**HR Metrics Benchmarking Club Surveys on InfiniStats**

**What is InfiniStats?**

InfiniStats is a user-friendly online survey platform specifically designed to meet the needs of Local Government. Councils that join the HR Metrics benchmarking Club on InfiniStats can take part in a range of surveys to share and benchmark their HR Metrics data.

Councils enter their own data and can access outputs including charts, AI Insights, dashboards and scorecards and detailed benchmarking reports that are tailor-made for each council with their own logo and colours. Councils can also generate raw data exports.

Surveys and metrics are easily searchable by participating councils using key word search.

Full guidance and question definitions are provided to ensure consistency in the data across different councils.

**Benefits for your council of joining the HR Metrics Club**

* Specifically designed to meet the needs of local government
* Readily available data for evidence-informed decision-making
* Reports and benchmarking against comparable organisations – including councils in other regions of England
* One-click report and scorecard creation, with reports tailored to your council’s branding and logo
* Use the system to produce meaningful reports about your own organisation and workforce
* Range of surveys including Pay and Terms & Conditions
* Reports on Gender Pay Gap and the DfE’s annual CSW census use data from Gov.uk. Generate benchmarking reports and add your own commentary without the need to enter your data
* InfiniStats is an established and robust system used by all councils across London for many years and in more recent years, rolled out to other regions
* Regular online sessions on MS Teams for new Users cover the surveys available; how to collect and upload data; the reports and other outputs and answer any questions.

For more information about joining the HR Metrics Club on InfiniStats see [www.infinistats.com/club](http://www.infinistats.com/club) or ask your regional contact [Regional employers’ organisations | Local Government Association](https://www.local.gov.uk/our-support/workforce-and-hr-support/who-we-are/regional-employers-organisations)

**What will it involve for me?**

Throughout each year you will be invited to take part in several surveys, where you will upload your data into InfiniStats.  The feedback from councils that use the system is that the benefits of having access to this data far outweigh the investment in time to collate and upload the data.

You will be able to access the results and generate reports yourself.

You will be able to maximise the benefits from the system through a regional network of users and those interested in workforce intelligence.

Although participation in the surveys is not compulsory, if you do not take part in a particular survey, you are unable to report on it; only participating councils can see others’ data, which gives a greater degree of confidence in sharing data sets. The more you put in, the more you get out!

**What surveys are there – and what do they cover?**

**Pulse Surveys** – conduct your own multi-question surveys with a range of question-types. Outputs includes charts and tables.

**Chief Officer Pay & Benefits Survey**

**A one-row per Chief Officer role survey on pay that collects:**

Your council’s job title

Level/tier

Main job-role (eg CE, Head of HR, Head of Finance etc)

Statutory Officer roles

Min and max pay data plus supplements, PRP, other payments

Hay points

Whether on the CE’s Management Board

Main responsibilities

Count of employees responsible for

Shared roles – which councils share the role

Date of pay award and increments for COs

Use JNC pay awards

JE scheme for COs

Link to senior pay web-pages

System of Leadership – Mayor, Leader, Committee

Number of employees

Pay Multiple

Shared services/employees

**Outputs councils can access include**

Trend charts/Bar charts/Heatmaps – choose from min max pay or package – choose roles and tier – choose which comparator councils to include.

Full set of raw data

**Pay & Benefits Surveys**

**A one row per job family/level survey on pay and Recruitment/Retention difficulties**

30 key professional job families at 4 levels – roles like HR, Finance, Building Control, Planning, EHO, Legal, Valuers, Public Health, Payroll

20 other key roles including former manual occupations like Refuse Drivers and Kitchen Assistants

For councils with Social Workers: 20 roles in Children’s and Adults’ Social Care – roles like CSW, ASW, and Senior roles like Team Managers and Service Leads

Local job titles

Min and Max pay data plus Market Supplements, Other pay, golden hellos and handcuffs

PRP

Recruitment difficulty

Retention difficulty

Number of roles

**Outputs councils can access include**

Trend charts/Bar charts/pay range charts, Heatmaps – choose from min max pay or package – choose roles and tier – choose which comparator councils to include.

Full set of raw data

**Human Capital Metrics Survey**

Headcount

Full-time equivalent

Age bands

Average age

Gender

% of top 5% earners: female

Ethnicity

% of top 5% earners: BME

% of staff declaring a disability

Top 3 Tiers of Management

Length of Service

Sickness Absence, short and long-term

Headcount of staff who had sickness

Sickness by reasons

Back & neck problems

Other musculo-skeletal problems

Medical conditions

Minor conditions (eg cold/flu)

Stress/depression/anxiety/mental health

Covid-19

Long Covid

Cost of sickness absence

Number of Occupational Health referrals

Agency numbers

Cost of agency workers

Temporary employees

Leavers by reason

Resignations/voluntary

Retirements

Dismissals

Redundancies

Turnover

Leavers with less than 1 year's service

Vacancies

**Outputs councils can access include**

Charts, pdf report (add your own text), scorecard, dashboards, AI Insights and raw data exports

**Terms and Conditions Survey**

A compilation of Terms and Conditions like:

Sick pay

Annual leave

Annual leave term time only

Hours per week

Redundancy pay

Redundancy continuous service multiplier

Probationary period

Maternity pay

Premium Rates

Voluntary additional/overtime hours

Voluntary additional/overtime part-time employees

Contractual overtime

Saturday & Sunday working

Night work

Public & extra statutory holidays working

Sleeping-in duty

Shift pay/irregular hours pay

Standby duty

Call-out

Retainer pay (paid for school closures)

Retainer pay

Job evaluation

Single pay & grading structure for all staff?

Single pay and grading structure top to bottom?

Pay progression

Performance related pay

Pay protection

Essential user car allowance

Reimbursement of expenditure

Staff benefits

Travel loans

Childcare vouchers

Cycle to work scheme

Discount site for employees

Flexi-leave

Annual leave purchase

Special leave

Long service awards

**Output compilation of responses on a custom-built Excel sheet**

**Quarterly Agency CSW and Agency ASW surveys**

Data collection for regions to monitor caps for Agency CSW and ASW

Hourly rates

Job-type

Contract type

Under or Over cap

**DfE CSW Workforce Annual Census Data**

Access data from Gov.uk published data in charts and reports (add your own text)

Easy to find DfE CSW information on perm CSWs, starters, leavers and case-holders.

Generate your own council’s annual benchmarking report (with your choice of comparator councils) and add your own text.

Data comes from Gov.uk

**Gender Pay Gap**

Access data from Gov.uk published data in charts and reports (add your own text)

Easy to find Gender Pay Gap information and benchmark with your choice of comparators

Generate your own council’s annual benchmarking report and add your own text.

Data comes from Gov.uk

**HR Outputs**

Capability cases

Capability dismissals

Disciplinary cases

Disciplinary case outcomes

Disciplinary cases duration

Suspensions

Suspensions duration

Number of ET cases

Number of grievances

HR FOIs

Average days to recruit

Numbers of new starters

Number of online courses

Number of face-to-face courses

Training days

Appraisals

**Outputs councils can access include**

Charts, pdf report (add your own text), scorecard, dashboards and raw data exports

**HR Resources**

HR work in-house

HR work outsourced and to which provider

HR work shared and with which organisation(s)

Apps and Systems used for HR work

Consultants used for recent HR projects

Size of HR Teams

Ratio of Workforce headcount to HR FTE

**Custom output with a compilation of all responses**

**Trade Union Membership and Paid Branch Officials**

Membership numbers by Trade Union

Source of TU membership data

Charge for payroll deduction of subs

Headcount and FTE of Paid Branch Officials (Branch Secretaries etc) by Trade Union

**Custom output with a compilation of all responses**

**ONS and other national data on indicators like:**

Council type (District, Unitary County, Met)

Population numbers

Geographical area size

Deprivation indicators

Population diversity

More being added

**Range of outputs**

**What do InfiniStats Users Say?**

"I have used InfiniStats for a number of years... The inputting data is couldn't be simpler, with an easy-to-follow clear and simple options for downloading..."

"InfiniStats is a truly fantastic resource! Having the ability to access a wealth of data and people metrics from numerous local authorities in a centralised repository really helps..."

"The reporting is brilliant... It's so easy to be able to simply download a benchmarking report, often with analysis such as the Human Capital Metrics dashboard..."