

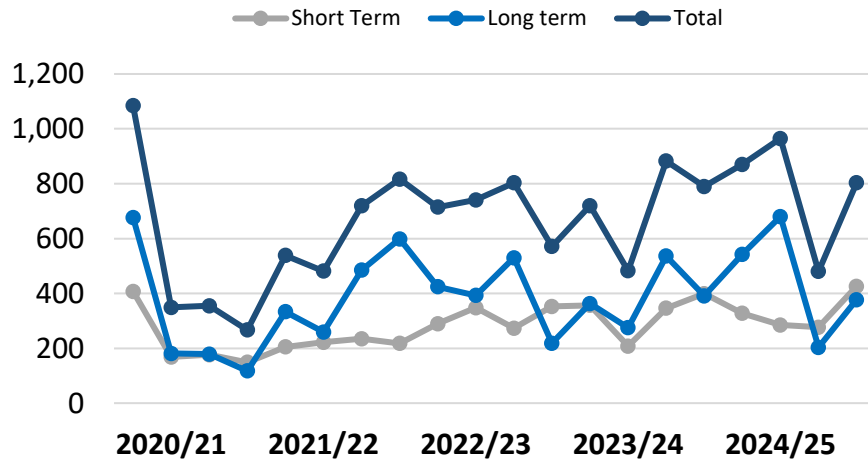
# **Our People Dashboard Report**

## **Quarter 3 2024/25**



**North Kesteven**  
DISTRICT COUNCIL

### Days lost due to sickness per quarter



Total days lost due to sickness, Q3 2024/25: 803

Due to short term sickness  
426 (53%)

Due to long term sickness  
377 (47%)

There has been an increase in the number of days lost due to both short term and long term sickness. This has resulted in the total number of days lost due to sickness increasing, from 480 in Q2 2024/25 to 803 in Q3 2024/25.

The most frequent reasons for long term sickness in Q1-Q3 were mental health, including stress, anxiety, depression and bereavement, and acute medical conditions, which includes cancer, heart problems, stroke and operation recovery/surgery.

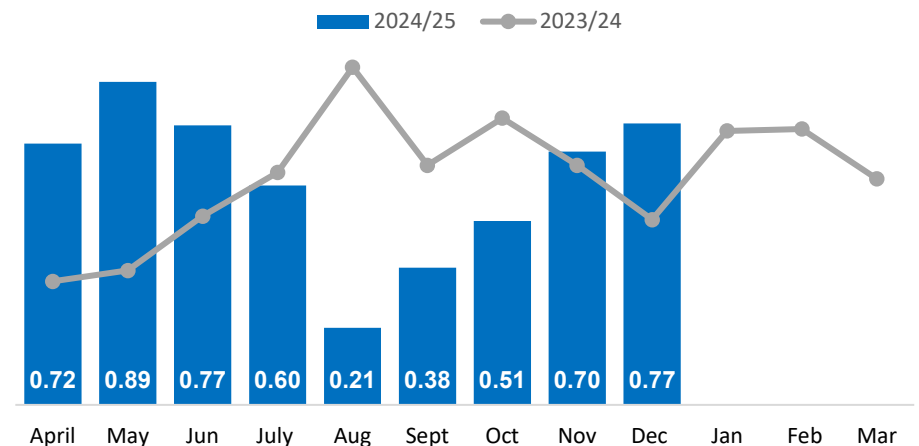
### Percentage of working days lost by division (Year-to-Date)

Corporate Management Team	1.8%	98.2%
Corporate & Community Services	2.3%	97.7%
Democratic Services	2.3%	97.7%
Economy	2.9%	97.1%
Environmental & Public Protection	1.6%	98.4%
Finance	1.7%	98.3%
Housing & Property Services	2.7%	97.3%
Place	0.7%	99.3%
Waste & Street Scene	5.6%	94.4%

■ % of days lost through sickness

■ % of days not lost through sickness absence

### Average Working days lost each month per employee (FTE)



## Quarter 3 Employee Demographics

Total number of employees: 456

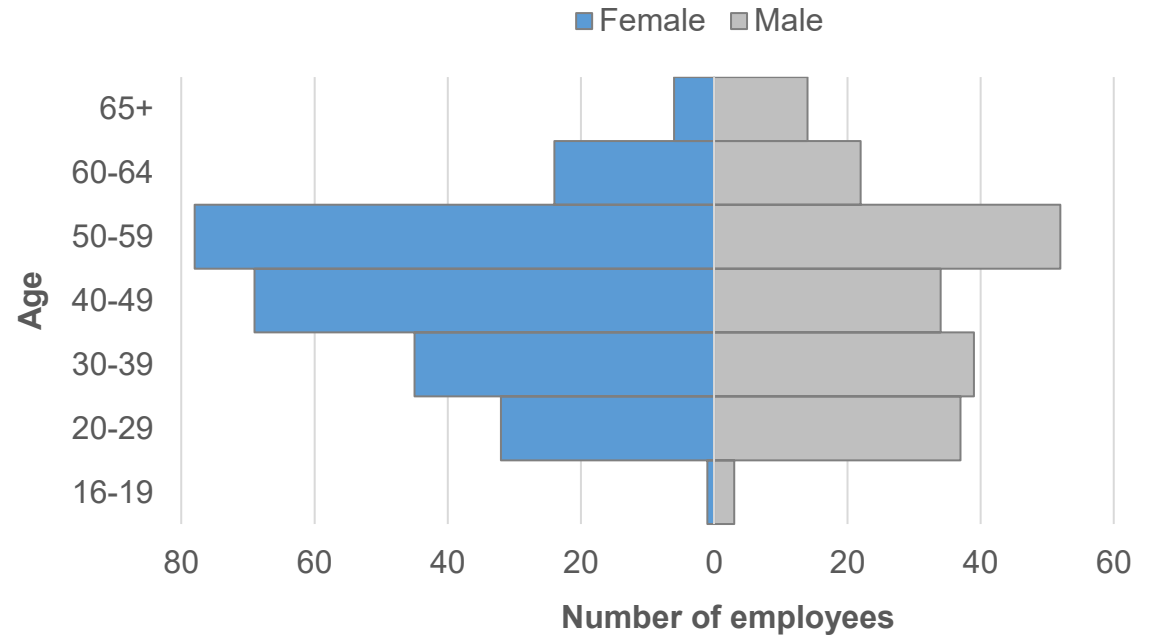
Female employees:  
**255 (56%)**

Male employees:  
**201 (44%)**

Since Q3 2023/24:

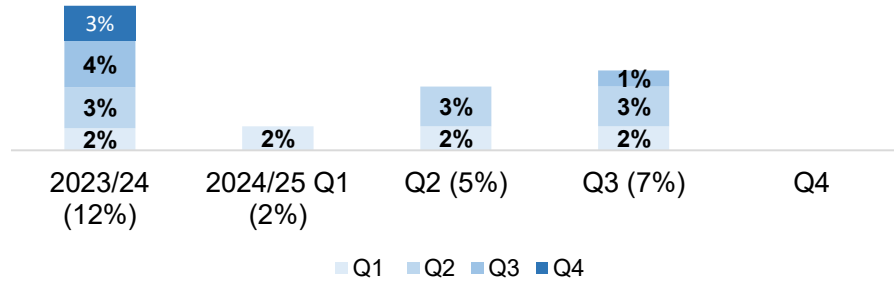
- The total number of employees has increased from 439 to 456.
- The proportion of female employees has increased slightly from 55% to 56%.
- The percentage of employees aged under 30 is the same at 16% as is the percentage aged 50 and over at 43%.

## Employees by age and gender



Age Group	Number of employees			Percentage of employees		
	Female	Male	All	Female	Male	All
16-19	1	3	4	0%	1%	1%
20-29	32	37	69	13%	18%	15%
30-39	45	39	84	18%	19%	18%
40-49	69	34	103	27%	17%	23%
50-59	78	52	130	31%	26%	29%
60-64	24	22	46	9%	11%	10%
65+	6	14	20	2%	7%	4%

### Year-to-Date Staff Turnover by Workforce Count

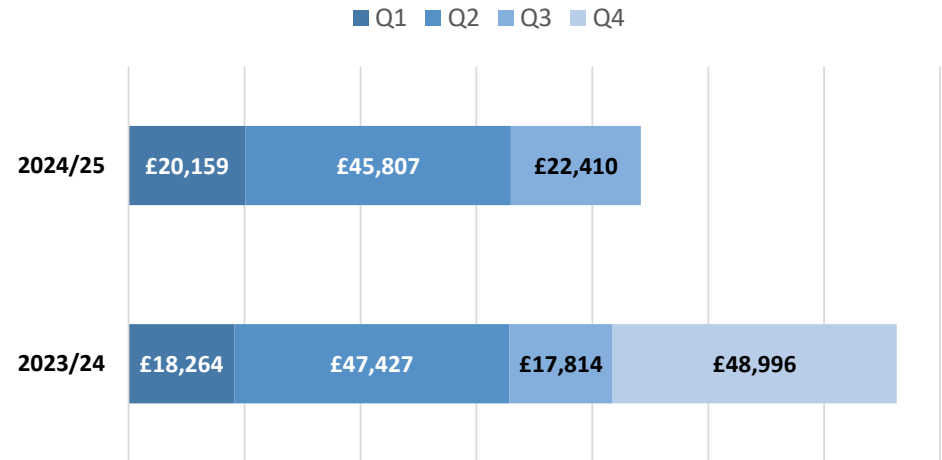


### Actual Turnover

2023/24	2024/25				
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
53	9	15	6	-	30

Across Q1-Q3 2024/25, the total spending on training was £88,376, compared to a total of £83,505 in Q1-Q3 2023/24.

### Training spend



Performance Indicators	Target	Q1	Q2	Q3	Q4
Staff turnover (Year to date)	7.5%			6.6%	
Number of working shift/days lost due to sickness absence	8.5 days	9.39 days	7.13 days	7.36 days	
% of EDI's completed by the end of October each year	100%			94%	
% of vacant posts filled within 8 weeks of notification	95%	100%	100%	100%	