

HR COMMITTEE – 16th September 2021

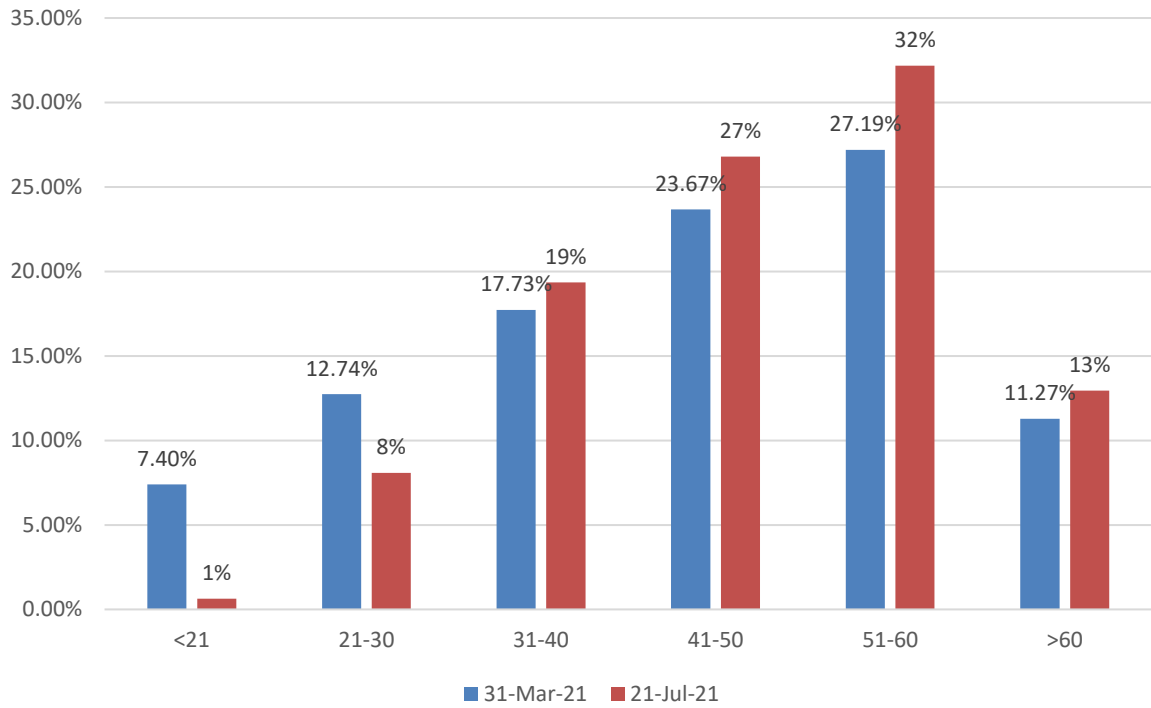
AGE WORKFORCE PROFILE FOLLOWING THE TUPE PROCESS OF HEALTH AND LEISURE

1.0 Introduction:

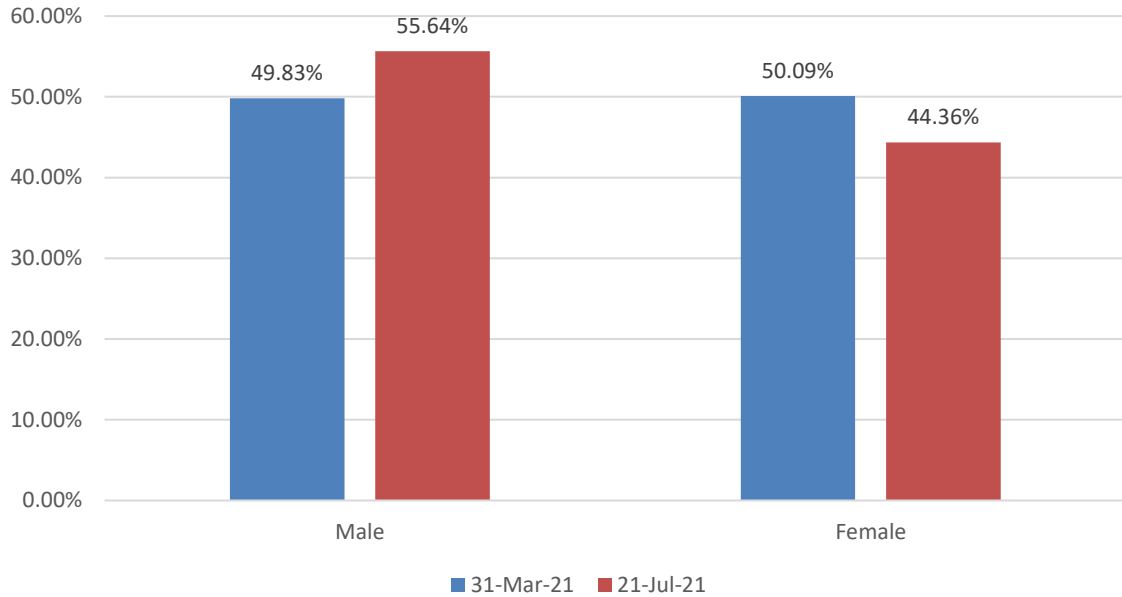
At HR Committee in June 2020, it was agreed the Councils Age workforce profile would be updated following the TUPE of Health and Leisure employees. Below details this in comparison to the figures detailed in the HR Metrics report:

Age Range	31-Mar-21		21-Jul-21		% Change
	Number	%	Number	%	
<21	86	7.40%	5	1%	-6.76%
21-30	148	12.74%	63	8%	-4.66%
31-40	206	17.73%	151	19%	1.63%
41-50	275	23.67%	209	27%	3.13%
51-60	316	27.19%	251	32%	4.98%
>60	131	11.27%	101	13%	1.68%
Total	1162	100.00%	780	100%	
Gender					
Male	579	49.83%	434	55.64%	6%
Female	582	50.09%	346	44.36%	-6%
Unspecified	1	0.09%	0	0.00%	
Total	1162	100.00%	780	100.00%	

Workforce Age Profile Post Health and Leisure TUPE



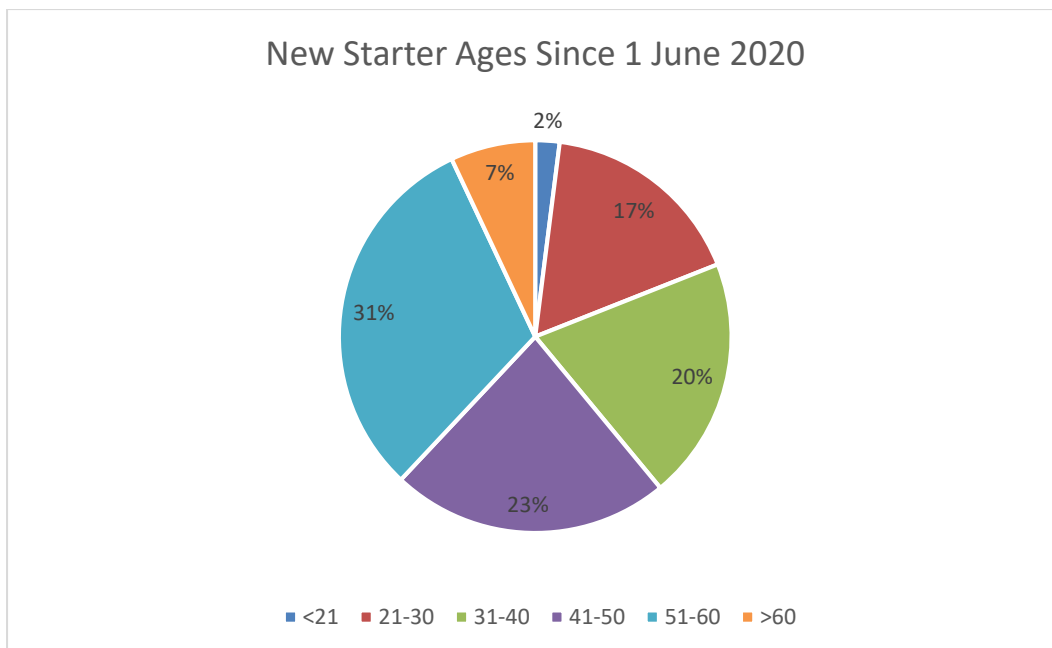
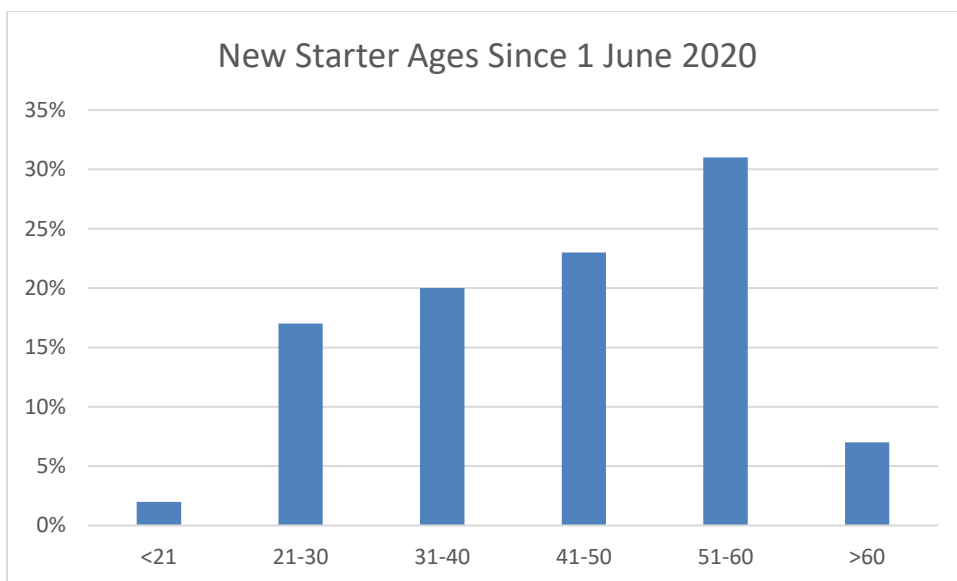
Workforce Gender Profile Post Health and Leisure TUPE



2.0 Age Profile of New Starters Since 1 June 2020:

We have had a total of 100 new starters (excluding H & L) since 1 June 2020.

Age Range	Number of Employees	Percentage
<21	2	2%
21-30	17.00	17%
31-40	20.00	20%
41-50	23.00	23%
51-60	31.00	31%
>60	7.00	7%
TOTAL:	100	100%



3.0 Recommendation: That the report be noted.

For further information contact:

Sophie Thompson
HR Advisor
023 8028 5670
Sophie.thompson@nfdc.gov.uk