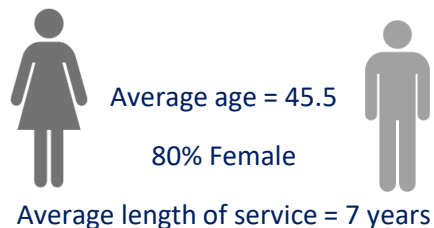


# Staffing and Appeals Committee

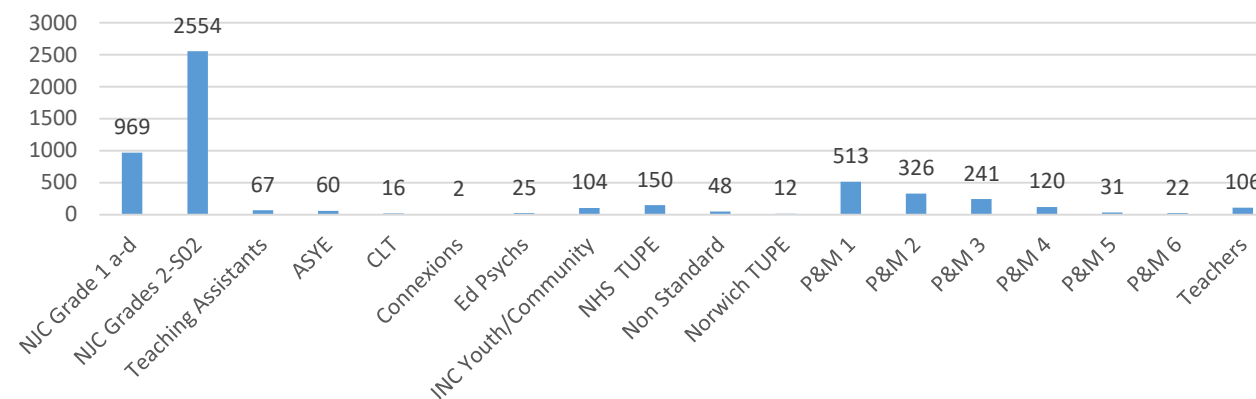
## Cambridgeshire County Council Workforce Profile 2017-18

Current Employees: 5366

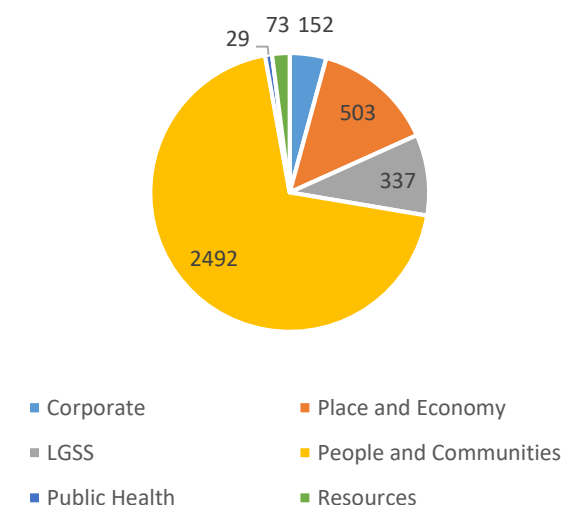


### Our Current Workforce Profile

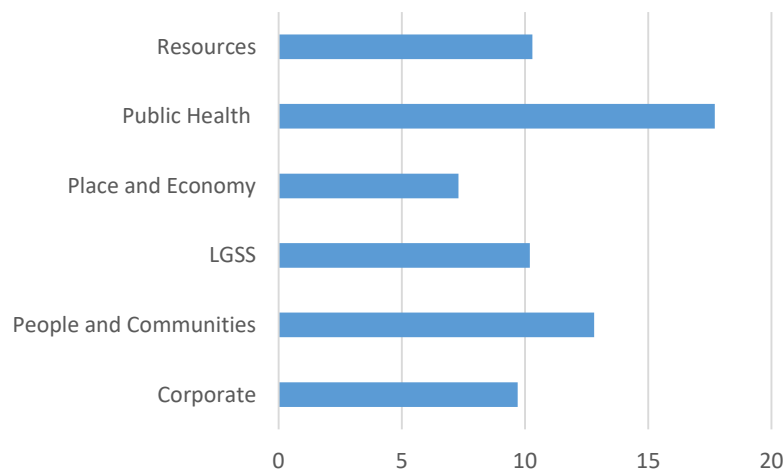
Number of Employees by Grade



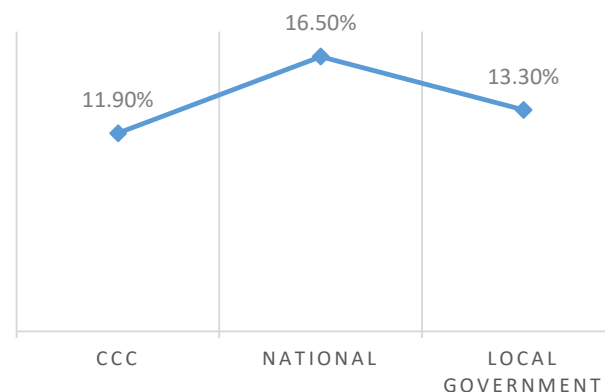
FTE by Directorate



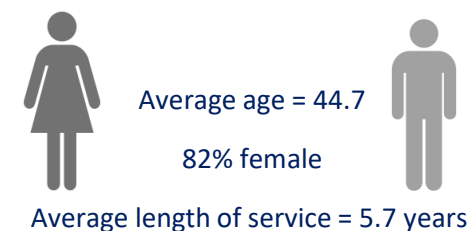
Turnover by Directorate (%)



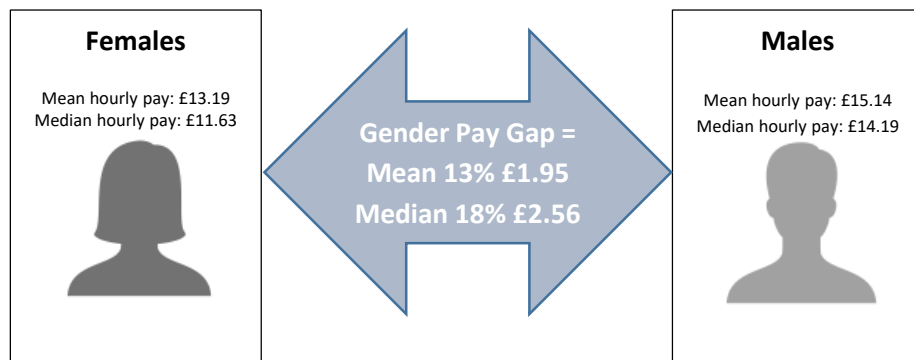
### Turnover



### Our Leavers



## Our Gender Pay Gap



## Employee Relations

Resolved casework by directorate - annual summary	Annual 2017/18 (2016/7 data in brackets)				
Directorate	Absence	Capability	Disciplinary	Grievance	Total
CFA / People & Communities	182 (213)	45 (34)	33 (43)	10 (14)	270 (304)
Public Health	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Corporate Directorate	2 (5)	1 (0)	0 (0)	0 (0)	3 (5)
Resources	1 (n/a)	0 (n/a)	0 (n/a)	0 (n/a)	1 (n/a)
ETE / Place and Economy	9 (15)	4 (5)	2 (1)	0 (1)	15 (22)
LGSS (CCC)	24 (16)	9 (3)	4 (2)	1 (1)	38 (22)
Total	218 (249)	59 (42)	39 (46)	11 (16)	327 (353)

During 2017 – 2018 we lost an average of 6.92 days per FTE due to sickness. 42% of this was short term and 58% long term.

## Employee Engagement

# 63%

### Overall Engagement

Engagement is an employee's willingness to put discretionary effort into their work in the form of time, thought and energy. Engaged employees have a desire and a commitment for doing the best job they can. These three components help us to understand and improve the experience of employees at work.

Public Sector Norm

55

UK norm

60

# 66%

### Alignment

Relationship with management

How closely individuals' objectives, values and aspirations match with those of the organisation.

49

58

# 69%

### Involvement

Relationship with the job

How involved people feel with their job, i.e. job satisfaction, motivation and personal fulfilment.

59

63

# 54%

### Loyalty

Relationship with the organisation

The emotional tie people have to the organisation as a whole e.g. how proud they feel, their outlook.

57

59

## Appeals Against Dismissal

Appeals against Dismissal		Outcome	
Year	Number of Appeals	Upheld	Dismissed
April 2012 – March 2015	8	2	6
Change in appeals process from Member to Officer hearing			
April 2015 – March 2018	14	2	12