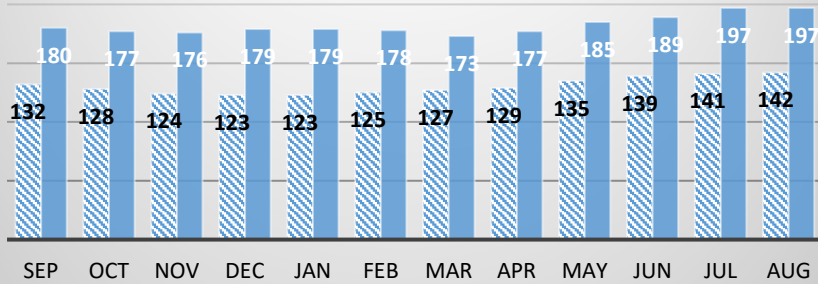


Monthly Report – August 2023

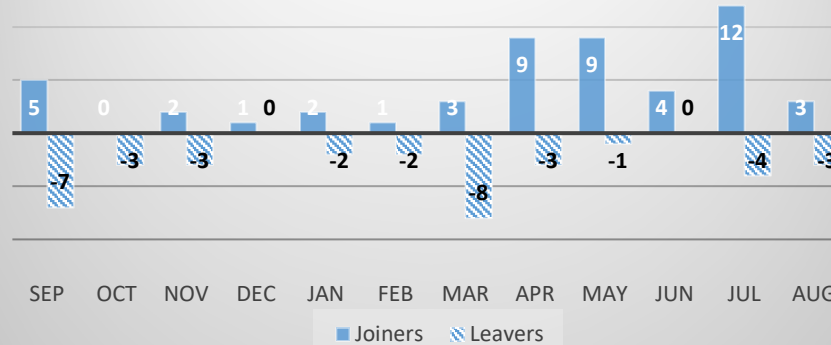
Headcount & FTE



Employees on Secondment: 1
 Employees on Maternity Leave: 3

Legend: FTE (hatched), Headcount (solid)

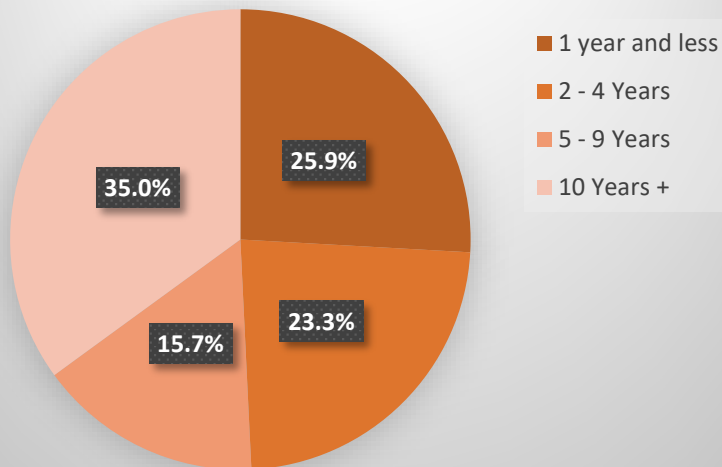
Joiners & Leavers



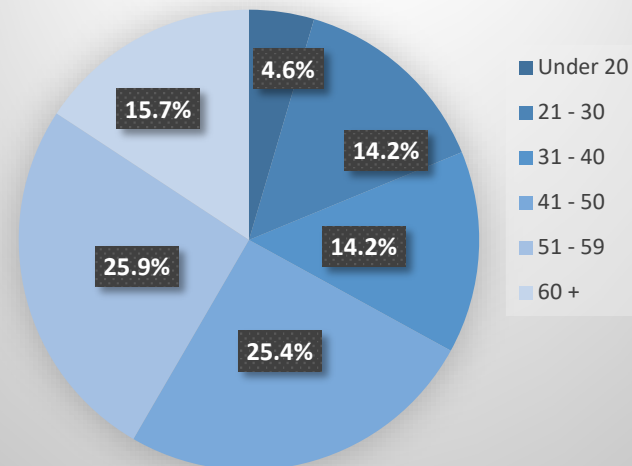
Reasons for Leaving		Reasons for Joining	
Retirement	0	Fixed Term	0
Resignation	1	New Hire	2
Seasonal	2	Seasonal	1

Turnover Rate
 8.78%
 (UK Average 16.8%)

Length of Service

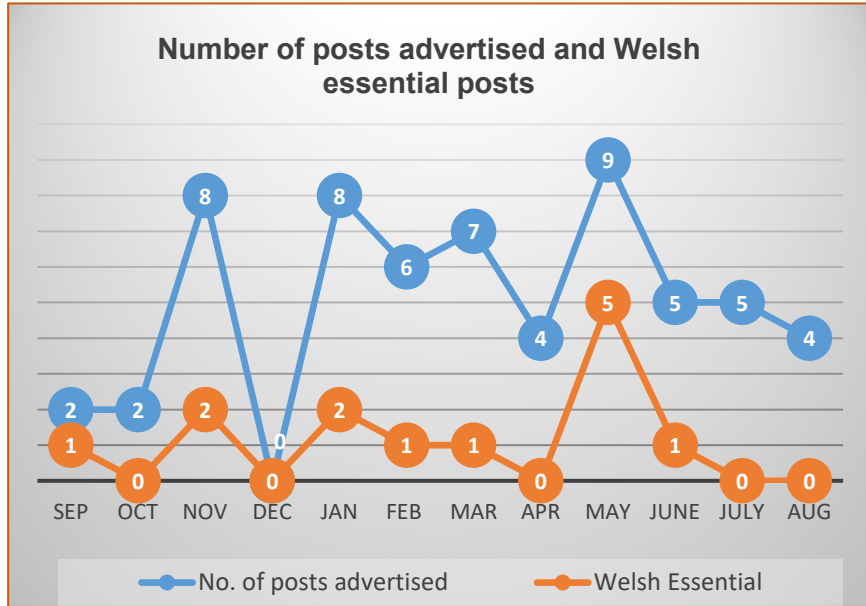


Age Distribution



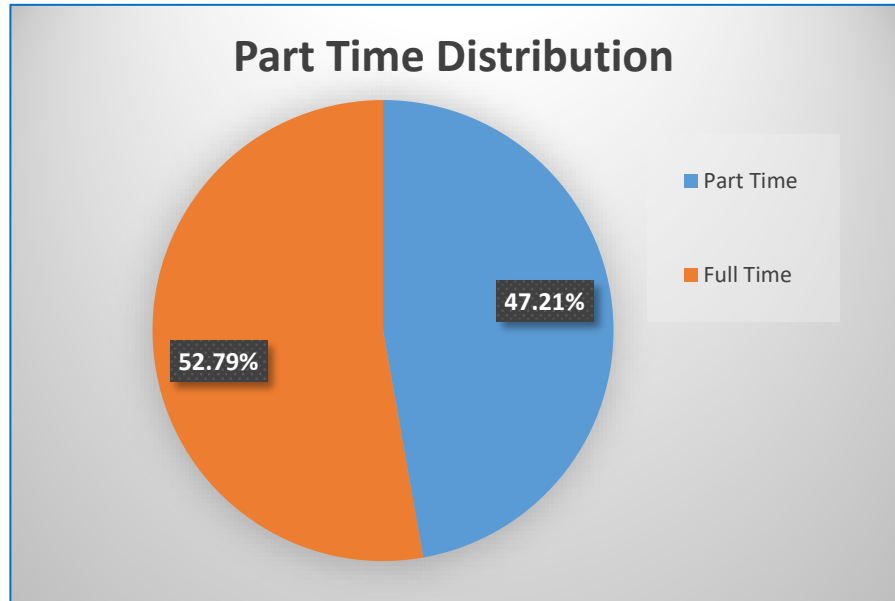
Average Age
 45.54

Average Length of Service
 9.9 years



Welsh Language Skills
 % age of Work Welsh Level 1 or above:
 41.62%

%age of staff able to communicate bilingually
 16.24%

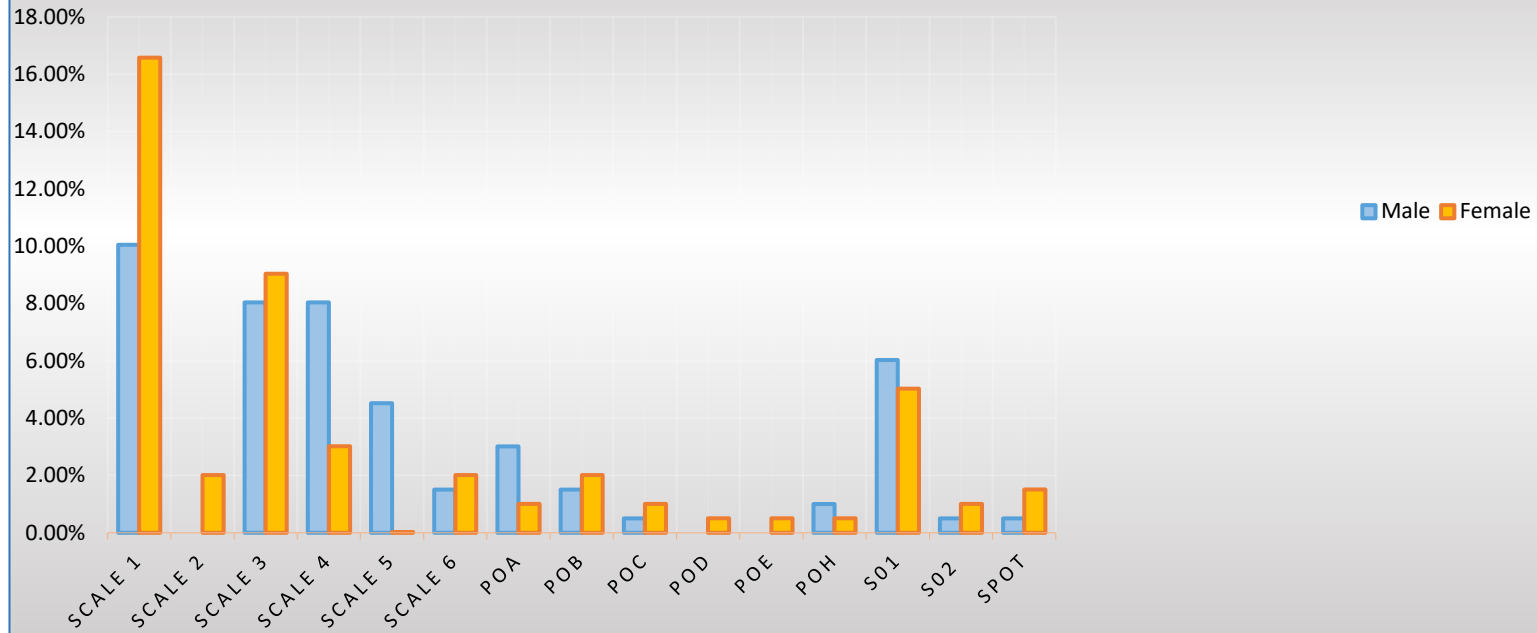


Gender Distribution

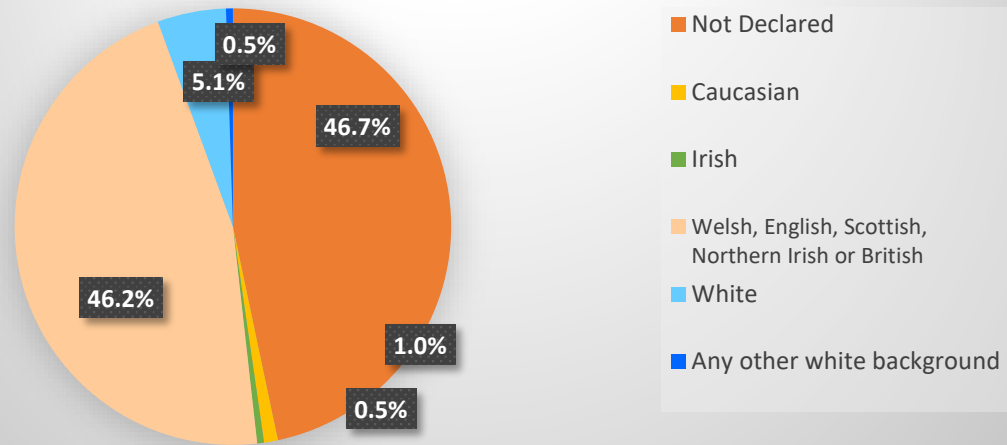
- 54.82% Female
- 45.18% Male

Gender Distribution of Full and Part Time Working
 Of the 47.21% Part Time 31.18% - Male and 68.82% - Female
 Of the 52.79% Full Time 57.69% - Male and 42.31% - Female
Average Hours worked per week 30.91

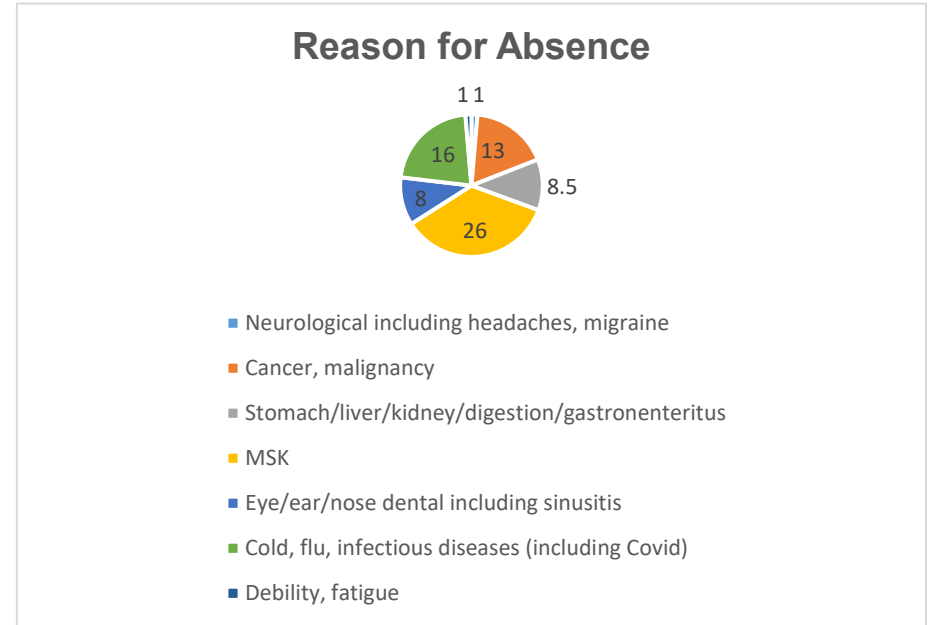
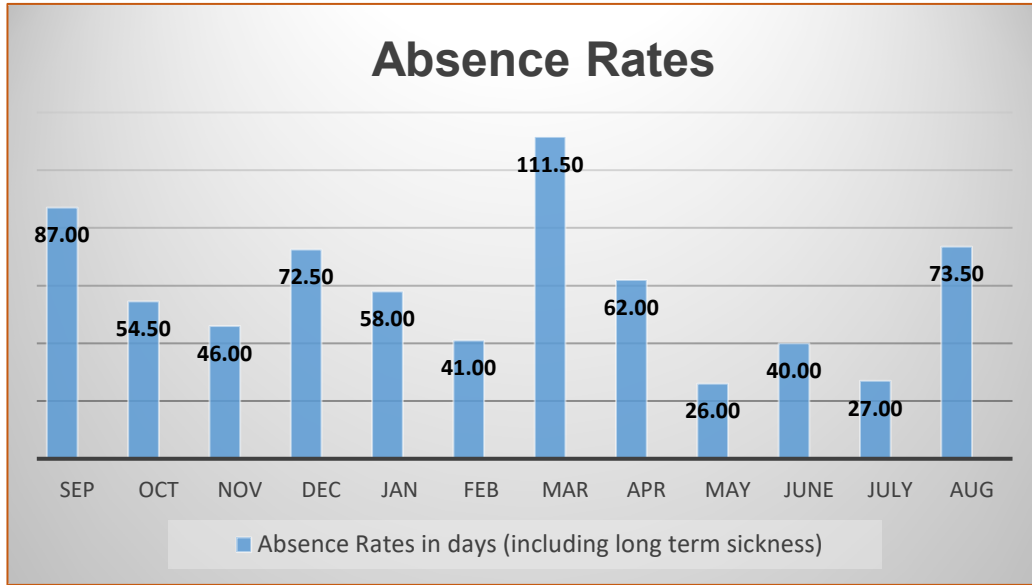
DISTRIBUTION OF GRADES BY GENDER



Ethnicity Distribution



SICKNESS DATA



Annual Average Sick Days Per Employee
 Inc long term sickness : 0.32 days
 Exc long term sickness: 0.20 days

• **Monthly % Hours lost to sickness absence per employee: 2.08%**
 • **YTD :1.82%**

Monthly Cost of Absence
£6773.03

August Absence by Location

Wardens/Rangers	21
Centres	14
Llanion	38.5

Public Sector Sickness Absence rate 2022:
3.6%
 Source: ONS

TRAINING DATA

TRAINING NOTES:

ABRASIVE WHEELS: 2 Employees require training.

CHAINSAW TRAINING: 2 Employees require training.
Training to be sourced after summer season

CAT + GENNY: All employees requiring training were scheduled for training. 3 Employees were unable to attend the planned training due to sickness and home emergency. HR looking to source an online training for these employees.

LEGIONELLA TESTING: Training via TEAMS took place in March. 3 Employees were unable to attend – looking at online training.

