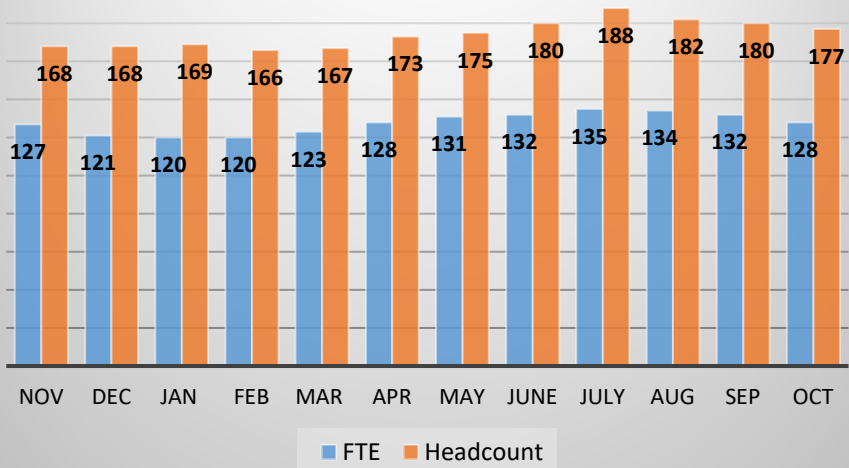
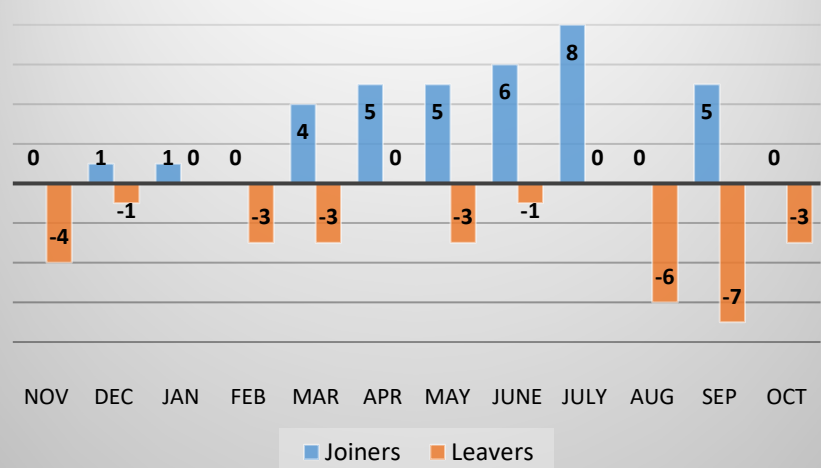


HUMAN RESOURCE METRICS October 2022

Headcount & FTE



Joiners & Leavers



Turnover
Rate: 9.2%
(UK Average
Turnover - 15%)

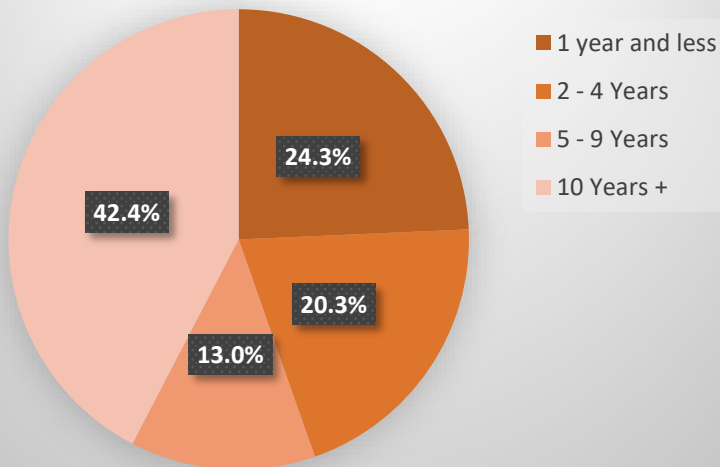
Average Age:
47.47

Average Length
of Service
(Years):
10.29

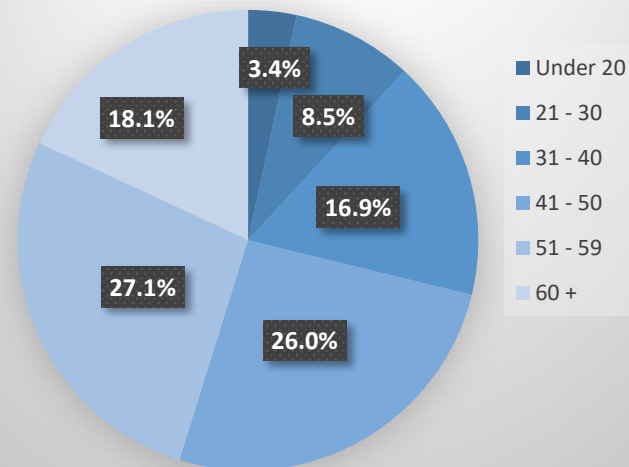
Welsh Skills
%age of Work
Welsh Level 1
or above:
40.1%

%age of staff
able to
communicate
bilingually:
16.94%

Length of Service



Age Distribution



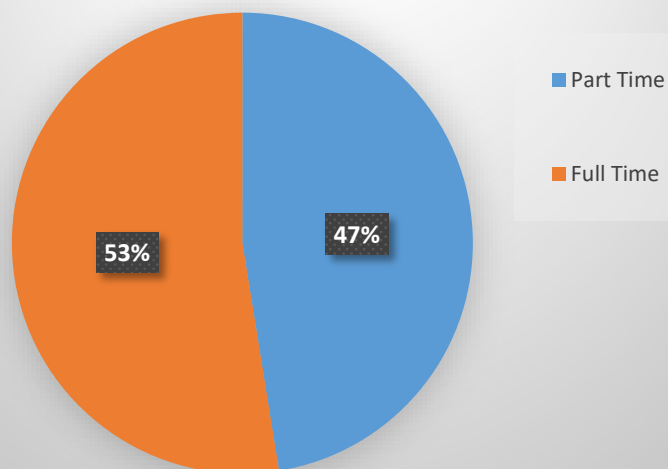
Gender
Distribution

- 56.5% Female
- 43.5% Male

Work &
Wellbeing
Reviews

- 92% completion

Part Time Distribution



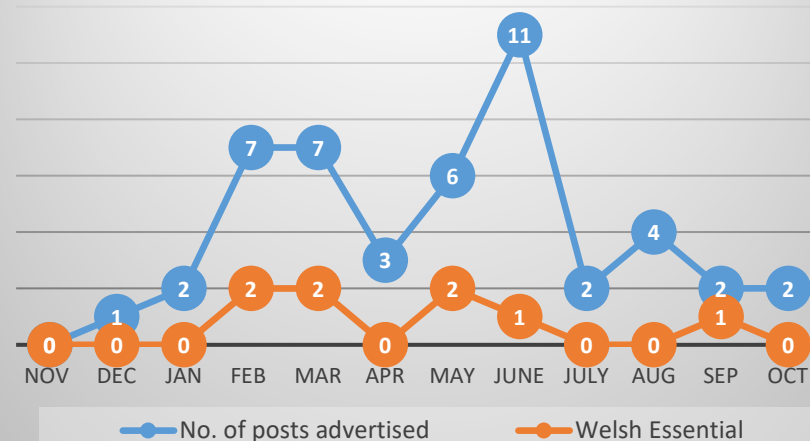
Average Hours:

30.33 hours
per week

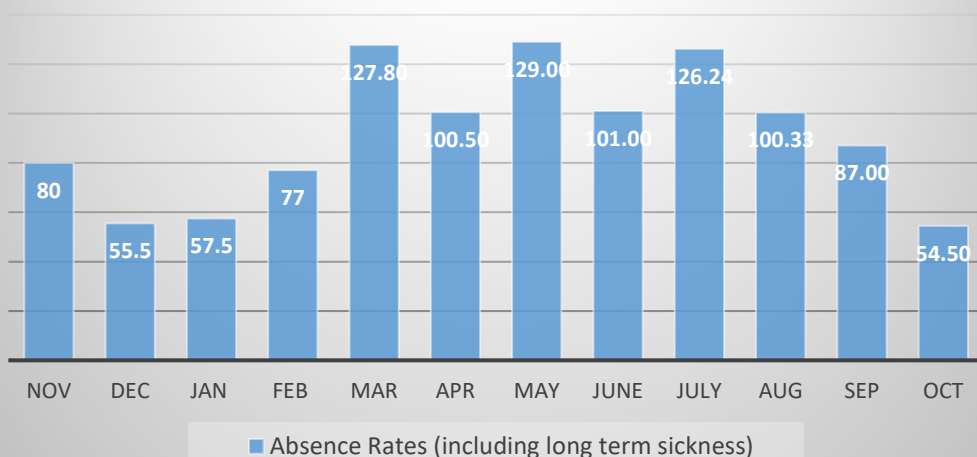
EOS Results

75.8% of
employees are
'satisfied overall'

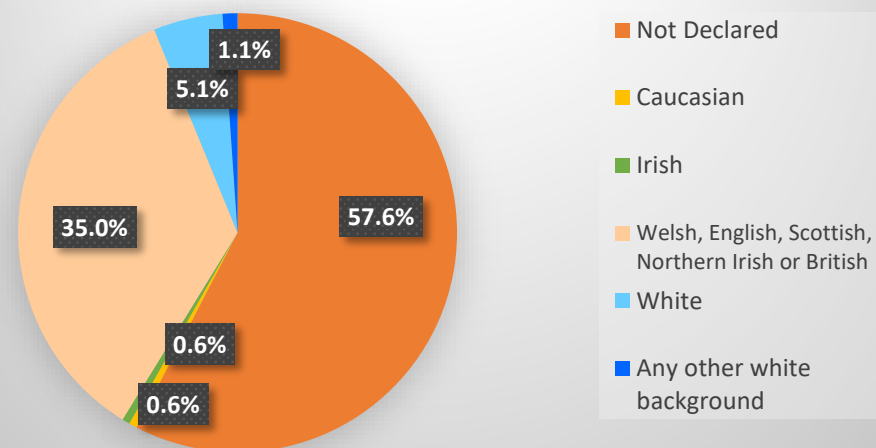
Number of posts advertised and Welsh essential posts



Absence Rates



Ethnicity Distribution



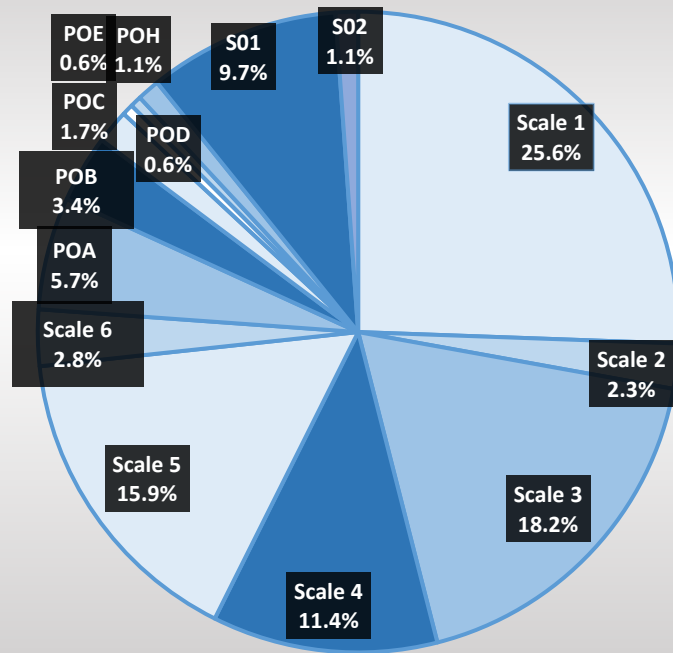
Annual Average
Sick Days Per
Employee

- Inc. long term sickness: **0.52days**
- Exc. long term sickness: **0.33 days**

BAME
Benchmark

- Pembrokeshire - 1.3%

Distribution of Grades October 2022



**Scale Summary
(Updated April 2021)**

Scale	Minimum	Maximum
1	18,333	18,887
2	18,887	19,264
3	19,650	19,264
4	20,852	22,129
5	23,023	24,920
6	25,927	27,514
S01	28,226	30,095
S02	30,984	32,798
POA	31,895	34,373
POB	34,373	37,568
POC	36,371	39,571
POD	39,571	42,614
POE	42,614	45,648
POF	44,624	47,665
POG	48,629	51,597
POH	60,930	65,280

Accidents & Incidents November 21- October 22

