



Sickness Absence: Key Metrics

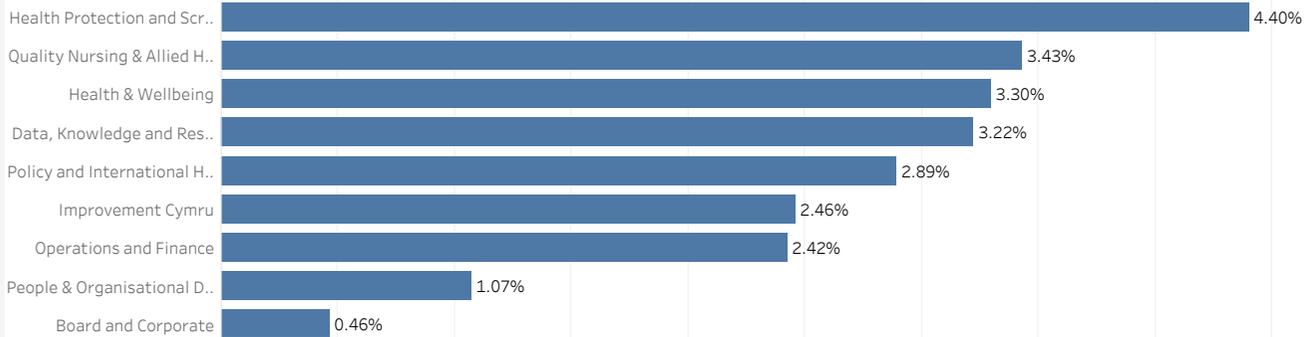
**3.83%**  
12-months Rolling  
Sickness Absence FTE %

**3.59%**  
Sickness Absence FTE for  
**February 2024**

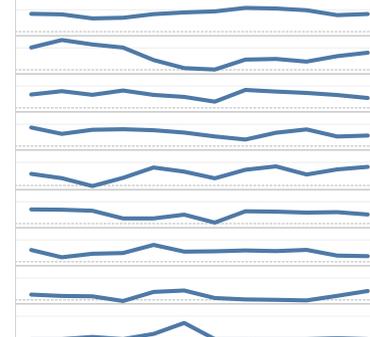
Monthly Sickness Absence Timeline



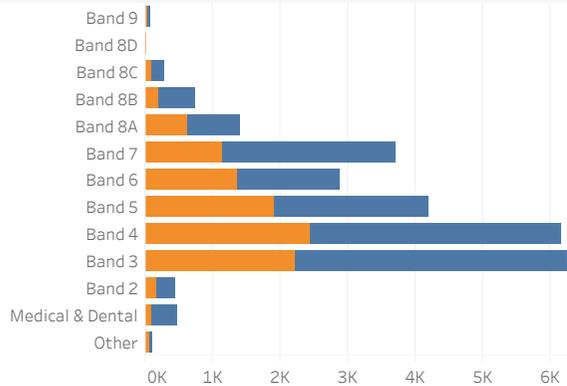
Sickness Absence by Directorate - Rolling 12 months



12 month trend

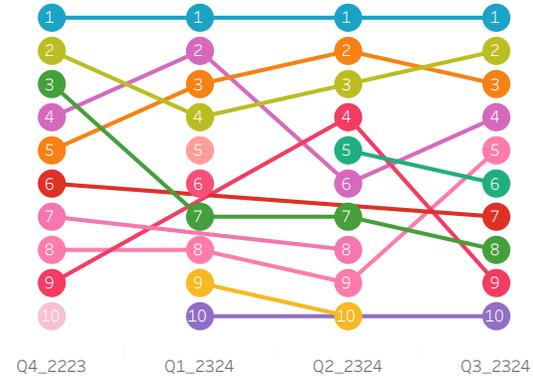


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

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



Data Source: [ESR-Sickness Absence], Data Updated on:29-Feb-24, Data Source Rating: [Gold]

WORKFORCE OVERVIEW |



2,081  
headcount

1,901  
FTE

71%  
FULL TIME

90%  
PERMANENT

FILTERS

REPORT DATE  
2/29/2024

MEASURE SELECTED  
Headcount

COLOUR BAR CHARTS BY  
None

RESET

EXPORT PDF

▼ MoM

▲ YoY

▼ MoM

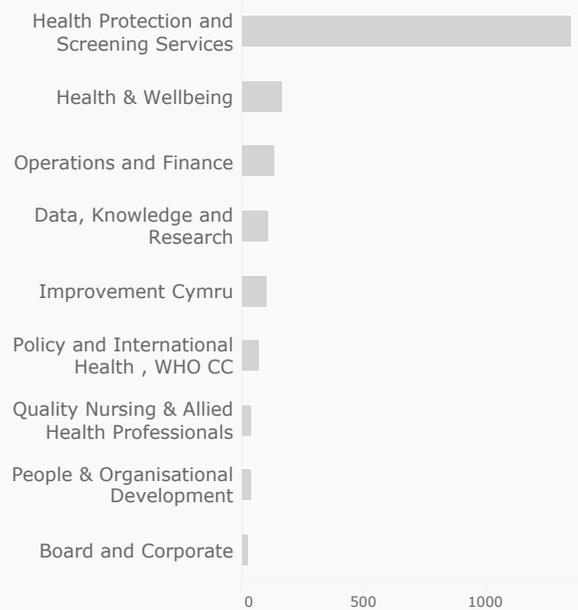
▲ YoY



HEADCOUNT BY HIERARCHY

FULLTIME or PERMANENT members of staff

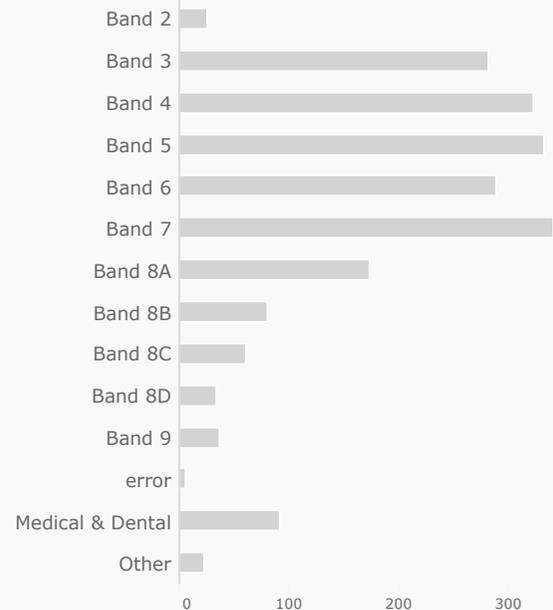
Filters:



HEADCOUNT BY PAY GRADE

FULLTIME or PERMANENT members of staff

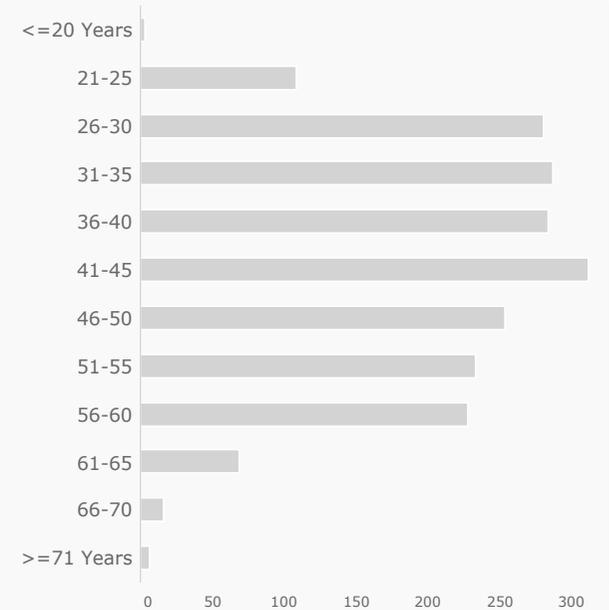
Filters:



HEADCOUNT BY AGE BAND

FULLTIME or PERMANENT members of staff

Filters:

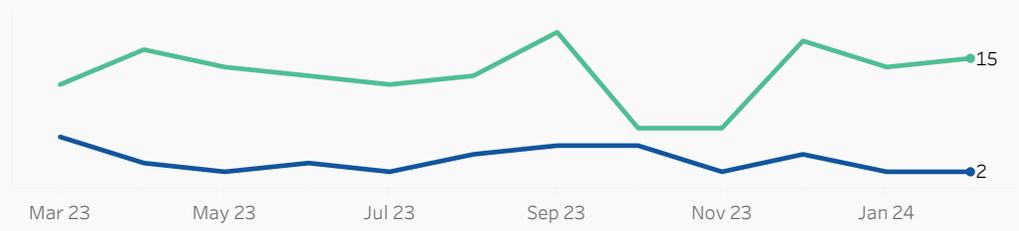


## Overview | i

**9.5%**  
12 MONTH TURNOVER

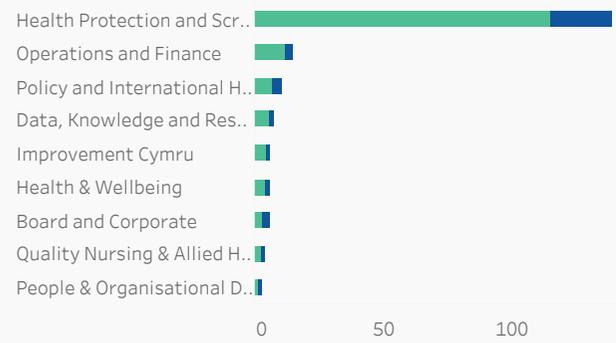
**0.8%**  
MONTHLY TURNOVER

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

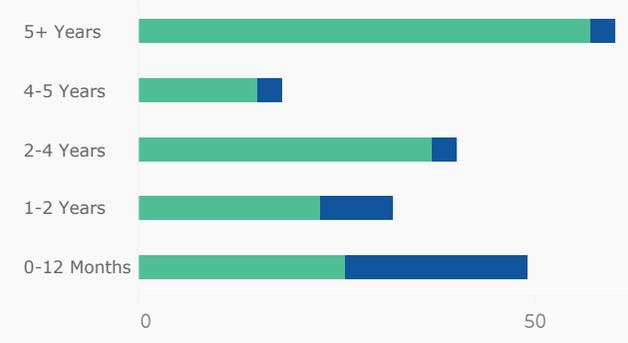


**FILTERS**  
 Report Date: 2/29/2024  
 Number of months: 12  
 Assignment Category: All

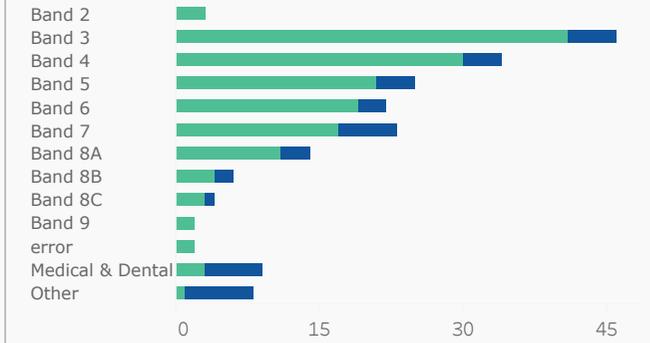
SUM OF LEAVERS BY DIRECTORATE



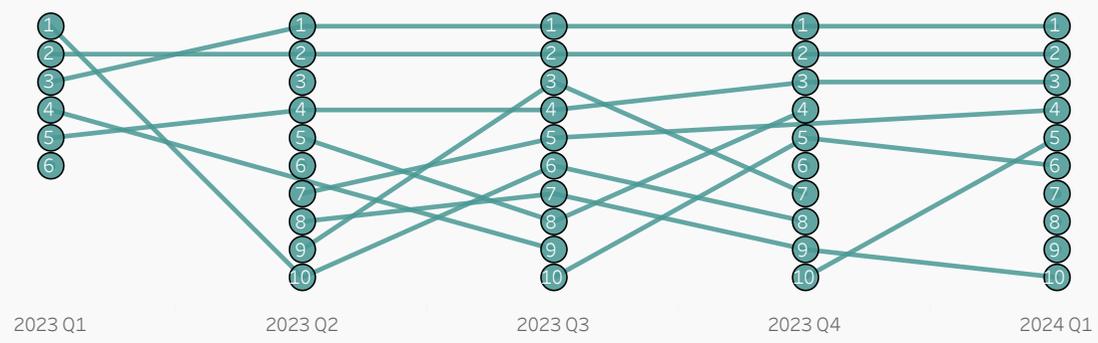
SUM OF LEAVERS BY LENGTH OF SERVICE



SUM OF LEAVERS BY PAY BAND



TOP 10 LEAVING REASONS BY QUARTER



Latest Quarter to selected Report Date

Other/Not Known
Promotion
Relocation
Health
Other
Retirement Age
Adult Dependants
Child Dependants
Ill Health
no Actuarial Reduction

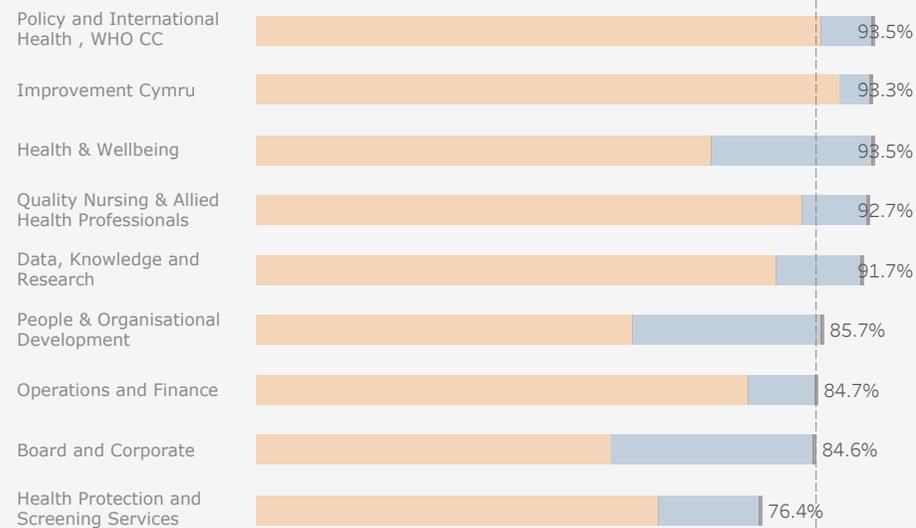
**81.5%**

of reviews completed within 12 months  
vs a target of 85%

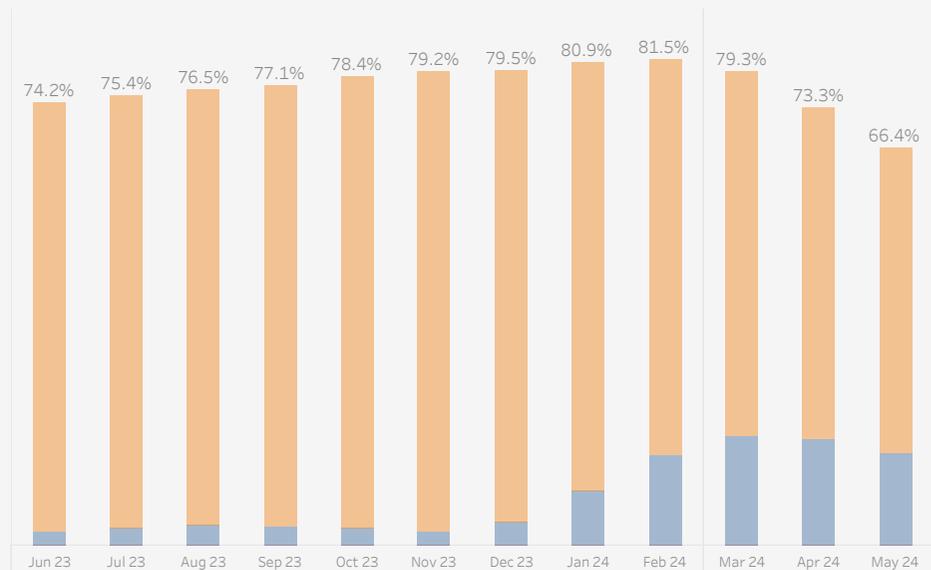


**REVIEW STATUS % BY DIRECTORATE**

Status: **In date** | **Due in next 3 months** | **No recorded appraisal** | **Out of date**  
*Click to drilldown through the hierarchy*



**APPRAISALS TREND ACROSS LAST 9 AND NEXT 3 MONTHS**



## STATUTORY & MANDATORY TRAINING OVERVIEW | i

**91.2%**  
Core Compliance



**89.9%**  
Extended Compliance



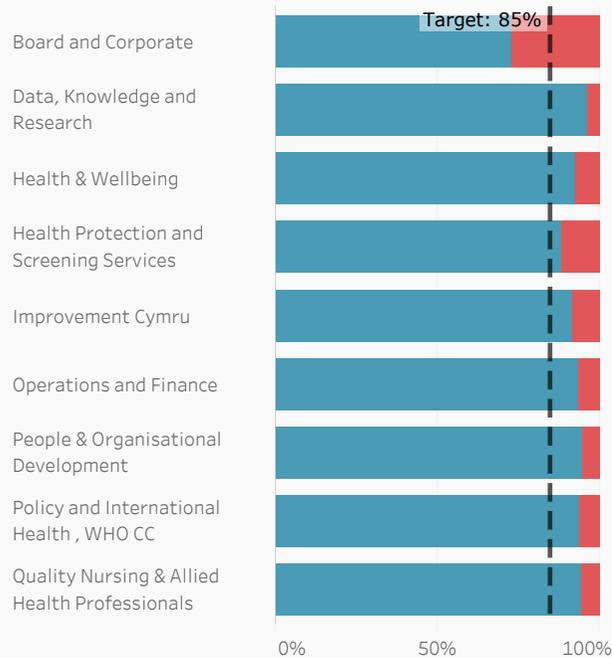
**2,074**  
staff out of Compliance



### COMPLIANCE % BY HIERARCHY

COMPLIANT or NON COMPLIANT members of staff

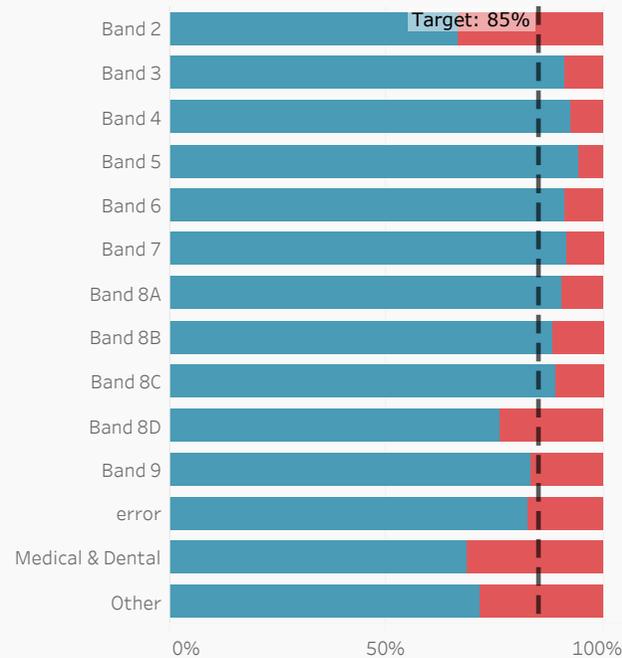
Filters:



### COMPLIANCE % BY PAY GRADE

COMPLIANT or NON COMPLIANT members of staff

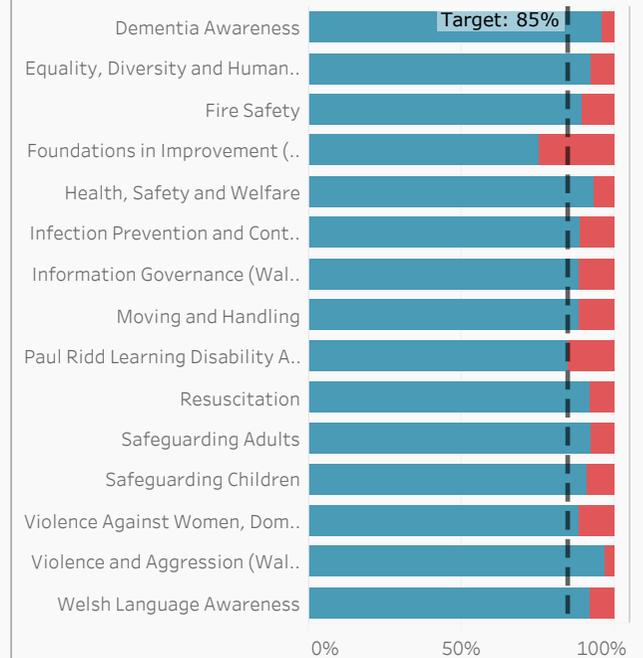
Filters:



### COMPLIANCE % BY COMPETENCE

COMPLIANT or NON COMPLIANT members of staff

Filters:



# DIVERSITY BREAKDOWN | HR



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

## 2,219

Total Employees



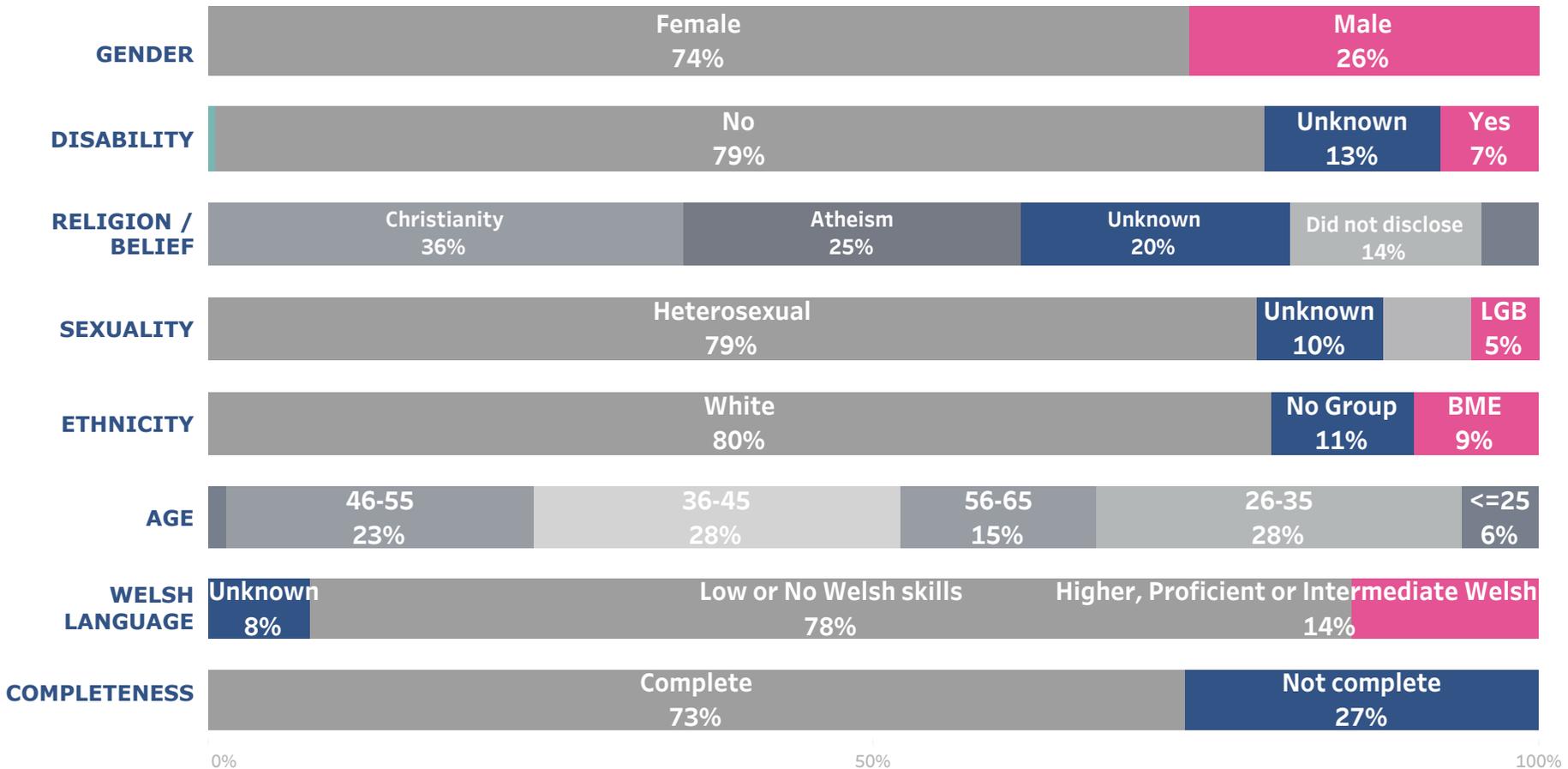
### FILTERS

Select a Month  
Feb 24

Directorate  
All

RESET

EXPORT



0%

50%

100%