

# Workforce Recovery Overview

**The Council experiences a reduced absence rate, including absence from COVID and self-isolation, and agile working hubs are fully operational.**

## Priorities

- Health, Safety, Welfare and Well-being
- Lateral Flow testing for the workforce
- Homeworking
- Capacity in the workforce
- Workforce communications

Priority Area	PI	19/20	20/21	21/22	Target (when will we know we have recovered)?
<b>Health, Safety, Welfare and Well-being</b>	Staff survey autumn 2022				
<b>Homeworking New Council Operating Model (as at 30.09.21)</b>	Agile workers			<b>34% of total workforce</b>	Workstyle identification complete
	Permanent homeworkers			<b>11.5% of total workforce</b>	
	Service based workers			<b>52% of total workforce</b>	
	Workforce style incomplete			<b>2.5% of total workforce</b>	
<b>Capacity in the workforce</b>	<b>Absence – average days lost including COVID</b>			<b>Quarter 1</b>	Average days lost per employee 10 days
	<ul style="list-style-type: none"> <li>• Corporate Services</li> <li>• Regeneration and Community Services</li> <li>• Social Services</li> <li>• Corporate Education</li> <li>• Schools</li> <li>• <b>Council Total</b></li> </ul>			0.97 days 3.64 days 5.04 days 0.69 days 3.15 days <b>3.26 days</b>	
	<b>Absence – Average days lost excluding COVID</b>			<b>Quarter 1</b>	
<ul style="list-style-type: none"> <li>• Corporate Services</li> <li>• Regeneration and Community Services</li> <li>• Social Services</li> <li>• Corporate Education</li> <li>• Schools</li> <li>• <b>Council Total</b></li> </ul>			0.97 days 3.62 days 4.85 days 0.69 days 3.11 days <b>3.20 days</b>		
<ul style="list-style-type: none"> <li>• <b>Average Days lost COVID</b></li> <li>• Corporate Services</li> <li>• Regeneration and Community Services</li> <li>• Social Services</li> <li>• Corporate Education</li> <li>• Schools</li> <li>• <b>Council Total</b></li> </ul>			<b>Quarter 1</b>	0 days 0.02 days 0.19 days 0 days 0.04 days <b>0.06 days</b>	

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Priority Area	PI	19/20	20/21	21/22	Target (when will we know we have recovered)?
<b>Capacity in the workforce</b>	Temporary Workforce responding to COVID			TTP 79 positions Headcount of 70	TTP no longer required
		As at 30th Sept 2019		As at 30th Sept 2021	
	<b>Labour Turnover:</b>				
	• Corporate Services	5.21%		5.35%	
	• Regeneration and Community Services	6.20%		8.25%	
• Social Services	6.81%		5.40%		
• Corporate Education	0%		18.33%		
<b>Percentage Vacant Posts:</b>					
• Corporate Services	10%		13%		
• Regeneration and Community Services	8%		11%		
• Social Services	11%		15%		
• Corporate Education	9%		29%		