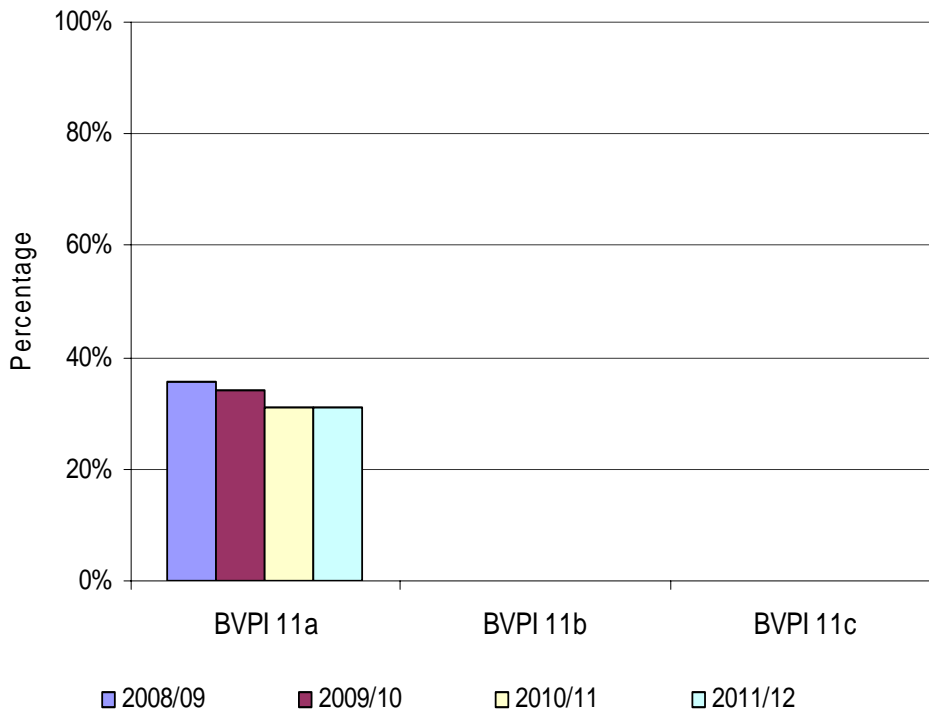


## PERSONNEL COMMITTEE

### Annual Performance Report

#### Best Value Performance Indicators

#### BVPI 111 Top 5% earners who are a) women, b) ethnic minority, c) with a disability



#### Data

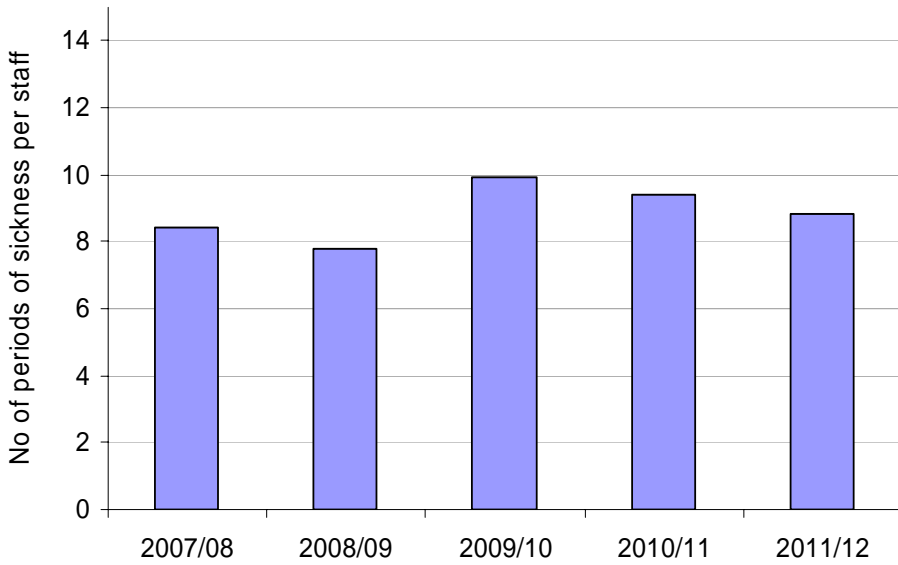
Year	Value
<b>BVPI 11a</b>	
2008/09	35.50%
2009/10	34.00%
2010/11	31.00%
2011/12	31.00%
<b>BVPI 11b</b>	
2008/09	0.00%
2009/10	0.00%
2010/11	0.00%
2011/12	0.00%
<b>BVPI 11c</b>	
2008/09	0.00%
2009/10	0.00%
2009/10	0.00%
2009/10	0.00%

#### Latest Comments -

The number of the top 5 earners (BVPI 11a) who are women has remained at the same level in 2011/12 as that in 2010/11. The number of female staff employed remains consistently high and is in the top quartile for district councils. Recruitment practices continue to be monitored to ensure equality. However, as turnover amongst this group of staff is relatively low, there is limited scope to impact significantly on this figure.

The number of staff who are from an ethnic minority background (BVPI 11b) or who have a disability (BVPI 11c) remain at 0.00%

**BV12 Periods of sick per member of staff**

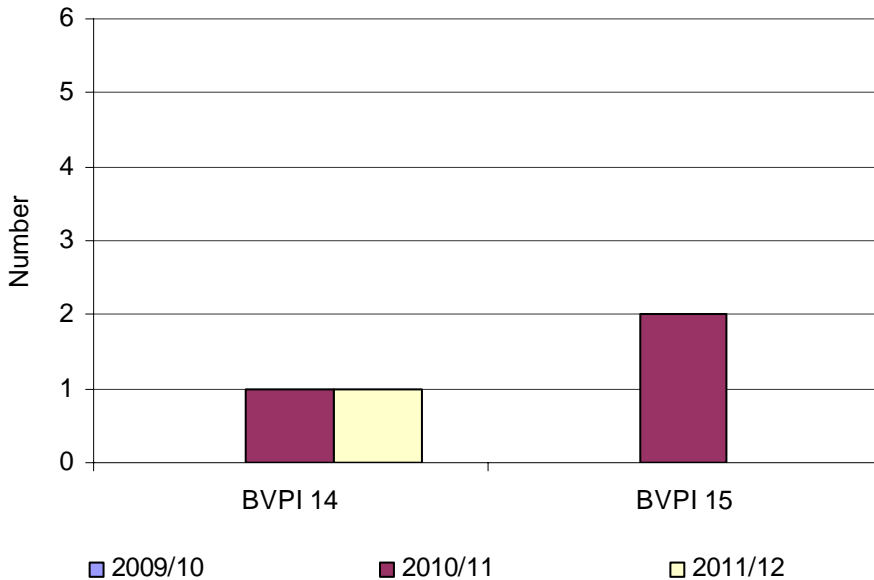


Data	
Year	Value
2007/08	8.4
2008/09	7.8
2009/10	9.9
2010/11	9.4
2011/12	8.8

**Latest Comments –**

The average number of days sick per person has continued to reduce over the past few years. The most significant reduction has been seen in long term cases of personal stress and depression. This is due to the early intervention of management and occupational health in cases of long term sickness

**BVPI 14 Number of Early Retirements and BVPI 15 Number of ill health retirements**

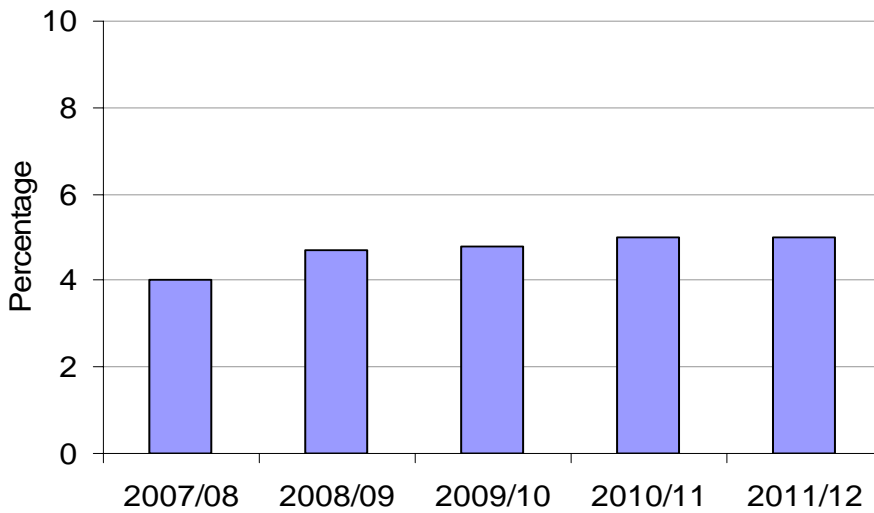


Data	
Year	Value
<b>BVPI 14</b>	
2009/10	0
2010/11	1
2011/12	1
<b>BVPI 15</b>	
2009/10	0
2010/11	2
2011/12	0

**Latest Comments:**

There has been 1 early retirement with WCC consent in 2011/12 and no early retirements due to ill health in the last year.

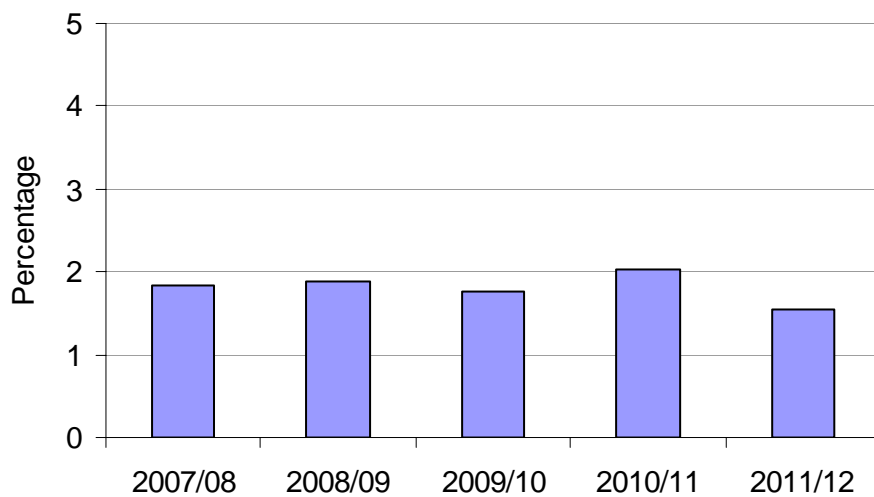
**BVPI 16 Percentage of employees with a disability**



Data	
Year	Value
2007/08	4.00%
2008/09	4.70%
2009/10	4.80%
2010/11	5.00%
2011/12	5.00%

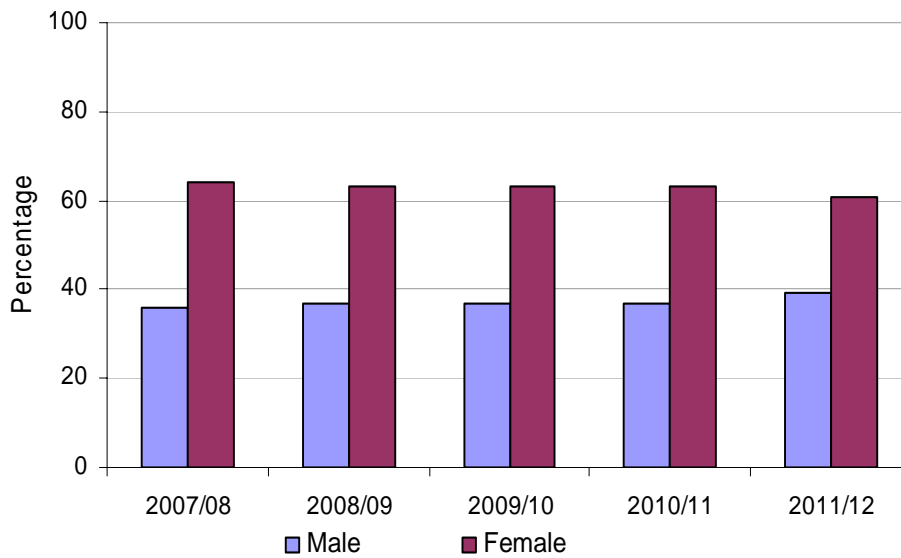
**Latest Comments** – The percentage of disabled staff employed has remained the same. Work continues to ensure that disability status is accurately recorded with staff feeling confident that their disability will not have a negative impact on their employment or career aspirations. The Management of Absence Policy ensures that every effort is made to keep staff who are able to work in suitable employment.

**BVPI 17a Percentage Ethnic Minority representation in the workforce**



Data	
Year	Value
2007/08	1.83%
2008/09	1.89%
2009/10	1.77%
2010/11	2.03%
2011/12	1.55%

**Latest Comments** – There has been a slight decrease in the percentage of staff from ethnic minority groups. Work continues to promote equalities in employment and in service provision.

Council Staff Profile Report**Gender Profile – Percentage of staff who are male or female****Data**

Year	Value
------	-------

**Male**

2007/08	36%
---------	-----

2008/09	37%
---------	-----

2009/10	37%
---------	-----

2010/11	37%
---------	-----

2011/12	39%
---------	-----

**Female**

2007/08	64%
---------	-----

2008/09	63%
---------	-----

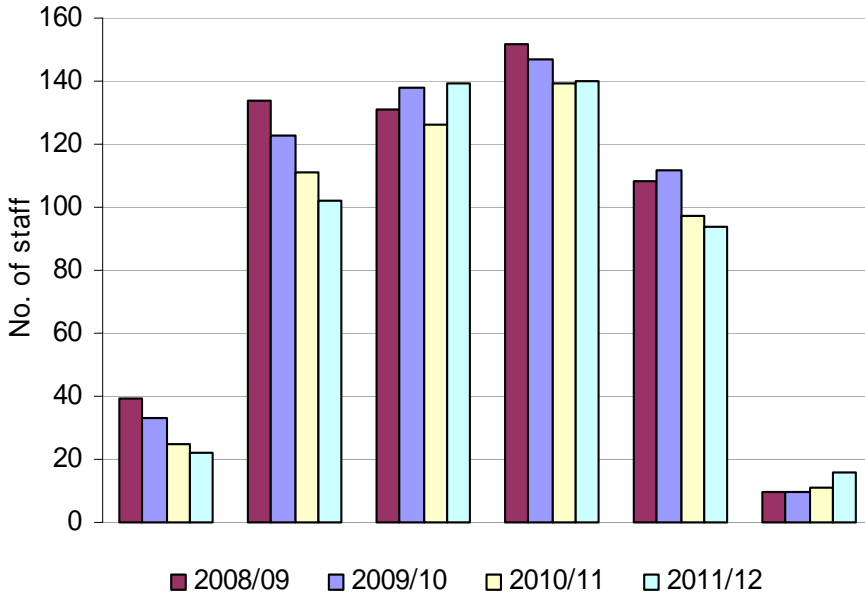
2009/10	63%
---------	-----

2010/11	63%
---------	-----

2011/12	61%
---------	-----

**Latest Comments** – The Council's gender profile had remained consistent year on year with approximately two thirds of the staff being female, although in 2011/12 this has fallen slightly to 61%. However, when looked at in conjunction with the indicator for the top 5% of earners, where only one third are female, the majority of female staff are employed are in lower graded posts. The Council's approach to flexible working supports the female workforce, traditionally seen as undertaking the main childcare role, in allowing a good work life balance for those with families and dependants. As the economic climate and societies attitudes change these percentages may balance out more as more men take a more flexible approach to work and seek employers who can support that. A flexible working approach is promoted for all staff and has scored highly on the Best Places to Work staff survey as a major recruitment and retention tool for the organisation.

**Staff Age Profile**

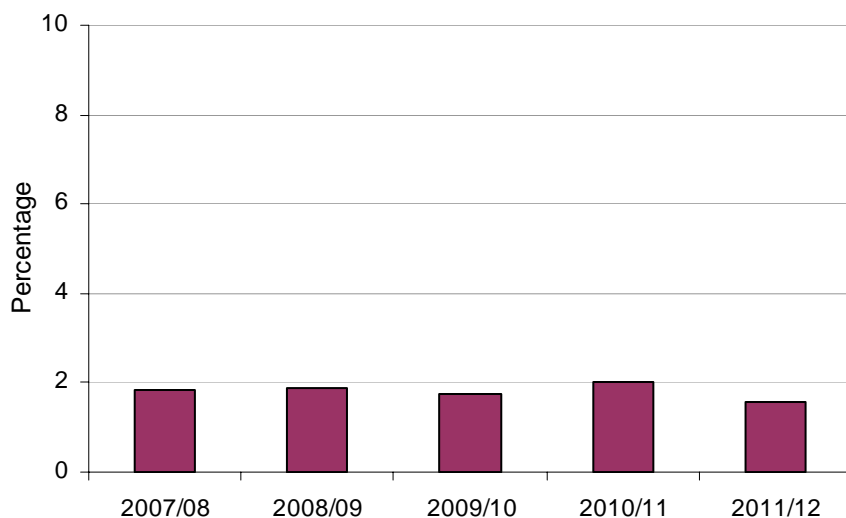


**Data**

Age Group	Value	
	10/11	11/12
16 to 24	25	22
25 to 34	111	102
35 to 44	126	139
45 to 54	139	140
55 to 64	97	94
65 +	11	16

**Latest Comments** – The Council's age profile remains fairly consistent year on year with the majority of staff employed falling within the 35 to 44 age range. There are a large number of staff with long service who now fall within the 45 - 54 age range and which may cause an increase in the 55 - 64 age range in coming years. Workforce development plans and the use of 1team aim to ensure that there is a good flow of new talent to ensure succession plans are in place for skills and knowledge transfer so the continuity of service can be maintained. There may be an increase in the 65+ age group in coming years as pension values decrease and people need to extend their working life. There will be an increase in the number of 16 -24 due to the recruitment of apprentices as agreed by this committee in the forthcoming year.

### Percentage of staff from ethnic minority communities

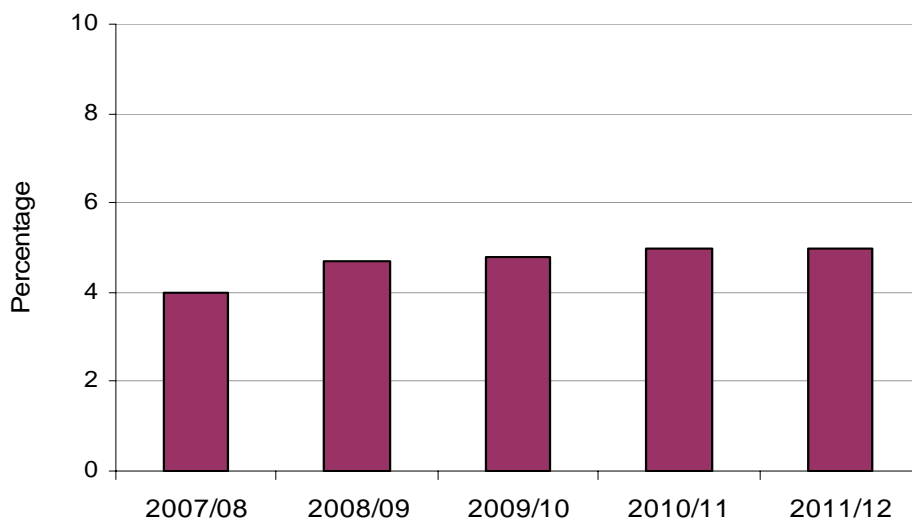


#### Data

Year	Value
2007/08	1.83%
2008/09	1.89%
2009/10	1.77%
2010/11	2.03%
2011/12	1.55%

**Latest Comments** – The Council's ethnic profile remains lower with 1.55% of the workforce (6 staff) from BME groups. The resident population for the Winchester area shows 4.7% BME groups: however, this figure is total population and includes those who are not of working age. Work continues to collect information from staff who are not stating ethnic and diversity information to encourage them to do this.

### Percentage of WCC staff with a disability (where known)



#### Data

Year	Value
2007/08	4.0%
2008/09	4.7%
2009/10	4.8%
2010/11	5.0%
2011/12	5.0%

**Latest Comments** – This indicator reports the number of staff with a disability as a percentage of the total number of staff who have provided information as to whether they have a disability or not. There has been no change in the number of staff declaring a disability although the number of staff (298) who have not submitted any information has decreased as the number of overall staff numbers decrease. An annual request is made for staff to update their personal details held on Selima and in the past this has impacted on the overall disability figures by increasing the amount of information known.