


11. Our Workforce



11.1 Full Time Equivalent Employees

	2011	2012	2013	2014	2015	2016	2017
FTE (31 Mar)	344.47	339.87	340.14	351.34	325.20	312.50	318.22

Key Facts:

 A recruitment moratorium in force since July 2013 has continued to keep the full time equivalent relatively stable.


11.2 Number and Type of Contracts Issued

							
	Male Full-time	Male Part-time	Male Casual	Female Full-time	Female Part-time	Female Casual	Total
Jun-17	129	4	35	139	82	70	459
Sep-15	135	4	44	139	79	75	477
Sep-13	144	10	54	148	85	67	508
Jun-06	165	14	49	172	122	76	598

Note: multiple contracts can be issued to the same individual above figures exclude elections/canvass staff.

Key Facts:

 There continues to be a slight shift away from full time contracts.

 We do have a reasonable proportion of staff with multiple part time or casual contracts.

11.3 Length of Service

	<1 year	1 to 2	3 to 5	6 to 10	11 to 15	16 to 20	>20
2013	44	55	112	112	65	31	67
2015	28	45	95	92	115	36	61
2017	27	43	80	103	53	54	48




11.4 Workforce demographics

Based on headcount including casuals but not election/canvass

11.4.1 Age

	<21	21-30	31-40	41-50	51-60	>60
March 2017	7	44	62	117	126	52
March 2015	8	64	93	126	137	44
March 2013	17	70	91	118	120	28

Key Facts:

-  The age profile of the organisation continues to increase with many employees choosing to continue working beyond 65.
-  The number of staff aged 21 or below is decreasing, however with the implementation of the Apprentice Levy we should see a shift in this in coming years.
-  59% of our current workforce is over 51 years.

11.4.2 Ethnic Group

	Withheld	British	Bangladeshi	Caribbean	Chinese	Indian	Irish	Pakistani
2013	15	455	1	6	2	2	1	4
2015	26	438	1	6	2	1	1	1
2017	30	318	1	3	1	1	1	1

Key Facts:

-  These levels are consistent with the local population profile.

11.4.3 Disability

	Declared a Disability	Not Disabled/ not responded
2013	9	372
2015	2	362
2017	3	353