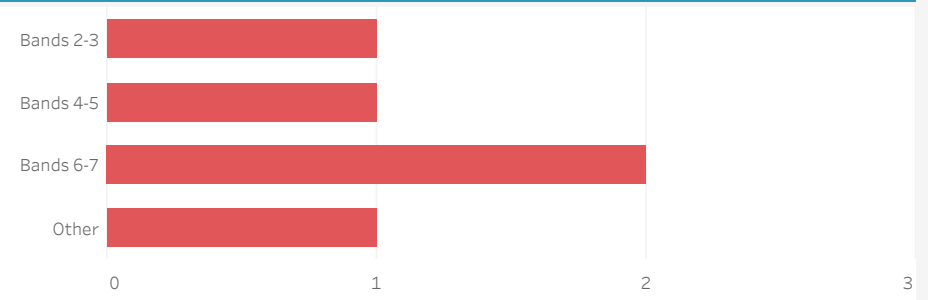
Covid-19 related absence by Directorate



Covid-19 related absence by Staff Group



Covid-19 related absence by Pay Grade



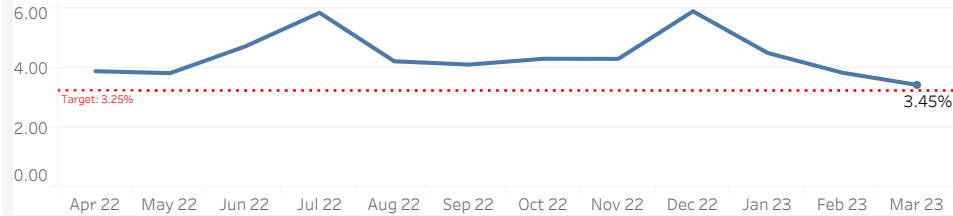


Sickness Absence: Key Metrics

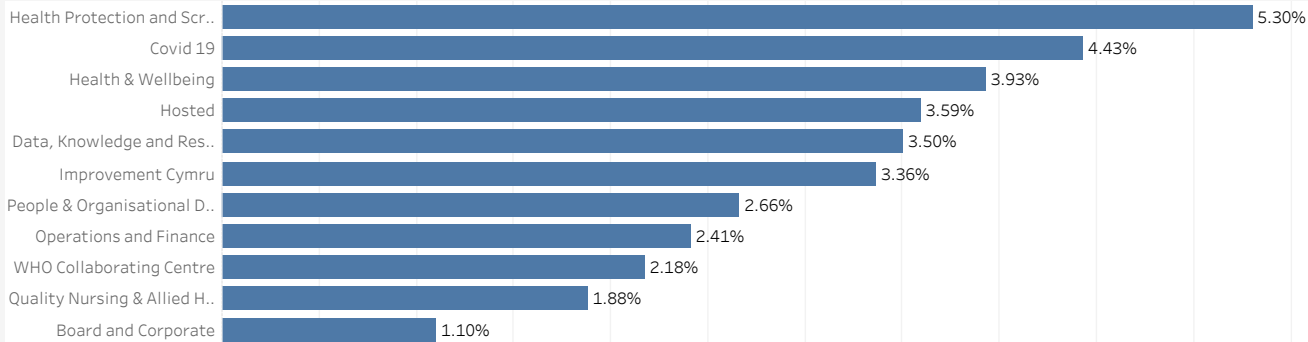
**4.44%**  
12-months Rolling  
Sickness Absence FTE %

**3.45%**  
Sickness Absence FTE for  
**March 2023**

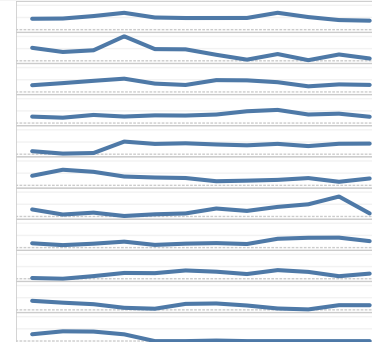
Monthly Sickness Absence Timeline



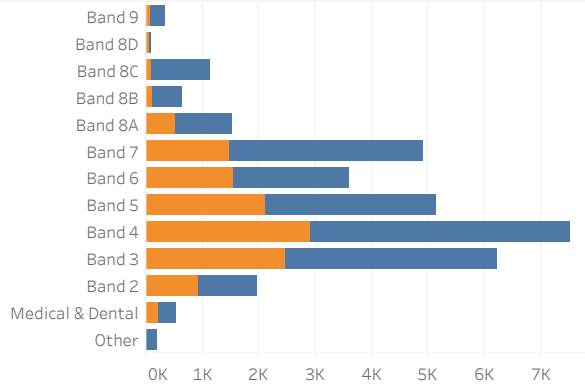
Sickness Absence by Directorate - Rolling 12 months



12 month trend

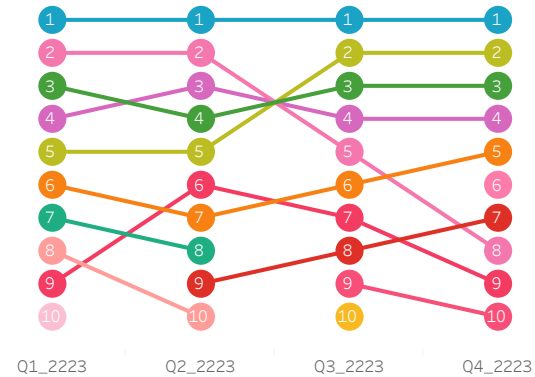


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

- 1 Anxiety/stress/depression/other psychiatric illnesses
- 2 Infectious diseases
- 3 Chest & respiratory problems
- 4 Other musculoskeletal problems
- 5 Cold, Cough, Flu - Influenza
- 6 Gastrointestinal problems
- 7 Benign and malignant tumours, cancers
- 8 Headache/migraine
- 9 Injury, fracture
- 10 Nervous system disorders



WORKFORCE OVERVIEW |



2,244  
headcount

2,060  
FTE

74%  
FULL TIME

91%  
PERMANENT

FILTERS

REPORT DATE  
3/31/2023

MEASURE SELECTED  
Headcount

COLOUR BAR CHARTS BY  
None

RESET

EXPORT PDF



HEADCOUNT BY HIERARCHY

FULLTIME or PERMANENT members of staff

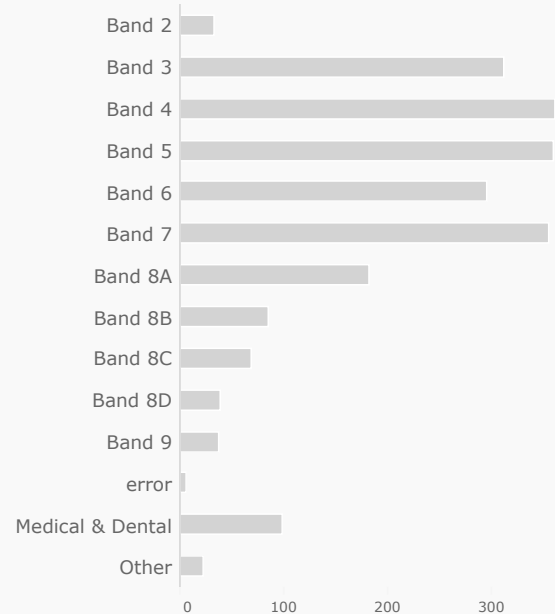
Filters:



HEADCOUNT BY PAY GRADE

FULLTIME or PERMANENT members of staff

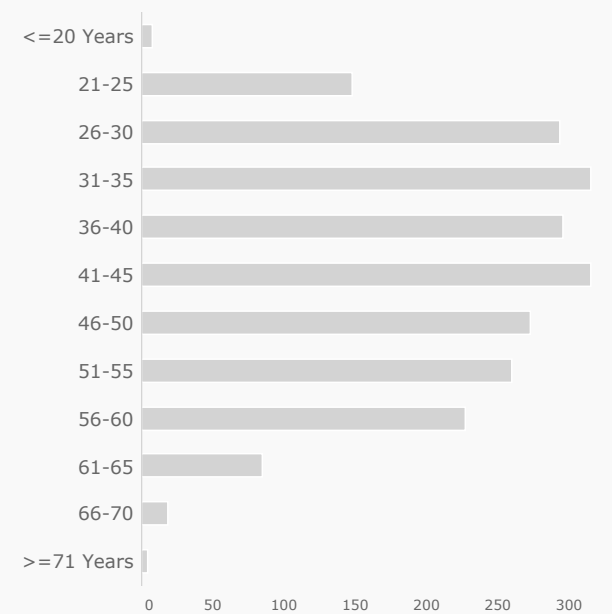
Filters:



HEADCOUNT BY AGE BAND

FULLTIME or PERMANENT members of staff

Filters:

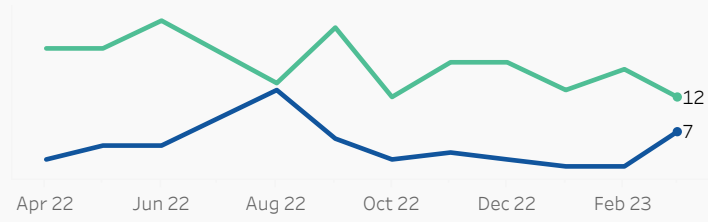


Overview | i

**10.6%**  
12 MONTH TURNOVER

**0.8%**  
MONTHLY TURNOVER

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



FILTERS

Report Date  
3/31/2023

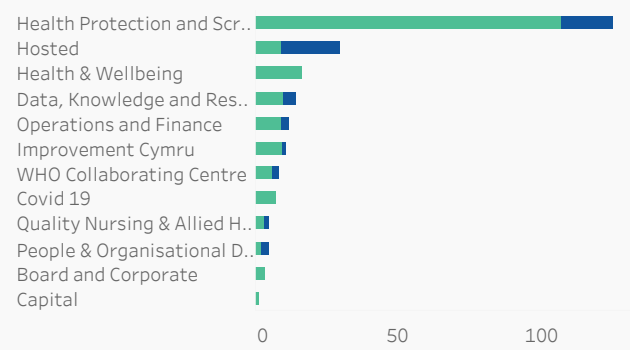
Number of months  
12

Assignment Category  
All

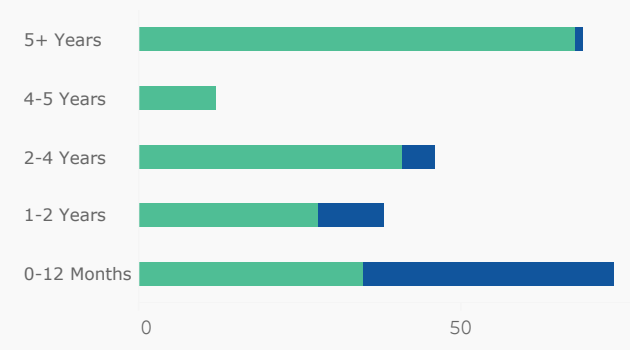
RESET

EXPORT PDF

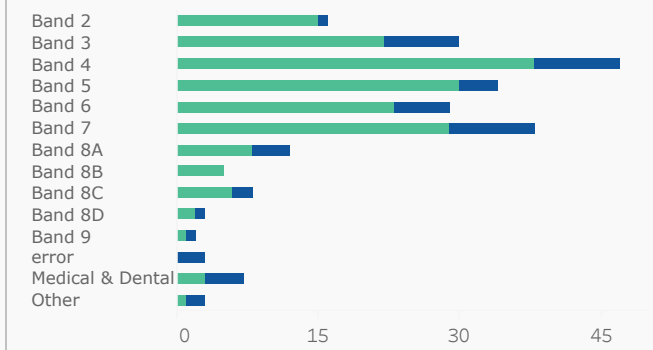
SUM OF LEAVERS BY DIRECTORATE



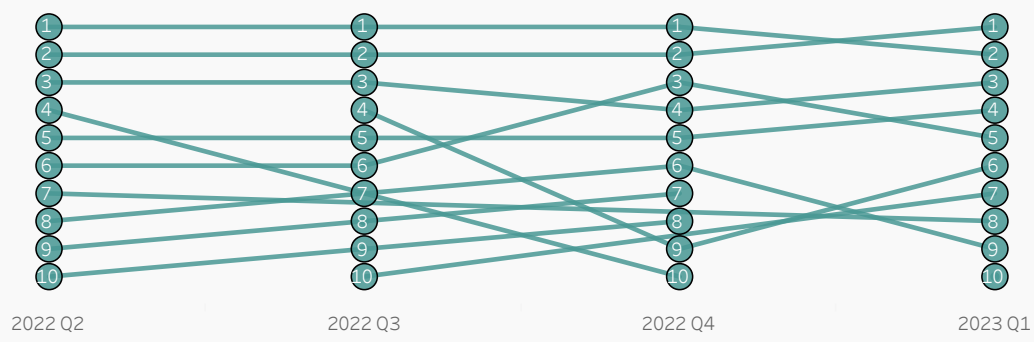
SUM OF LEAVERS BY LENGTH OF SERVICE



SUM OF LEAVERS BY PAY BAND



TOP 10 LEAVING REASONS BY QUARTER



Latest Quarter to selected Report Date

- Promotion
- Other/Not Known
- Relocation
- End of Fixed Term Contract
- Retirement Age
- To undertake further education or training
- with Actuarial Reduction
- Flexi Retirement
- Better Reward Package
- Conduct

People Indicators

People & OD Additional Indicators

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

Indicator	Timeframe				Target Source (as relevant)
	Target	Jan-23	Feb-23	Mar-23	
<b>Time to Hire</b>					
Time from vacancy requested to conditional offer letter issued (days)	44	51.3*	43.3	Not available	NWSSP Target
<b>Statutory and Mandatory Training</b>					
Training Compliance with core competencies	95%	90.4%	89.6%	90.5%	Internal Target
Training Compliance including extended competencies	N/A	87.1%	87.0%	88.5%	N/A
<b>Appraisals</b>					
My Contribution Appraisal completed within previous 12 months	85%	72.1%	71.5%	69.7%	WG Target
<b>COVID-19 Workforce Risk Assessment</b>					
Risk Assessment Score recorded in ESR	N/A	73.7%	73.3%	74.1%	N/A

\*The 'Time to Hire' figure for January 2023 includes records that required skilled worker visa's and took longer than usual due to ongoing Home Office delays

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

