













Organisational Health Indicators

*compared to the previous year

Last updated: 16-May-2023

Description	2020/21 Outturn	2021/22 Outturn	2022/23 Outturn	Direction of Travel*	Reporting Cycle	Target (2023/24)	Benchmark	Benchmark Sources
The percentage of top 5% of earners that are women	53.6%	54.8%	53.2%		Annual	TBC	60%	Infinistats 2021/22 Median for West Midland MET Authorities (3 out of 7 – Dudley, Sandwell & Solihull)
The percentage of top 5% of earners from black and minority ethnic Communities	22.2%	21.5%	23.6%		Annual	TBC	15%	
The percentage of top 5% of earners who have a disability <i>(see note 1)</i>	2.2%	2.2%	1.9%		Annual	TBC	3.2%	
Average working days lost per employee due to sickness absence (FTE)	7.71 (6.42 excl. coronavirus)	10.31 (8.50 excl. coronavirus)	10.81 (9.65 excl. coronavirus)		Quarterly	TBC	11.0 days (9.95 All WM Authorities)	Infinistats 2021/22 Median for West Midland MET Authorities (4 out of 7 – Dudley, Solihull, Wolverhampton and Sandwell)
The percentage Disabled employees <i>(see note 1)</i>	4.5%	4.7%	4.3%		Annual	TBC	16.6%	Sandwell economically active disabled and ethnic minority population (Ages 16+) ONS Annual Population Survey Jan-21 to Dec 21
The percentage Ethnic Minority employees	24.2%	24.6%	25.1%		Annual	TBC	34.5%	
The percentage leavers from Sandwell Council <i>(aligned to WME definition from 2021/22 onwards)</i> .	6.6%	9.0%	10.1%	Not Applicable	6 Monthly	TBC	11.0% (13.0% All WM Authorities)	Infinistats 2021/22 Median for West Midland MET Authorities (5 out of 7)
The percentage new starters to Sandwell Council <i>(include apprentices)</i>	5.6%	6.2%	10.9%	Not Applicable	6 Monthly	TBC	N/A	Benchmark data not available
Number of apprentices as at year end <i>(see note 2)</i>	71	69	47		6 Monthly	TBC	N/A	Benchmark data not available

Description	2020/21 Outturn	2021/22 Outturn	2022/23 Outturn	Direction of Travel*	Reporting Cycle	Target (2023/24)	Benchmark	Benchmark Sources
The number of graduates on the Sandwell Management Graduate Programme as at year end <i>(see note 3)</i>	8	1	5		6 Monthly	TBC	N/A	

Description	2020/21 Outturn	2021/22 Outturn	2022/23 Outturn	Direction of Travel	Reporting Cycle	Target (2023/24)	Benchmark	Benchmark Sources
Gender Pay Gap Median	12.1%	10.4%	3.3%		Annual	TBC	4.7%	Infinistats 2021/22 Median/ Mean for West Midland MET Authorities (7 out of 7) Sandwell Gender Pay Gap
Gender Pay Gap Mean	5.1%	3.4%	0.6%		Annual	TBC	4.0%	
Number of formal disciplinary investigations <i>(New indicator from 2021-22)</i>	N/A	27	21		Annual	TBC	N/A	Benchmark data not available
Number of formal grievance cases <i>(New indicator from 2021-22)</i>	N/A	17	32		Annual	TBC	N/A	Benchmark data not available
Employee Engagement Score(overall) <i>(Employee Survey last conducted Feb-Mar 2022)</i>	N/A	63%	N/A	N/A	Annual	TBC	64%	Local Government Benchmarking has been taken from BMG Research 2021/22
I am proud to work for the council	N/A	68%	N/A	N/A	Annual	TBC	61%	
I would recommend this council as a good place to work	N/A	65%	N/A	N/A	Annual	TBC	57%	
I feel a strong sense of belonging to this council	N/A	59%	N/A	N/A	Annual	TBC	64%	
Considering everything, I am satisfied to be working for this council	N/A	72%	N/A	N/A	Annual	TBC	69%	
This council motivates me to do more than is normally required in my work	N/A	52%	N/A	N/A	Annual	TBC	69%	

Note 1 - Disability is currently held in two places: Core HR Module and Employee Self Service (ESS) – Above data is from Core HR as ESS is only part (43%) complete - in Fusion only ESS data will be available.

Note 2 - 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 3 – Identified from the position title – these will be technical / specialist graduates who have been recruited/ managed within individual service areas.