



Haringey Council

## General Purposes Committee on 24 September 2009

Report Title: **Employment Profile 2008 - 2009**

Forward Plan reference number (if applicable): **[add reference]**

Report of: **Assistant Chief Executive (People & OD)**

Wards(s) affected: **ALL**

Report for: **Key decision**

### **1. Purpose**

1.1 To advise the Committee of the key workforce statistics for the last financial year - 1 April 2008 to 31 March 2009.

### **2. Introduction by Cabinet Member – Cllr Bob Harris**

2.1. The employment profile demonstrates our continued commitment to a workforce representative of our communities. This report provides a basis for understanding and developing our staff. I commend the employment profile to the Committee.

### **3. Recommendations**

3.1 Note the contents of the attached Employee Profile Analysis in appendix A.

Report Authorised by: **Stuart Young, Assistant Chief Executive (People & OD)**

Contact Officer: **Steve Davies, Head of Human Resources, 020 8489 3172**

### **4. Chief Financial Officer Comments**

4.1 . There are no financial comments.

## **5. Head of Legal Services Comments**

5.1 . The Head of Legal has no comments on the report

## **6. Local Government (Access to Information) Act 1985**

6.1 No documents that require to be listed were used in the preparation of this report.

## **7. Financial Implications**

7.1 There are no additional financial implications arising out of this report.

## **8. Equalities Implications**

8.1 The Employment Profile enables Haringey to fulfil obligations under the Race Relations (Amendment) Act 2000 and will help us toward achieving level 4 of the Equality Standard for Local Government. Currently Haringey is at Level 2.

## **9. Introduction**

9.1 The Employment Profile has been produced using information from the Council's management information system SAP.

9.2 It provides key information about the workforce for the period 1 April 2008 to 31 March 2009.

9.3 The Employment Profile helps the HR Service to plan and target actions that will improve the Council's workforce profile, ensure the Council has a workforce that is representative of the community it serves, and that the objectives of the People Strategy are achieved.

9.4 This year we have added a directorate profile section to provide some commentary on key employment indicators for each of the big four directorates.

## **10. Key Information**

10.1 The Employment Profile is based on information for 7289 staff (excluding teachers and casual staff). Note - the Council employs approx 1500 Teachers and 1800 casual staff.

10.2 Approximately 74% of the workforce are women.

10.3 Approx. 49% of the workforce are from black & minority ethnic groups compared with the Haringey population of approx 34% black & minority ethnics. When other white minority groups are included the borough population figure is nearly 55% and the Council profile is 66%.

- 10.4 The council ranks 3<sup>rd</sup> in London for the number of black & minority ethnic staff.
- 10.5 Approx. 20% of the Top 5% earners in the Council are from black & minority ethnic groups, an increase of nearly 1% on the last year and nearly 2% in the last 2 years.
- 10.6 The average age of the workforce is 44 years old. 4% of staff are aged under 25 compared to approx. 10% residents in the borough aged 18-24 years. 16% of staff are aged 55 plus compared with approx 10% in the borough profile aged 55–69 years
- 10.7 The number of disabled staff in the workforce has increased to 5% from 4.6% last year, and 3.8% the year before last. We have worked to improve our disabled profile further through our work place strategy where we offer short work trials to disabled people in place of interviews.
- 10.8 Employee turnover rates stood at 17% over the last year. This is an increase of 3.4% This is attributable to schools with a turnover level of 24%. The remainder of the council is in line with the turnover levels of other London authorities, which have an average turnover rate of 13.5% (London Councils Scorecard Quarter 3 2008/9). Resignation rates are similar to last year at 9.5%.
- 10.9 We have reviewed and improved our redeployment process and out of 65 redeployees we successfully redeployed 24 staff, saving the council approx £234k.
- 10.10 The council engaged around 680 agency workers at the end of the financial year. Directorates are continuing to monitor the use of agency staff to ensure that only reasonable and necessary agency levels are maintained. As at March 2009, 14% of Haringey's total workforce was agency, this compares well with 15.6% for London Councils (London Councils Scorecard Quarter 3 2008/09).
- 10.11 The Agency contract has also provided opportunities for regeneration through recent work with 41 agency suppliers which helps us to offer support and training to the long term unemployed. Through this partnership 89 people individuals have been placed with local agencies with 77% still working and 6 have obtained permanent jobs with the council.
- 10.12 The council's average sickness levels at the end of March 2009 stood at 8.9 days a reduction of over half a day in the last year.
- 10.13 The HR Service has been working to improve absence management over the past year and by focussing on long term sickness absence and better management of cases with managers.

## **11. People Strategy**

- 11.1 The information provided in the Employment Profile will feed into the strategic plans and actions that HR & OD develops for workforce planning purposes.
- 11.2 The People Strategy has outlined a number of initiatives to improve people performance. This is the subject of a separate report on the committee agenda.