



Solutions for  
government

# Strata Solutions

## People Data Report 2018 / 2019

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*Building and delivering flexible, responsive and cost effective IT solutions and services for Local Government*

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## 1 Introduction

This report has been produced with the aim of providing important workforce management information and analysis to the Strata Board and Management Team as well as the Joint Executive Committee and Joint Scrutiny Committee. 2018/2019 is the fourth complete year of reporting key people data.

## 2 Headcount and full time equivalent numbers

- As at 31<sup>st</sup> March 2019, the headcount was **73** and the full time equivalent was 69.99
  - This figure includes **four** Strata apprentices
- As of 31<sup>st</sup> March 2018, the headcount was **73** and the full time equivalent was 69.47
  - This figure includes **three** Strata apprentices
- As at 31<sup>st</sup> March 2017, the headcount was **66** and the full time equivalent was 63.76
- As at 31<sup>st</sup> March 2016, the headcount was **72.5** and the full time equivalent was 70.59
- As at 31<sup>st</sup> March 2015, the headcount was **71** and the full time equivalent was 68.14
- As at 31<sup>st</sup> March 2014, the headcount was **82** and the full time equivalent was 74.28

There were **9** new employees in 2018/2019 in the following areas.

| Service Area             | Permanent | Fixed Term |
|--------------------------|-----------|------------|
| Document Centre          | 1         | 1          |
| Programme & Resource     | 0         | 0          |
| Compliance & Security    | 0         | 0          |
| Business Systems         | 3         | 2          |
| Strata Service Solutions | 0         | 1          |
| Support & Infrastructure | 0         | 1          |
| <b>Total</b>             | <b>4</b>  | <b>5</b>   |

### 3 Turnover and voluntary turnover

The combined voluntary and non-voluntary turnover of staff was 11.11% this is **marginal increase** to the same period last year 11.03%.

Non-voluntary turnover includes dismissals, redundancy, and end of fixed term contracts. For 2018/2019 non-voluntary turnover was 1.38%. 1 employee left the organisation in this category.

Voluntary turnover at the end of 2018/2019 has remained **stable** at 9.58% as compared to 9.66% last year.

In the last year, leavers came from the following service areas:

| Team                     | Number of leavers | Reason for leaving   |
|--------------------------|-------------------|--|
| Document Centre          | 3                 | 2 x offered different role                                     |
| Programme & Resource     | 0                 |  |
| Compliance & Security    | 0                 |  |
| Business Systems         | 5                 | 1 x relocation<br>1 x retirement<br>1x reviewing career choice |
| Support & Infrastructure | 1                 | 1 x end of fixed term contract                                 |
| Strata Service Solutions | 0                 |  |
| <b>Total</b>             | <b>9</b>          |  |

We had one employee who left the organisation in a permanent position but returned within 2 months to a fixed term contract role.

### 4 Dismissals (including redundancy dismissals)

In 2018/2019 there was no redundancies.

## 5 Disciplinary action

In 2018/19 there was **no disciplinary investigations** or actions.

## 6 Grievances

In 2018/2019 there were **no formal grievances** raised.

## 7 Absence

The average number of days lost per FTE for Strata was **below 6** for the second year running (this is below the Public Sector average). As an organisation 404 days in total were lost through absences for various reasons.

## 8 Recruitment

Strata had 12 vacancies in 2018/2019. Posts were commonly advertised online, internally, through the National Apprenticeship Website and Careers Fair at no cost. If necessary we have used agencies if posts have proved difficult to fill, and occasionally we have brought in temporary staff to address specific needs such as the roll out of IT into the new EDDC Blackdown House office.

We have also recruited through the Strata staff 'introduce' initiative. This is a very cost effective scheme.

## 9 Apprentices

Strata **recruited 3 apprentices** for each of the 3 councils for 17/18 and 2 are still following an approved apprenticeship due to be completed in the next few months. 1 of our apprentices has secured permanent employment in another organisation (post 1<sup>st</sup> April 2019). A further service desk support apprentice was also recruited in the latter part of 2018. Plans are currently in progress to recruit a further 2 apprenticeships for 2019/2020. Our aim is to have 3 apprentices at any one time working across all three councils.

## 10 Organisation age profile

The average age of an employee at Strata is

| Age          | No. of Employees |
|--------------|------------------|
| 25 and under | 6                |
| 26 to 40     | 14               |
| 41 to 55     | 43               |
| 56 to 65     | 10               |
| >65          | 0                |

|                    |              |
|--------------------|--------------|
| <b>Average Age</b> | <b>45.21</b> |
|--------------------|--------------|