

# Workforce Profile Update

Staffing and Appeals Committee 7th November 2024

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# Cambridgeshire County Council Workforce Diversity Profile 2024



**4772 Headcount**  
3877.42 FTE

76% of the workforce is female and 24% is male

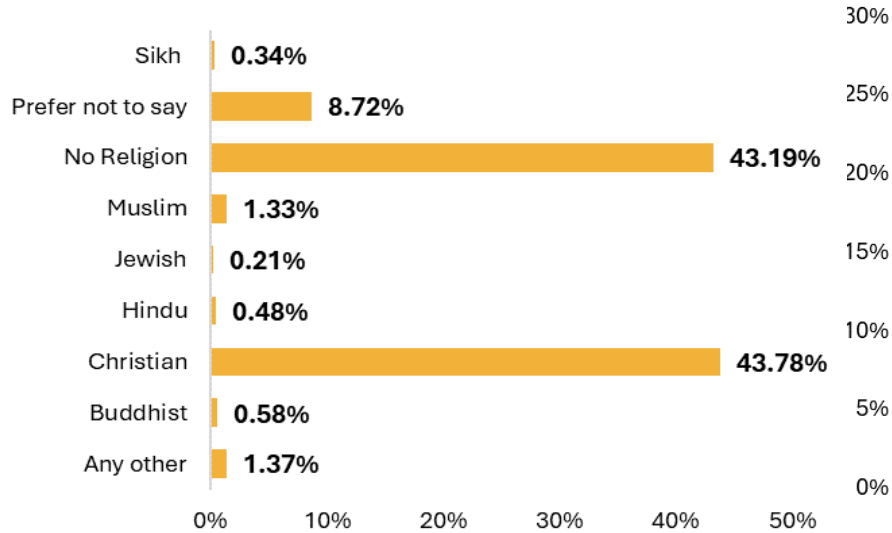


5.1% have declared they are disabled

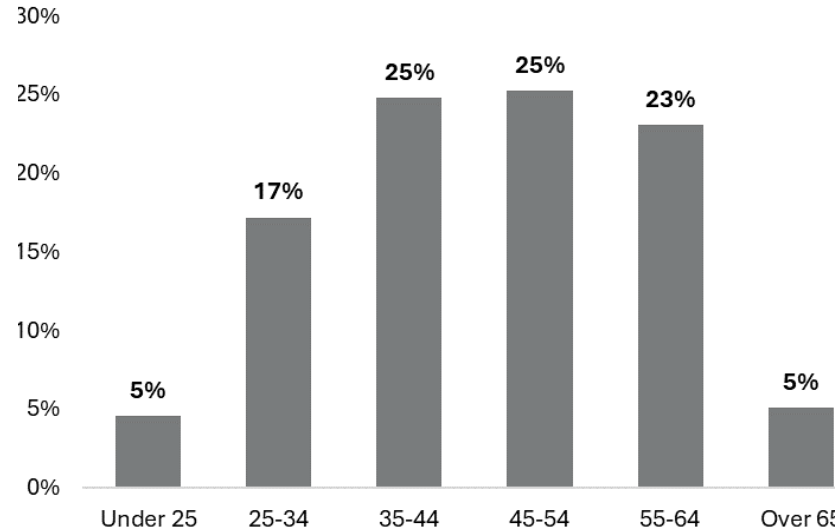


171 colleagues took maternity / paternity / parental / adoption leave between July 2023 and June 2024

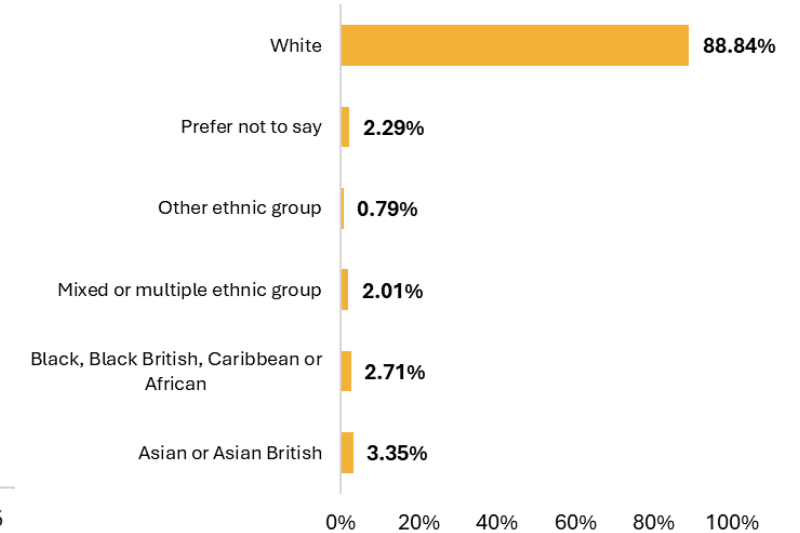
**Religion or Religious Belief**  
Of those who disclosed (61%)



**Workforce Age**  
Average employee age 46



**Ethnicity**  
Of those who disclosed (69%)



3.1% have declared their sexual orientation as either lesbian, gay, bisexual or self-defined.  
5.8% have preferred not to disclose.  
52.1% said they are heterosexual.  
39.0% have not disclosed their sexual orientation.

Gender identity	Percentage
Of the 82% who disclosed	
Man	23.01%
Woman	76.48%
Prefer not to say	0.08%
Prefer to self-describe	0.43%

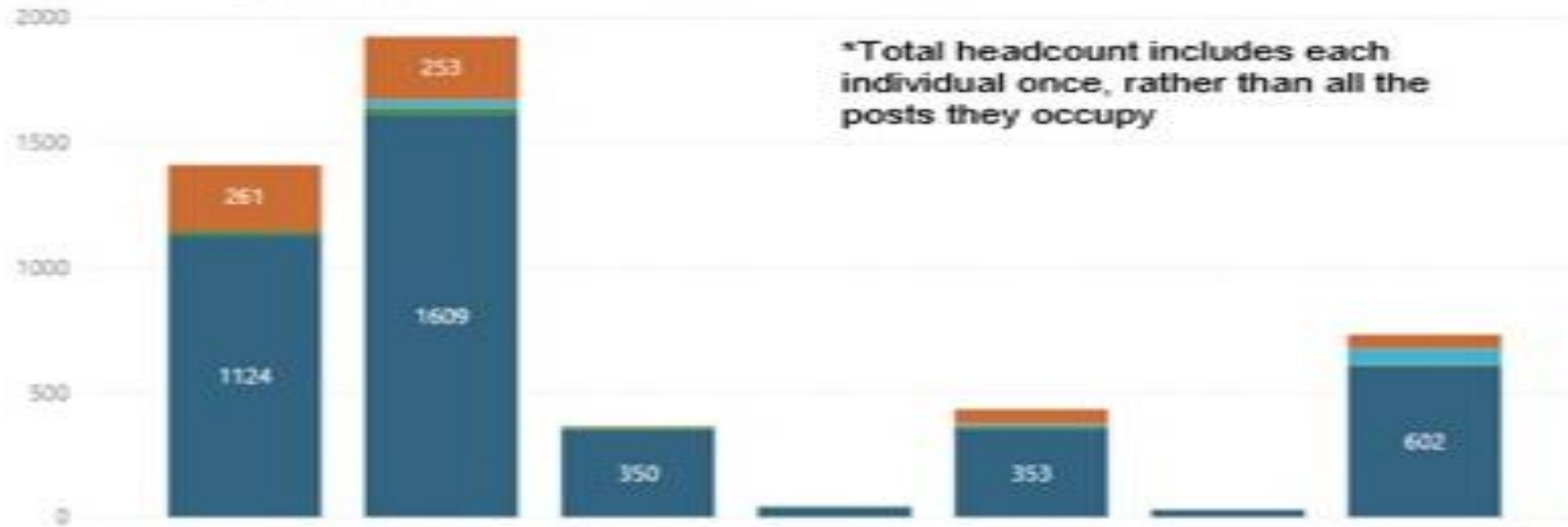
Employees work for CCC for 8 years on average.  
34.2% of the workforce have 2 years or less service.  
5.8% have 25 years or more service.

# Headcount and FTE

CCC Established Headcount

Total = 4,630

Post Person Category ● Employee ● Invoice Resource ● Office Holder ● Relief



Post Person Category	Adults, Health and Commissioning	Children, Education and Families	Finance and Resources	Greater Cambridge Partnership	Place and Sustainability	Public Health	Strategy and Partnerships
Employee	1124	1609	350	39	353	29	602
Invoice Resource	22	26	11	4	10		8
Office Holder		32			9		63
Relief	261	253	2		59		56



# Starters and Leavers

Leavers and Turnover by Month

Leavers ● Turnover - rolling 12M



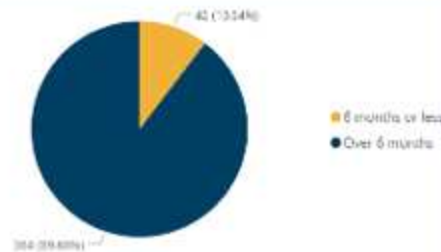
## Turnover benchmarking

National average (22/23): **13.7%**

CIPFA\* average (22/23): **12.4%**

\*based on data submitted by 5 out of 15 possible CIPFA neighbours.

Leavers in the past 12 months - length of employment



Of the total voluntary leavers for the rolling 12 months period ending 30 September 2024, 10.34% had 6 months service (or less) which is lower than Q1 at 11.2%.



# Absences | Average Days Lost (rolling 12m) per FTE - Benchmark Cohort

**Directorate**  
All

**Reason Description**  
All

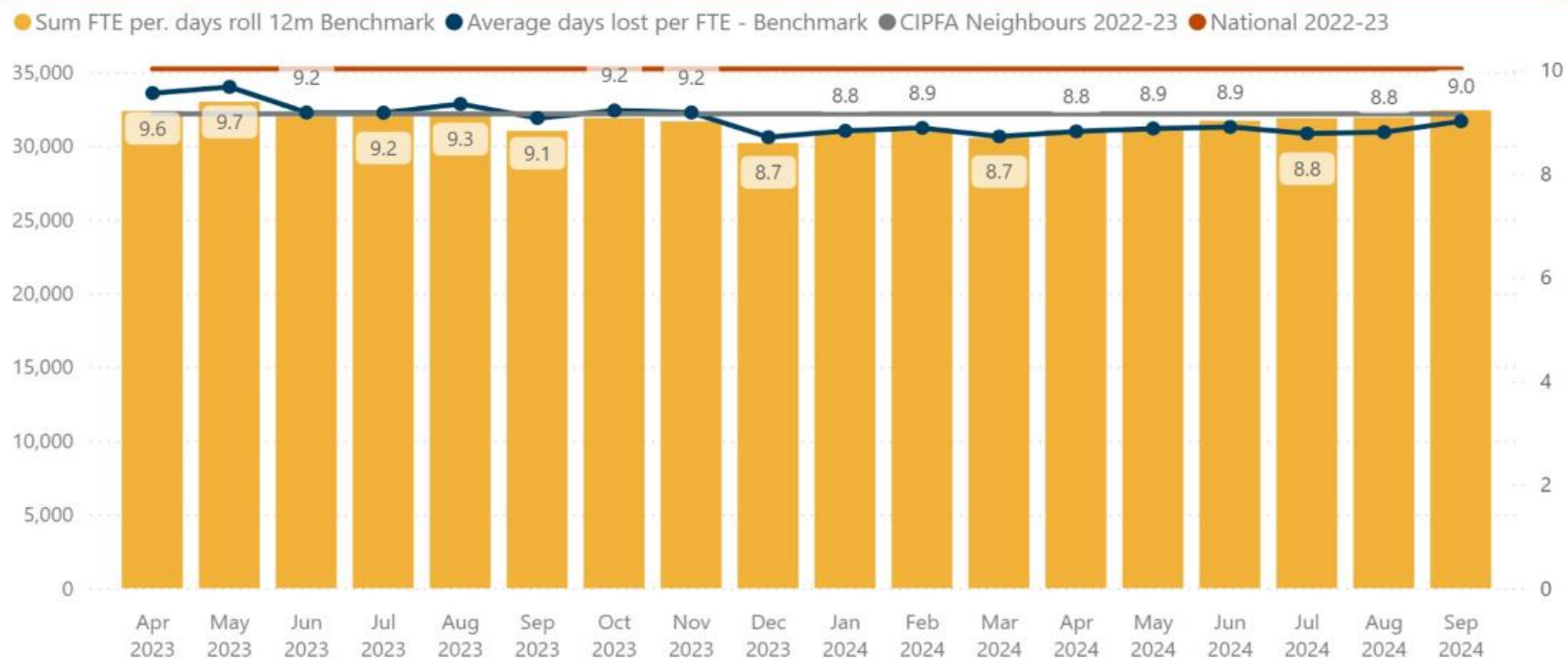
**Date**  
All

**Long-Term/Short-Term**  
All

Benchmark\*

All Employees\*

## Average Days Lost per FTE



Month Year	Sum FTE per. days roll 12m Benchmark	Average FTE in 12m period Benchmark	Average days lost per FTE - Benchmark
Apr 2023	32,364.9	3,388.76	9.55
May 2023	32,982.1	3,410.11	9.67
Jun 2023	31,980.5	3,484.71	9.18
Jul 2023	31,985.9	3,487.19	9.17
Aug 2023	32,051.5	3,430.79	9.34
Sep 2023	31,007.9	3,418.71	9.07
Oct 2023	31,885.8	3,459.81	9.22
Nov 2023	31,651.5	3,448.62	9.18
Dec 2023	30,183.5	3,468.68	8.70
Jan 2024	30,901.1	3,501.64	8.82
Feb 2024	30,983.1	3,489.30	8.88
Mar 2024	30,534.9	3,503.82	8.71
Apr 2024	31,073.9	3,525.89	8.81
May 2024	31,263.6	3,525.66	8.87
Jun 2024	31,701.6	3,562.61	8.90
Jul 2024	31,878.0	3,633.92	8.77

NOTE: \*The cohort used for benchmarking is only permanent employees and those who have been on fixed term contracts over 1yr. It excludes relief and agency workers, staff who have been on fixed term contracts under a year, and members.  
The cohort for 'All Employees' includes permanent employees and all staff on fixed term contracts. It excludes relief and agency workers, and members.

# Absences | Top 5 Absence Reasons (Average days lost per FTE) - last 6m ↶

**Directorate**

All ▼

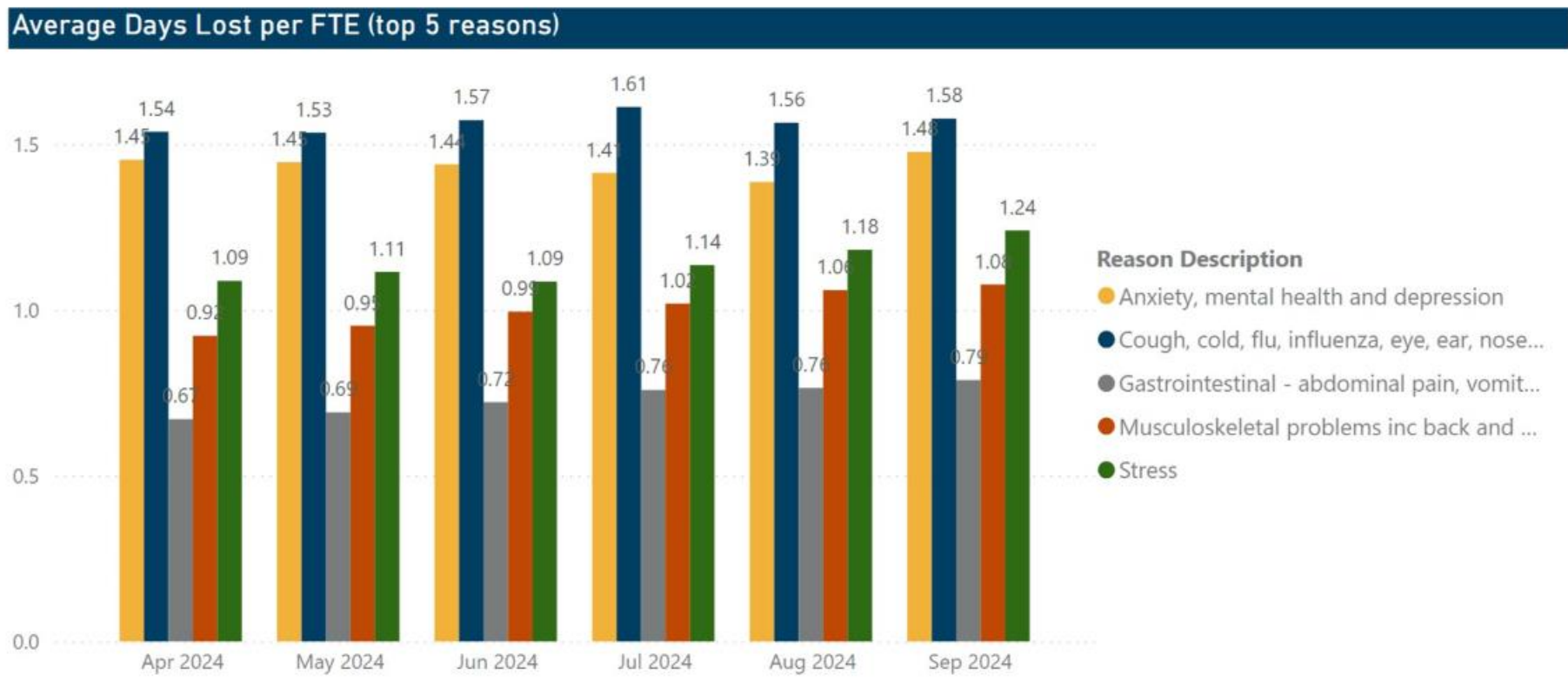
**Reason Description**

All ▼

**Long-Term/Short-Term**

All ▼

Reason Description	Average days lost per FTE - Employees
Anxiety, mental health and depression	0.58
Cough, cold, flu, influenza, eye, ear, nose and throat problems	0.64
Gastrointestinal - abdominal pain, vomiting, diarrhoea, gastroenteritis	0.30
Musculoskeletal problems inc back and neck	0.41
Stress	0.46
<b>Total</b>	<b>2.39</b>



NOTE: The cohort for this page is all employees. It excludes relief, and agency workers, and members.

# Recruitment Information July 23 to June 24

Since the introduction of the Recruitment Hub, we have found that the majority of roles receive more applications than in the previous system\*. Most roles advertised are filled.

Data from the Recruitment System may not be fully reflective of the situation. Managers often take offers outside of the system when the successful candidate is internal so these roles won't show as being recruited to. Figures are an indication only.

- **1210** positions were advertised on the system in the period - but **229** did not accept applications (partner orgs using our system).
- **981** posts were able to accept applications
- **19889** applications were submitted (Avg **20** applications per role)
- **860** roles were filled via the Recruitment Hub - **88%** of all advertised roles

During the same period **1009** colleagues started in a new post, **770** of these were new to the organisation.

Roles which were not filled can be broken down into:

Directorate	No of roles not filled	Type of Roles
AHC	41	Social workers, Senior SW's, TM's, Family workers and Support workers
CEF	54	Social workers, SeniorPracs, Family Workers, Ed Psych's, Passenger Transport
P&S	21	GCP, Highways, Project Managers
S&P	14	Analysts, Auditors
F&R	0	All roles advertised were filled

\*Anecdotally as we do not have data from the old system to substantiate