

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 requested¹ 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 Glynis Phillips, Cabinet Member for Corporate Services

Date response requested:² 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)

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

² 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"> • Total number of staff (FTE) • Total number of staff (the raw number) • Total number of full time staff (raw number and percentage) • Total number of part time staff (raw number and percentage) • Total number of employed staff (FTE) • Total number of interim staff (FTE) • Proportion of overall FTEs filled by agency staff • Cost of agency spend (inflation adjusted) • Annual staff turnover (including interims) • Average number of sick days per staff member • Ratio of total long-term sickness to short-term sickness • Distance staff live from their main office (in 20 mile increments) 		
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<p>b) Identify a group of comparator councils and provide comparative performance data for the following measures:</p> <ul style="list-style-type: none"> • Annual staff turnover (including interims) • Average number of days sick per staff member • Ratio of days lost to long-term sickness vs short-term sickness • Gender pay gap • Percentage of staff reporting a disability <p>c) Display directorate levels of turnover as percentage figures of the number employed</p>		
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