

Corporate and Partnerships OSC

HR & OD

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Update on attendance levels and wellbeing in the Environment Directorate

Increase in sickness - possible Influencing factors

- Frontline workers (don't have have the ability to work from home)
- Aging workforce – 70% are over 55
- Physical work
- Sickness now recorded on systems
- Urbaser – TUPE transfer moving onto NYC terms and conditions
- Historically operational area's have higher levels of sickness – these have come together in Environment Directorate through LGR
- Need to stabilise structures– line manager allocation to enable continuity of sickness process and procedures
- Need clear line manager accountability

What we have done so far

- Gone out delivering sessions to managers to support them managing absence
- Dedicated support from HR to help managers address sickness issues and historical long term sickness
- Health and Wellbeing one of the key priorities identified in the Environment Directorate – acknowledgment that 70% of workforce are male
- Ensured employees who were on long term sick and who were being managed through the sickness process exited NYC
- Since April 2023 , we have dismissed 34 employee's and 9 have resigned and we will continue to ensure that we manage this.

Interventions

- Health and Wellbeing Action Plan – from the People Strategy
- Working with Occupational Health (with funding from Public Health) to do on site health checks to include
 - Blood pressure checks
 - Cholesterol
 - BMI
 - Blood Sugar
- Pilot already run in Adult's and early interventions on the findings supported employees

Next Steps

- Continue to deliver and do refresher training to managers so they consistently manage sickness
- New systems dashboard so they can clearly see sickness absence in their teams, along with trigger emails from HRSST.
- 4 day working to be introduced in waste – figures show lower levels of sickness in these areas already doing 4 day working.

Wider emerging HR related themes 18 months into new Council

To date

- Restructures
- Convergence of Teams
- Way We Work
- Upskilling of Managers
- Culture Programme
- Inclusion Forum and Employee Networks
- Staff Survey
- NJC pay award applied to most Council employees November backdated to April – the greater of £1,290 or 2.5% (approx. extra £10.5m on pay bill)

Staff survey – Your Voice Counts

The first North Yorkshire Council staff survey was held in June/July 2024

The survey focused on 4 key areas:

Me and my role

My line manager

Senior manager

One council

- **45% completion – just under 4,500 staff participated**
- **71.6% satisfaction overall**

The results were positive, with the majority of staff indicating they feel motivated, satisfied, and committed to the council, and supported by management.

Areas requiring additional focus included some of our systems and processes, some aspects of communication, and our overall resources to deliver.

Workforce

Headcount/FTE

- Headcount has increased slightly from 10,043 to 10,079 (+0.3%)
- FTE has increased from 8,022 to 8,214 (+2.4%)
- This reflects an increase in full time working.

Turnover

- Decreased between 2022-23 and 2023-24 from 15.07% to 12.00%
- Turnover in first 6 months of 2024-25 of 6.43%
- Small increase in rolling 12 months turnover from 12.00% to 12.65%, still within healthy range of 10-13%

Top 3 reasons for leaving 2024-25

- Voluntary resignations 897 (23-24 1122)
- TUPE and Academy conversions 291 (23-24 138)
- Retirement age over 60 144 (23-24 214).

Workforce

NYC versus TUPE terms and conditions

- Numbers on standard NYC contracts has increased from:
 - 74% (Apr 23)
 - 85% (Apr 24)
 - 95% (Oct 24)
- Achieved through voluntary moves to NYC roles, restructures and turnover/new recruitment.
- Less than 500 employees remain on TUPE contracts despite more TUPE in
 - Selby Waste and
 - Selby/Tadcaster Leisure.


Workforce

- Sickness Absence


Decrease in sickness days per FTE of -0.73 from 23-24


(23/24 12.5 days per FTE, current rolling 12 months sick days 11.77 per FTE)

Headlines

 Unemployment Rising: National 4.3% (3.7% 23/24) NY 2.3% (2.1% 23/24)
Youth Unemployment Rising: National 5.5% (5.2% 23/24) NY 3.4% (3.3% 23/24)

 Work experience placements 61 by end of Q2 up from 41 whole year in 23/24

 National Local Government campaign promoting careers in local government that make a difference.

 Agency spend £6.3m 23/24: £1.2m Q1 and £1.5m Q2 in 24/25 predict £6m spend.

 Active number of redeployees supporting at end of Sept = 11 down from a high of 30 in Q1

 International Recruitment: Council sponsors 55 migrant workers
(34 social workers, 17 care workers, 1 technology, 1 Align, 2 EP's)

Hard to Fill



Planning: successful requirement leaving 2.5 at principal, 0.5 at senior planner and 8 at career graded vacancies. 20 agency workers reduced to 9, reduces to 8 in Dec 24, and zero forecast by end of March.



Social Workers: Fully staffed in Adults, recruiting to approximately 7 vacancies in children, zero agency workers et end of sept.



Education Psychologists: Increased recruitment to service including assistant and trainee EP's. 5 international recruits, 2 arrived remaining 3 scheduled in January 2025. Agency backlog programme concluded, all EP assessments up to date, using standard ongoing agency programme that should be able to reduce in 2025.

Hard to Fill



Environmental Health: successful recruitment fully staffed and all agency workers ended.



Care Workers: Historically 2,500 vacant, now largely fully staffed or within 3% normal vacancy factor, only adhoc emergency use of agency workers.



Wider care sector market: Programme to support sponsored migrants who are displaced owing to their employer having licence revoke in the adult social care sector. Arrival of international recruits into social care dramatically reduced to pre 2021 levels. Potential for labour exploitation. Sector wide issue in the sector

Emerging National Developments

- New Growth and Skills levy to replace existing Apprenticeship Levy
- Employees National Insurance increases April 2025 (extra 8.25m annually)
- Employment Rights Bill published Oct 24 will extend employment rights
- National Local Government campaign launched promoting careers in local government that make a difference.