

Organisational Health Indicators

*compared to the previous year

Last updated: 17-May-2022

Description	2019/20 Outturn	2020/21 Outturn	2021/22 Outturn	Direction of Travel*	Reporting Cycle	Target (2021/22)	Benchmark	Benchmark Sources
The percentage of top 5% of earners that are women	51.7%	53.6%	54.8%		Annual	TBC	58%	Infinistats 2020/21 Median for West Midland MET Authorities (5 out of 7)
The percentage of top 5% of earners from black and minority ethnic Communities	21.2%	22.2%	21.5%		Annual	TBC	12%	
The percentage of top 5% of earners who have a disability (see note 1)	2.2%	2.2%	2.2%		Annual	TBC	4.6%	
Average working days lost per employee due to sickness absence (FTE) (see note 2)	9.23	7.71 (6.42 excl. coronavirus)	10.31 (8.50 excl. coronavirus)		Quarterly	TBC	8.0 days (7.7 All WM Authorities)	Infinistats 2020/21 Median for West Midland MET Authorities (5 out of 7)
The percentage Disabled employees (see note 1)	4.3%	4.5%	4.7%		Annual	TBC	16.9%	ONS Annual Population Survey 2021 –economically active Disabled and Ethnic Minority population (16-64)
The percentage Ethnic Minority employees	24.2%	24.2%	24.6%		Annual	TBC	34.9%	
The percentage leavers from Sandwell Council (aligned to WME definition from 2021/22 onwards).	8.4%	6.6%	9.0%	Not Applicable	6 Monthly	TBC	7.9% (8.7 All WM Authorities)	Infinistats 2020/21 Median for West Midland MET Authorities (4 out of 7)
The percentage new starters to Sandwell Council (amended to include apprentices)	8.5%	5.6%	6.2%	Not Applicable	6 Monthly	TBC	N/A	Benchmark data not available
Number of apprentices as at year end (see note 3)	102	71	69		6 Monthly	TBC	N/A	Benchmark data not available
The number of graduates on the Sandwell Management Graduate Programme as at year end (see note 4)	10	8	1		6 Monthly	TBC	N/A	

Description	2019/20 Outturn*	2020/21 Outturn	2021/22 Outturn	Direction of Travel	Reporting Cycle	Target (2021/22)	Benchmark	Benchmark Sources
Gender Pay Gap Median	14.4%	12.1%	10.4%		Annual	TBC	5.7%	Infinistats 2020/21 Median/ Mean for West Midland MET Authorities (7 out of 7)
Gender Pay Gap Mean	6.4%	5.1%	3.4%		Annual	TBC	5.1%	
Number of formal disciplinary investigations <i>(New indicator from 2021-22)</i>	N/A	N/A	27	N/A	Annual	TBC	N/A	Benchmark data not available
Number of formal grievance cases <i>(New indicator from 2021-22)</i>	N/A	N/A	17	N/A	Annual	TBC	N/A	Benchmark data not available
Employee Engagement Score(overall) <i>*The previous employee survey results are from the 2018 survey.</i>	70%	N/A	63%		Annual	TBC	64%	Local Government Benchmarking has been taken from BMG Research 2021/22
I am proud to work for the council	77%	N/A	68%		Annual	TBC	61%	
I would recommend this council as a good place to work	73%	N/A	65%		Annual	TBC	57%	
I feel a strong sense of belonging to this council	62%	N/A	59%		Annual	TBC	64%	
Considering everything, I am satisfied to be working for this council	79%	N/A	72%		Annual	TBC	69%	
This council motivates me to do more than is normally required in my work	57%	N/A	52%		Annual	TBC	69%	

Note 1 - Employees can record their disability information via Employee Self Service (ESS). Currently, this is part populated and requires further intervention before ESS can be used as a data source for this metric.

Note 2 - The definition for sickness absence calculation will be reviewed as part of the Sickness Absence Management (SAM) policy review to enable consistency with the benchmark source.

Note 3 - This metric is mainly limited to entry level apprenticeships recruited externally as a possible future talent pipeline. Higher level Apprentices (Level 4-7) who are internal employees are excluded.

Note 4 - Recruitment to the Trainee Management Graduate Programme has been on hold since the start of the Coronavirus Pandemic. Funding of graduate salaries will be required from individual Directorates budgets to move this initiative forward in the future. There may be technical / specialist graduates across the Council that have been recruited and are managed within individual service areas.