

FOI number: **HBC_FOI_2019096**
Date FOI Received: **29/01/2019**
Department: **Human Resources**
Title: **HR records**
Description: **Details of staff make up and changes between 2010 and 2018 including redundancies.**

Request: *(As Redacted sent by requestor)*

This is a Freedom of Information Request. The questions are in the attached spreadsheet and also in the attached Word Document. I would prefer to receive the answers to the questions in the spreadsheet if possible.
I would be grateful if you could acknowledge receipt of this request. If you have any queries about the request my email is <REDACTED> and my phone number is <REDACTED>.
Thank you

Response: *(Response as Redacted sent by service)*

Please find our response attached.

If you have any queries about the processing of your request then please do not hesitate to contact me. Further information explaining the Council's process for responding to information requests together with a complaints/appeals procedure is available in our reception or via our website at:

<https://www.hertsmere.gov.uk/Your-Council/Official-Publications--Guides--Policies/Access-to-Information.aspx>

The Information Commissioner oversees the application of the Freedom of Information Act. You may contact the Information Commissioner at:
Information Commissioners Office
Wycliffe House, Water Lane
Wilmslow
Cheshire SK9 5AF
Telephone: 01625 545700 Website: www.informationcommissioner.gov.uk

Please include the above reference number on all correspondence related to this request.

Thank you for your request.

Kind regards
Information Services

29/01/2019

This is a request for information under the Freedom of Information Act. Please could you provide answers to the following questions. I would prefer to receive answers by email – my email address is <REDACTED>. If possible I would prefer to receive answers in the spreadsheet that I have attached to the email.

Q1a. Please provide the number of staff employed (headcount and WTE) on **01/01/2010 and 01/01/2019. If it is not possible to provide this information for the specified dates, please provide information for the nearest possible dates, specifying which dates used. Please do not include casual staff in the counts.

****PLEASE NOTE THE DATES USED THROUGHOUT ARE 31.12.2009 AND 31.12.2018 RESPECTIVELY**

	Headcount	WTE
Staff employed 01/01/2010**	371	330.94
Staff employed 01/01/2019**	317	293.20

Q1b. Please provide a breakdown of the figures in Q1a by service group as below:

- Education (n/a)
- Environmental Services (this includes Environmental Health, Waste and Parks)
- Housing
- Social Care (n/a)
- Other service groups

	Headcount	WTE
Staff employed 01/01/2010 in Education		
Staff employed 01/01/2010** in Environmental Services	107	103.80
Staff employed 01/01/2010** in Housing	21	17.89
Staff employed 01/01/2010 in Social Services		
Staff employed 01/01/2010** in Other service groups	243	209.25

	Headcount	WTE
Staff employed 01/01/2019 in Education		
Staff employed 01/01/2019** in Environmental Services	133	128.25
Staff employed 01/01/2019** in Housing	18	17.40
Staff employed 01/01/2019 in Social Services		
Staff employed 01/01/2019** in Other service groups	166	147.55

Q1c. Please provide a breakdown of the figures in Q1a by gender

	Headcount	WTE
Male staff employed 01/01/2010**	186	178.15
Female staff employed 01/01/2010**	185	152.79

	Headcount	WTE
Male staff employed 01/01/2019**	166	162.82
Female staff employed 01/01/2019**	151	130.39

Q1d. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

	Headcount	WTE
White staff employed 01/01/2010**	309	274.52
BAME staff employed 01/01/2010**	48	45.07
Staff of unknown ethnicity employed 01/01/2010**	14	11.35

	Headcount	WTE
White staff employed 01/01/2019**	245	224.24
BAME staff employed 01/01/2019**	55	52.86
Staff of unknown ethnicity employed 01/01/2019**	17	16.10

Q1e. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

	Headcount	WTE
Disabled staff employed 01/01/2010**	14	12.44
Non-disabled staff employed 01/01/2010**	263	234.14
Staff of unknown disability status employed 01/01/2010**	94	84.35

	Headcount	WTE
Disabled staff employed 01/01/2019**	6	4.90
Non-disabled staff employed 01/01/2019**	262	243.05
Staff of unknown disability status employed 01/01/2019**	49	45.26

Q1f. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- LGBT+ (non-heterosexual)
- heterosexual
- Staff of unknown sexual orientation

DATA NOT HELD FOR Q1f.

	Headcount	WTE
LGBT+ staff employed 01/01/2010		
Heterosexual staff employed 01/01/2010		
Staff of unknown sexual orientation employed 01/01/2010		

	Headcount	WTE
LGBT+ staff employed 01/01/2019		
Heterosexual staff employed 01/01/2019		
Staff of unknown sexual orientation employed 01/01/2019		

Q2a. Please provide the number of staff (headcount, WTE) taking redundancy (whether compulsory or voluntary) between 01/01/2010 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

	Headcount	WTE
Number of staff taking redundancy	51 (including 3 Playworkers)	39.47 (Playworkers have not been included in the WTE as they did not have set hours.)

Q2b. Please provide a breakdown of the figures in Q2a broken down by gender

	Headcount	WTE
Male staff taking redundancy	18 (including 3 Playworkers)	14.58 (Playworkers have not been included in the WTE as they did not have set hours.)
Female staff taking redundancy	33	24.89

Q2c. Please provide a breakdown of the figures in Q2a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

	Headcount	WTE
White staff taking redundancy	33	27.32
BAME staff taking redundancy	6	4.82
Staff of unknown ethnicity taking redundancy	12 (including 3 Playworkers)	7.33 (Playworkers have not been included in the WTE as they did not have set hours.)

Q2d. Please provide a breakdown of the figures in Q2a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

	Headcount	WTE
Disabled staff taking redundancy	7	6.00
Non-disabled staff taking redundancy	32	26.37
Staff of unknown disability status taking redundancy	12 (including 3 Playworkers)	7.10 (Playworkers have not been included in the WTE as they did not have set hours.)

Q3a. Please provide the number of staff (headcount and WTE) taking compulsory redundancy between 01/01/2010 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

DATA NOT HELD FOR Q3a.

	Headcount	WTE
Number of staff taking compulsory redundancy		

Q3b. Please provide a breakdown of the figures in Q3a broken down by gender

	Headcount	WTE
Male staff taking compulsory redundancy		
Female staff taking compulsory redundancy		

Q3c. Please provide a breakdown of the figures in Q3a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

	Headcount	WTE
White staff taking compulsory redundancy		
BAME staff taking compulsory redundancy		
Staff of unknown ethnicity taking compulsory redundancy		

Q3d. Please provide a breakdown of the figures in Q3a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

	Headcount	WTE
Disabled staff taking compulsory redundancy		
Non-disabled staff taking compulsory redundancy		
Staff of unknown disability status taking compulsory redundancy		

Q4a. Please provide the number of staff (headcount, WTE) who were TUPE transferred from the local authority between 01/01/2010 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

	Headcount	WTE
Number of staff TUPE transferred	54 (including 22 Playworkers)	30.57 (Playworkers have not been included in the WTE as they did not have set hours.)

Q4b. Please provide a breakdown of the figures in Q4a by service group as below

- Education (n/a)
- Environmental Services
- Housing
- Social Care (n/a)
- Other service groups

	Headcount	WTE
Staff working in Education		
Staff working in Environmental Services	0	0
Staff working in in Housing	0	0
Staff working in Social Services		
Staff working in Other service groups	54 (including 22 Playworkers)	30.57 (Playworkers have not been included in the WTE as they did not have set hours.)