

## Overview & Scrutiny Recommendation Response Pro forma

*Under section 9FE of the Local Government Act 2000, Overview and Scrutiny Committees must require the Cabinet or local authority to respond to a report or recommendations made thereto by an Overview and Scrutiny Committee. Such a response must be provided within two months from the date on which it is requested<sup>1</sup> and, if the report or recommendations in questions were published, the response also must be so.*

*This template provides a structure which respondents are encouraged to use. However, respondents are welcome to depart from the suggested structure provided the same information is included in a response. The usual way to publish a response is to include it in the agenda of a meeting of the body to which the report or recommendations were addressed.*

### Issue: Workforce Data Q4 2022/23

**Lead Cabinet Member(s):** Cllr Neil Fawcett, Cabinet Member for Corporate Services

**Date response requested:**<sup>2</sup> 19 September 2023

### Response to report:

*Enter text here.*

### Response to recommendations:

Recommendation	Accepted, rejected or partially accepted	Proposed action (if different to that recommended) and indicative timescale (unless rejected)

<sup>1</sup> Date of the meeting at which report/recommendations were received

<sup>2</sup> Date of the meeting at which report/recommendations were received

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<p>That the Council increases the contextual data provided in its Workforce Data reports, specifically to</p> <p>a) Provide a five-year trend comparison for the following measures:</p> <ul style="list-style-type: none"> <li>• Total number of staff (FTE)</li> <li>• Total number of staff (the raw number)</li> <li>• Total number of full time staff (raw number and percentage)</li> <li>• Total number of part time staff (raw number and percentage)</li> <li>• Total number of employed staff (FTE)</li> <li>• Total number of interim staff (FTE)</li> <li>• Proportion of overall FTEs filled by agency staff</li> <li>• Cost of agency spend (inflation adjusted)</li> <li>• Annual staff turnover (including interims)</li> <li>• Average number of sick days per staff member</li> <li>• Ratio of total long-term sickness to short-term sickness</li> <li>• Distance staff live from their main office (in 20 mile increments)</li> </ul>	<p>Partially accepted</p>	<p><b>Workforce Data Report</b></p> <p>We recognise the importance of how providing comprehensive data can help Oxfordshire County Council identify trends, risks and inform strategic decision making. As a result of feedback from the Committee we are taking steps to improve the data we provide as part of our Workforce Reports. This includes providing data by Directorate and over a longer period where possible. We have also started to engage other Councils to provide comparative data to help with benchmarking.</p> <p>Over the course of 2023/2024 we will update our Workforce Reports on an iterative basis seeking feedback each quarter from appropriate stakeholders so that we can provide information and data that is both meaningful and accurate.</p>
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<p><b>b) Identify a group of comparator councils and provide comparative performance data for the following measures:</b></p> <ul style="list-style-type: none"> <li>• <b>Annual staff turnover (including interims)</b></li> <li>• <b>Average number of days sick per staff member</b></li> <li>• <b>Ratio of days lost to long-term sickness vs short-term sickness</b></li> <li>• <b>Gender pay gap</b></li> <li>• <b>Percentage of staff reporting a disability</b></li> </ul> <p><b>c) Display directorate levels of turnover as percentage figures of the number employed</b></p>		
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