

# Staffing and Appeals Committee

## Cambridgeshire County Council Workforce Profile Year Ending September 2019

### Current Employees: 3978

**Average age = 45**

Average age male = 45.17

Average age female = 44.36

#### Workforce

21.50% male

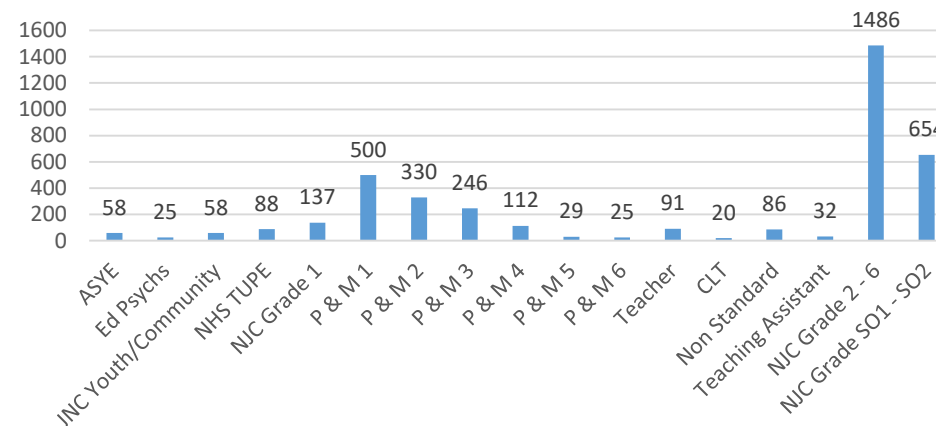
78.50% female

**Average length of service 7.72 years**

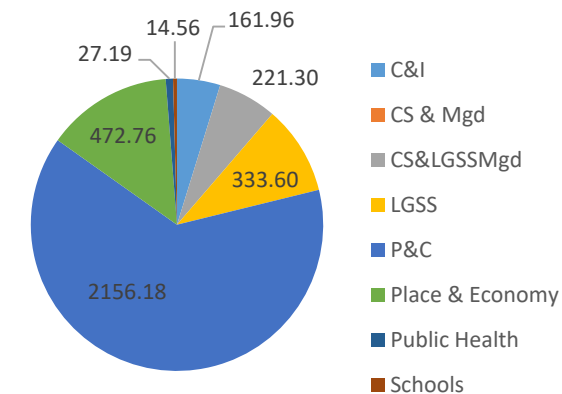
7.46 years male

7.99 years female

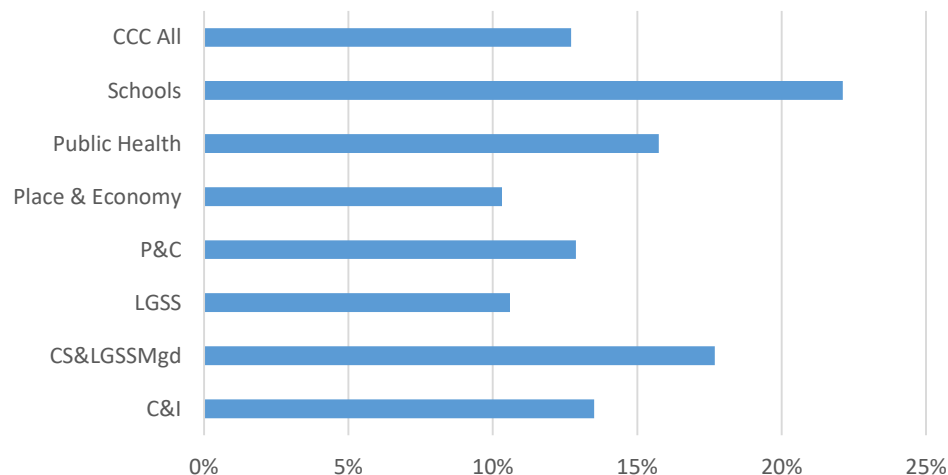
### Number of Employees by Grade



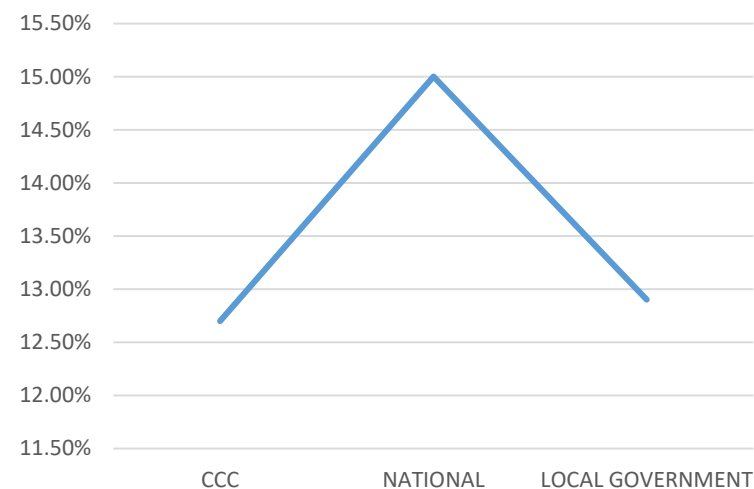
### FTE by Directorate



### Voluntary Turnover by Directorate



### Turnover



### Our Leavers

**Average age = 42.11**

Average age male = 39.56

Average age female = 44.66

#### Percentage of leavers by gender

22.24% male

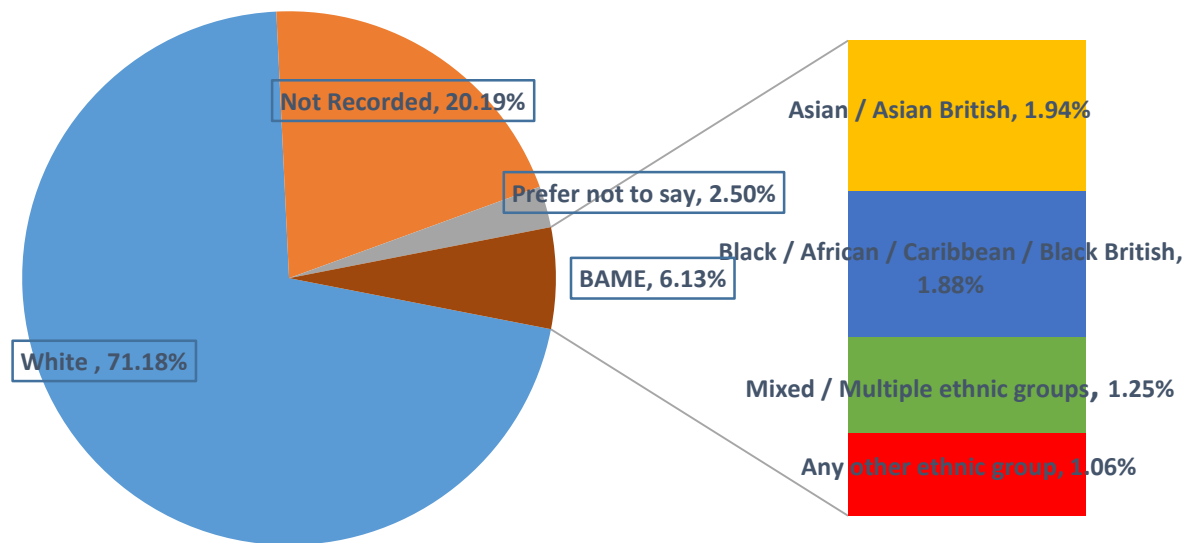
77.76% female

**Average length of service = 6.41 years**

6.24 years male

6.58 years female

## Diversity Information



58 people have declared they are LGBTQ (1.25% of the workforce)

1 in 10 employees responded that they would 'prefer not to say'

2 in 5 employees have not disclosed their sexual orientation

Just under half of employees have disclosed they are heterosexual

## Employment Policy and Project Highlights

April 2019:	New NJC pay scale implemented
May 2019:	People Strategy approved
July 2019:	Christmas closure arrangements agreed
August 2019:	New exit questionnaire
September 2019:	Agile Working Policy
October 2019:	Change of work base policy
	Appraisal incremental progression paid
November 2019:	Menopause Policy
	Equality and diversity employment policy statement

## Employee Relations

Resolved casework by directorate Annual summary	October 2018 - September 2019					
Directorate	Absence	Capability	Disciplinary	Grievance	Respect	Total
Resources	4 (1)	0 (0)	2 (0)	0 (0)	0 (n/a)	6
Corporate Directorate	5 (2)	0 (1)	0 (0)	0 (0)	0 (n/a)	5
LGSS	57 (24)	16 (9)	4 (4)	0 (1)	1 (n/a)	78
P & C	136 (182)	13 (45)	16 (33)	2(10)	6 (n/a)	173
Public Health	1 (0)	0 (0)	0 (0)	0 (0)	0 (n/a))	1
Place & Economy	15 (9)	1 (4)	0 (2)	0 (0)	1 (n/a)	17
Total	234 (218)	31 (59)	22 (39)	2 (11)	9 (n/a)	298 (327)

Figures in brackets denote last years figures for comparison.

From April 2019 – August 2019 we lost an average of 5.16 days per FTE due to sickness. 41.83% of this was short term and 58.17% long term. The latest LGA figures indicate a national Council average of 8.6 days per FTE.