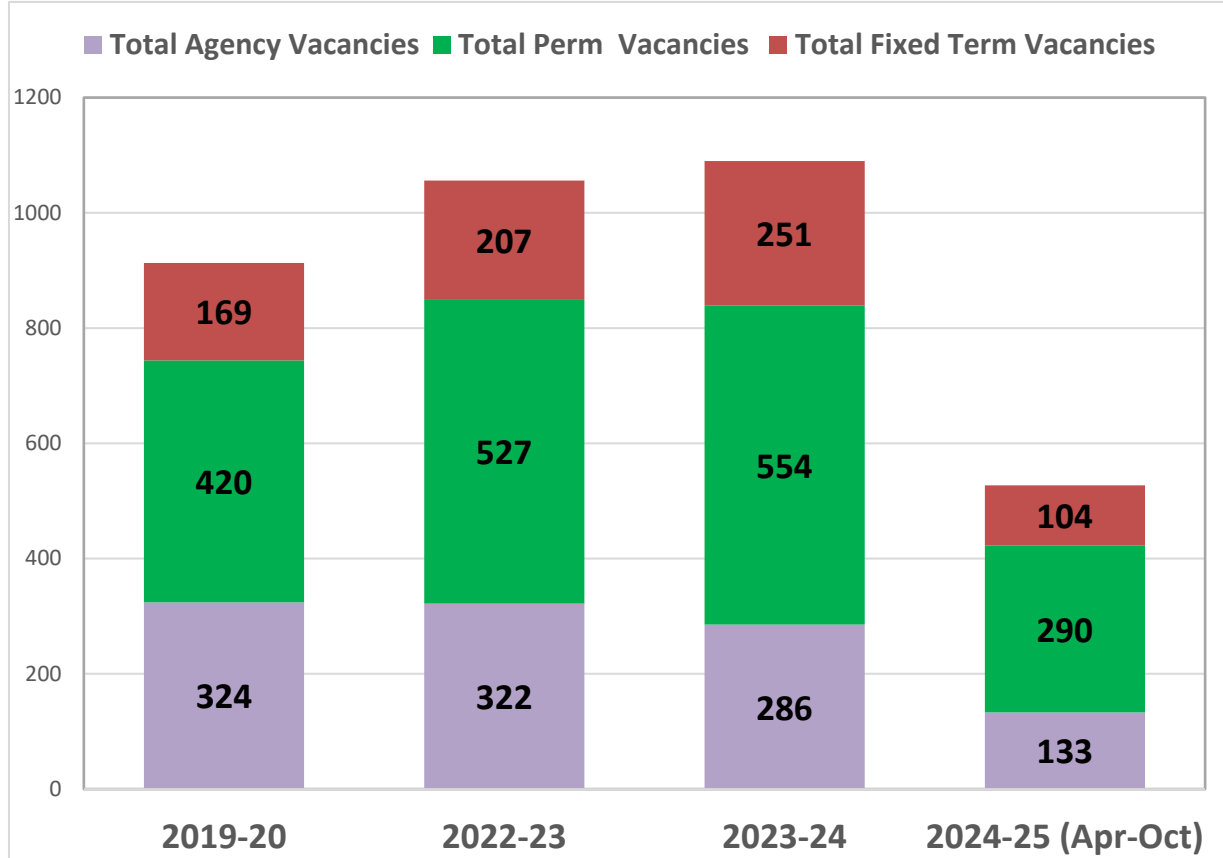


# Appendix 1

## Vacancy Data 2019 – 2024 Scrutiny Board December 2024

# Number of Vacancies Sourced for Recruitment

The percentage of vacancies advertised post covid are static at around 26%. These are a range of substantive, new roles added to the substantive structure and seasonal worker. 2024/2025 is on track to deliver similar a percentage of vacancies.



Year	Total Agency Vacancies	Total Perm Vacancies	Total Fixed Term Vacancies	Grand Total	Vacancies as a % of Total Workforce
2019-20	324	420	169	913	21.9%
2022-23	322	527	207	1056	26.7%
2023-24	285.5	553.5	251	1090	26.5%
2024-25 (Apr-Oct)	133	290	104	527	12.9%

# Total vacancies from the substantive structure

Period	Directorate	Total Agency Vacancies	Total Perm Vacancies	Total Fixed Term Vacancies	Total vacancies	Vacancies as a % of Total Workforce
April 19 to March 2020	Adult Social Care, Health and Wellbeing	122	123	40	285	27.2%
April 19 to March 2020	Education Skills and Employment	21	47	43	111	20.3%
April 19 to March 2020	Neighbourhoods	99	128	54	281	15.6%
April 19 to March 2020	Public Health	0	3	1	4	8.3%
April 19 to March 2020	Resources	82	119	31	232	32.2%
Grand Total	SMBC	324	420	169	913	21.9%
April 22 to March 23	ASC - Adult Social Care	94	171	32	297	38.2%
April 22 to March 23	BEC - Borough Economy	62	102	57	221	38.5%
April 22 to March 23	BSC -Business Strategy and Change	49	36	29	114	34.4%
April 22 to March 23	CED - Children and Education	23	36.5	31	90.5	17.7%
April 22 to March 23	FIN - Finance	32	20	8	60	16.9%
April 22 to March 23	HSG- Housing	42	95.5	14	151.5	16.9%
April 22 to March 23	LGV - Law and Governance	15	33	8	56	34.6%
April 22 to March 23	PBH - Public Health	3	8	14	25	34.2%
April 22 to March 23	RGN - Regeneration and Growth	2	25	14	41	14.7%
Grand Total	SMBC	322	527	207	1056	26.7%
April 2023 to March 2024	ASC - Adult Social Care	147.5	157.5	37	342	41.6%
April 2023 to March 2024	BEC - Borough Economy	34	77	32	143	23.6%
April 2023 to March 2024	BSC -Business Strategy and Change	14	34	32	80	27.1%
April 2023 to March 2024	CED - Children and Education	16	75	52	143	27.3%
April 2023 to March 2024	FIN - Finance	8	28	12	48	11.4%
April 2023 to March 2024	HSG- Housing	30	74	32	136	15.0%
April 2023 to March 2024	LGV - Law and Governance	29	48	2	79	43.6%
April 2023 to March 2024	PBH - Public Health	3	16	17	36	45.6%
April 2023 to March 2024	RGN - Regeneration and Growth	4	44	35	83	29.9%
Grand Total	SMBC	285.5	553.5	251	1090	26.5%
April 24 to Oct 24	ACX - Assistant Chief Executive	11	10	2	23	8.2%
April 24 to Oct 24	PC - Place (BEC, HSG ,RGN)	29	89.5	59	177.5	10.2%
April 24 to Oct 24	PP - People (ASC, CED, PBH)	68	161.5	39	268.5	18.5%
April 24 to Oct 24	FT - Finance & Transformation (LGV,FIN)	25	29	4	58	9.6%
Grand Total	SMBC	133	290	104	527	12.9%
		1064.5	1790.5	731	3586	

Agency workers are covering every year, approximately 300 vacancies from the establishment.

Fixed term contract appear to have increased post pandemic.

Where they are high vacancies in ASC, this is down to harvest view, social worker turnover.