

**EMPLOYMENT COMMITTEE – 22 MAY 2025****WORKFORCE REPORT 2024 – 2025****REPORT OF THE DIRECTOR OF CORPORATE RESOURCES****Purpose of the Report**

1. The purpose of this report is to provide an update on workforce information and performance measures for the period of 2024/2025. This includes details on headcount, Full Time Equivalent (FTE), Absence rates and reason, and reported Annual Performance Reviews (APR).

Policy Framework and Previous Decisions

2. These procedures are governed by employment legislation and HR policy and procedures.

Background

3. Background figures along with current performance is contained within the appendix to this report.

Resource Implications

4. There are no resource implications arising from the recommendations of this report.

Timetable for Decisions

5. Not applicable.

Recommendations

6. It is recommended that Employment committee note the content of the presentation.

Background Papers

People Strategy 2024-2028 paper – 23 May 2024:

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7424&Ver=4>

Workforce Update – 6 February 2025:

<https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=212&MId=7896&Ver=4>

Circulation under the Local Issues Alert Procedure

7. None.

Equality Implications/Other Impact Assessments

8. Breakdown of workforce by protected characteristic was reported in February 2025 and is planned to be reported annually in the Employment Committee Workforce following 01 January each year along with other statutory Equality reporting requirements.

Human Right Implications

9. The Department is working on reporting HR cases and Employment Tribunals from 01 April 2025 to be reported at Employment Committee is September 2025 as Quarter 1 2025/2026 information.

Appendix

Workforce Report 2024-2025

Officer to Contact

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