

DIVERSITY BREAKDOWN | HR



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

2,127

Total Employees



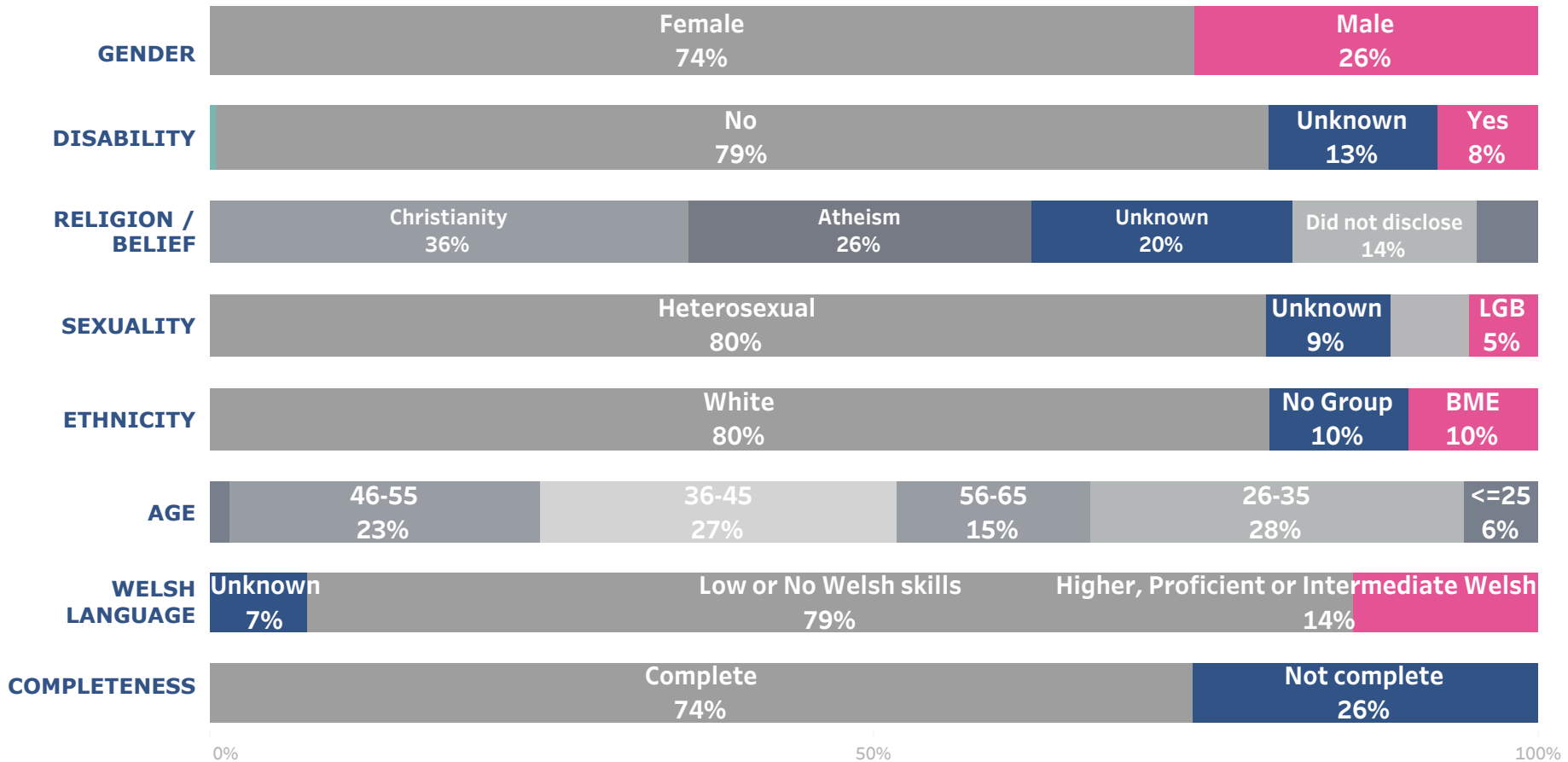
FILTERS

Select a Month
May 24

Directorate
Multiple values

RESET

EXPORT



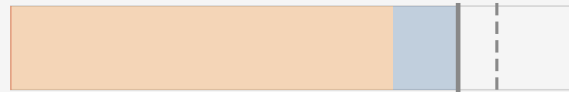
0%

50%

100%

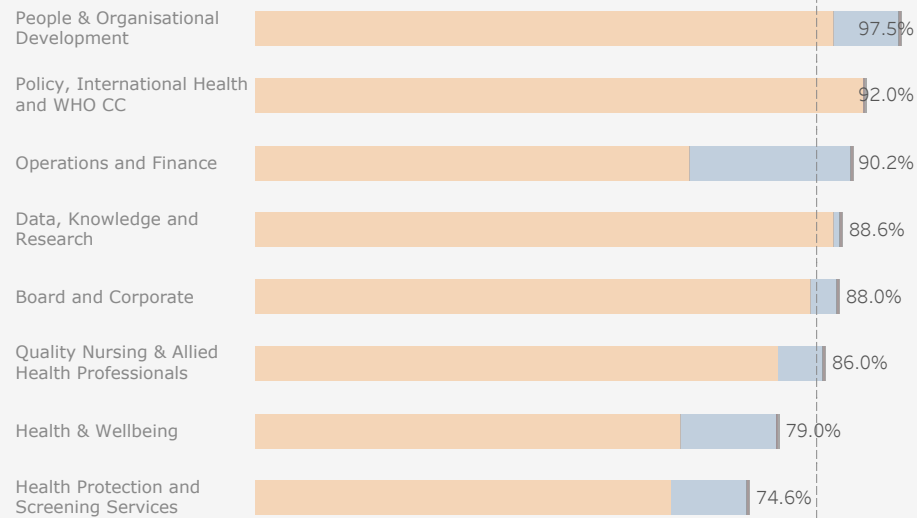
78.4%

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

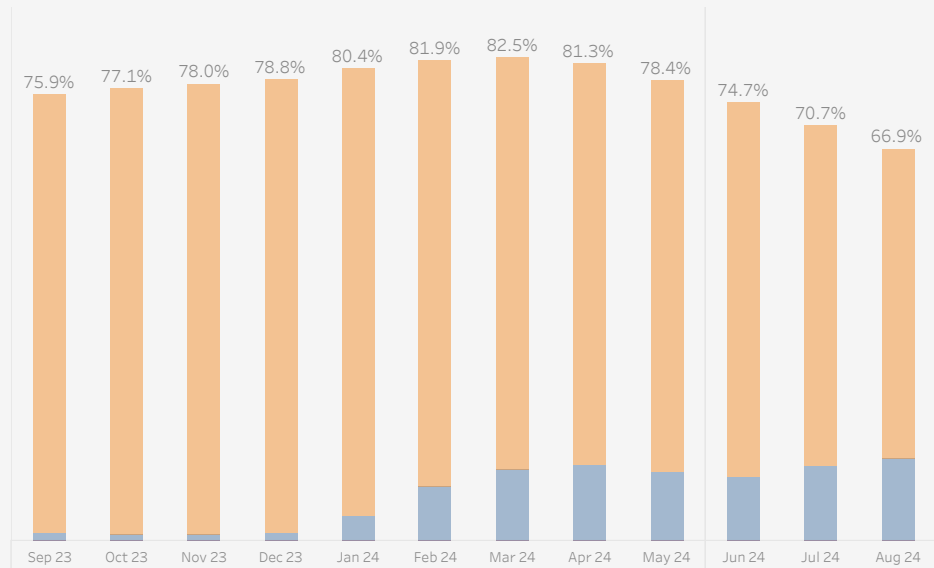


REVIEW STATUS % BY DIRECTORATE

Status: **In date** | **Due in next 3 months** | **No recorded appraisal** | **Out of date**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



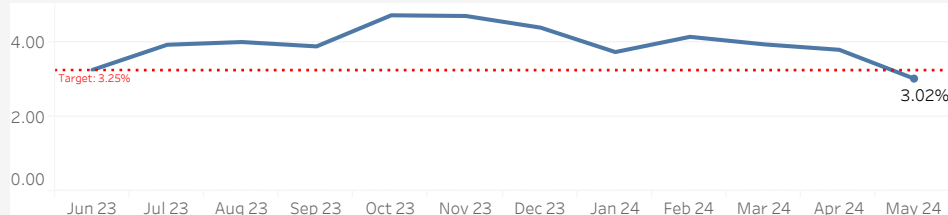


Sickness Absence: Key Metrics

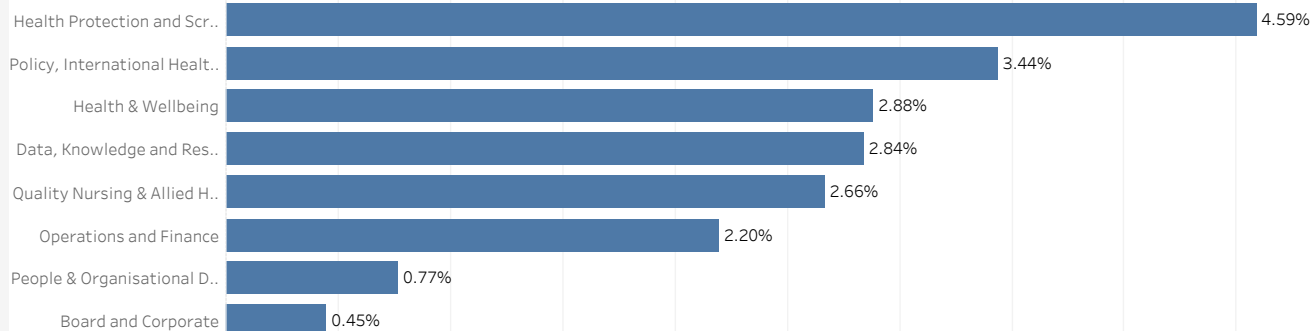
3.96%
12-months Rolling
Sickness Absence FTE %

3.02%
Sickness Absence FTE for
May 2024

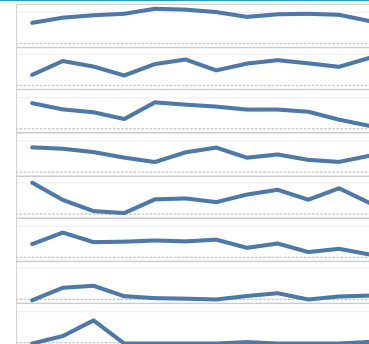
Monthly Sickness Absence Timeline



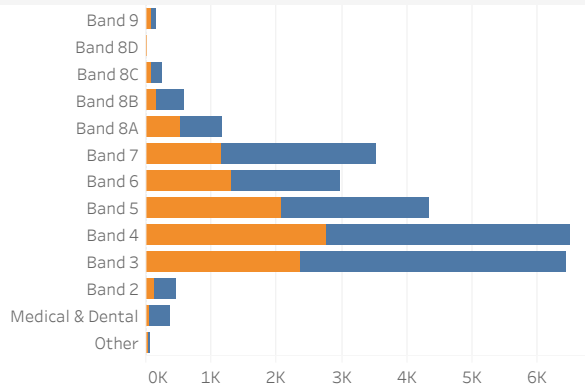
Sickness Absence by Directorate - Rolling 12 months



12 month trend

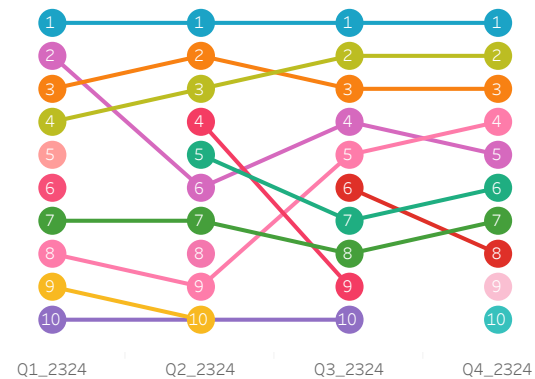


Sickness Absence by Pay Grade (FTE Days Lost)



Top 10 Sickness Absence Reasons by Quarter

1. Anxiety/stress/depression/other psychiatric illnesses
2. Other musculoskeletal problems
3. Gastrointestinal problems
4. Cold, Cough, Flu - Influenza
5. Headache/migraine
6. Heart, cardiac & circulatory problems
7. Chest & respiratory problems
8. Other known causes - not elsewhere classified
9. Ear, nose, throat (ENT)
10. Pregnancy related disorders



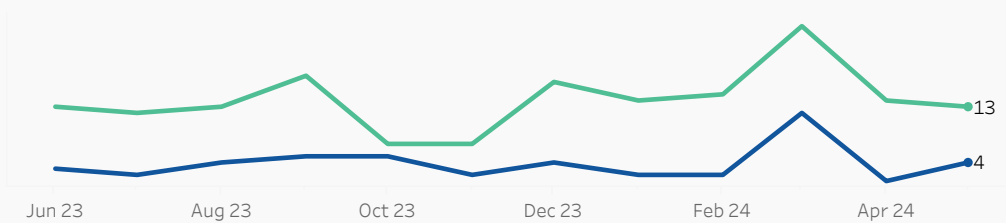
Overview |



10.2%
12 MONTH TURNOVER

0.8%
MONTHLY TURNOVER

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



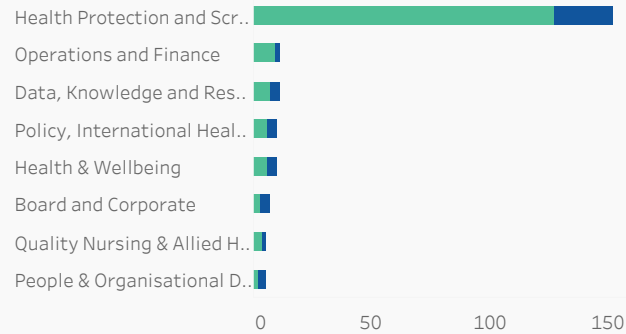
FILTERS

Report Date
5/31/2024

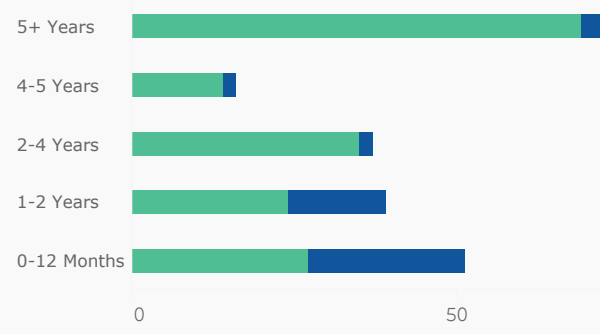
Number of months
12

Assignment Category
All

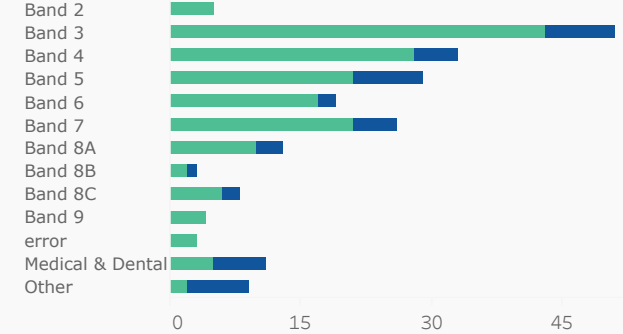
SUM OF LEAVERS BY DIRECTORATE



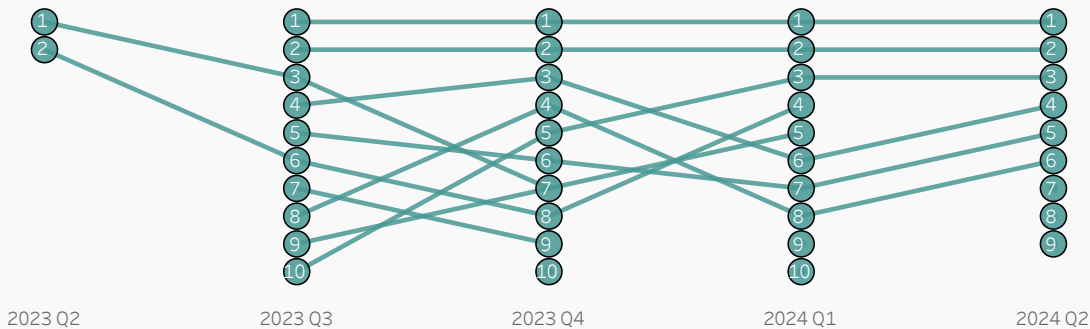
SUM OF LEAVERS BY LENGTH OF SERVICE



SUM OF LEAVERS BY PAY BAND



TOP 10 LEAVING REASONS BY QUARTER



Latest Quarter to selected Report Date

Other/Not Known
Promotion
Retirement Age
Relocation
Health
Work Life Balance
Better Reward Package
Child Dependents
Death in Service

STATUTORY & MANDATORY TRAINING OVERVIEW |



90.4%

Core Compliance



89.7%

Extended Compliance



913

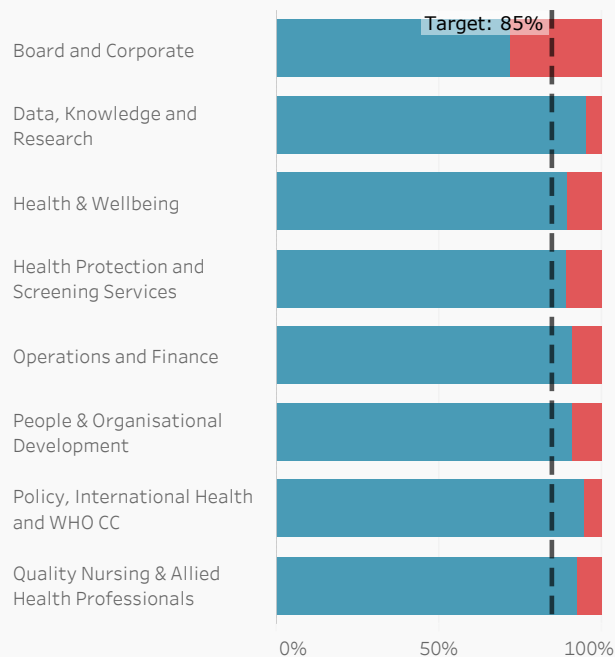
staff out of Compliance



COMPLIANCE % BY HIERARCHY

COMPLIANT or NON COMPLIANT members of staff

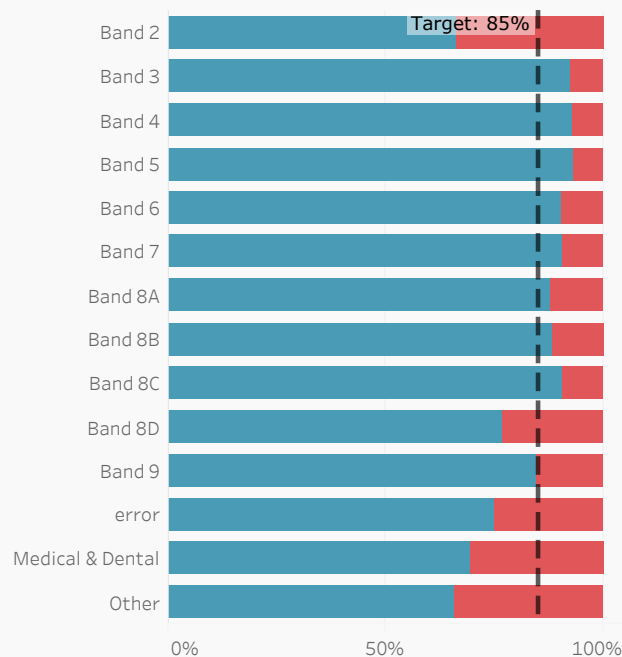
Filters:



COMPLIANCE % BY PAY GRADE

COMPLIANT or NON COMPLIANT members of staff

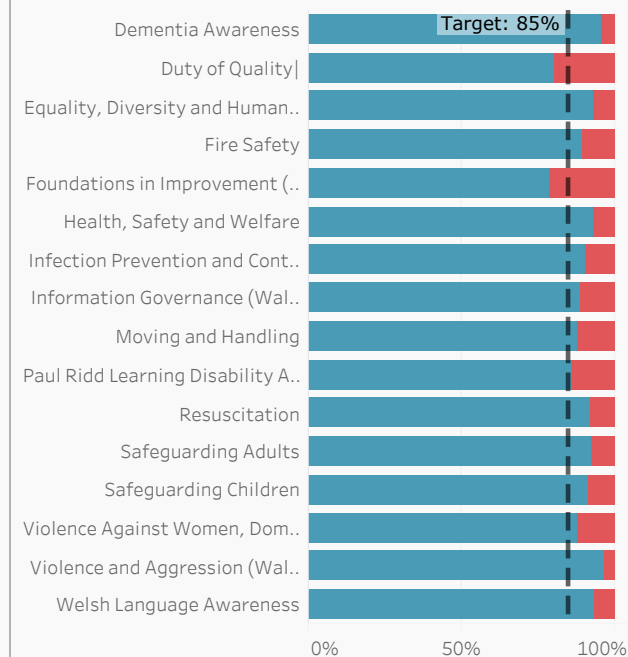
Filters:



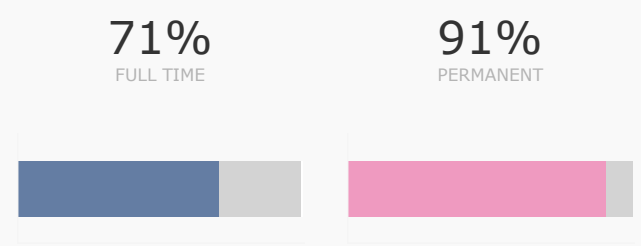
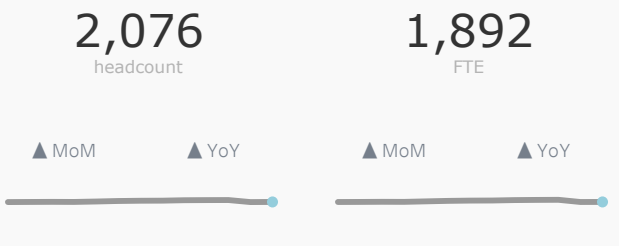
COMPLIANCE % BY COMPETENCE

COMPLIANT or NON COMPLIANT members of staff

Filters:



WORKFORCE OVERVIEW | i



FILTERS

REPORT DATE
5/31/2024

MEASURE SELECTED
Headcount

COLOUR BAR CHARTS BY
None

RESET

EXPORT PDF

