



Local Government Workforce Capacity Metrics

A basic set of workforce metrics that will enable all local authorities to assess their workforce capacity relative to others

Subscribers to the full [HR Metrics Benchmarking Club](#) » do not need to complete the Local Government Workforce Capacity Metrics survey

Jointly Developed By



Introduction



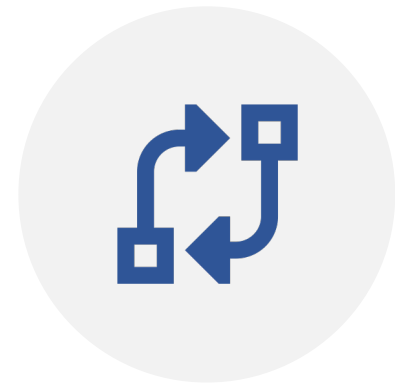
National Metrics

Supporting local authorities in England to measure, understand and assess the capacity of their workforces to deliver services to their communities.



Evidential Approach

Enabling strategic decisions informed by England-wide local authority capacity data. Providing data for an annual State of the Nation analysis by the LGA



Relevant Comparisons


Compare and benchmark capacity data by council type and region (or select your own comparator councils) to identify opportunities for improvement and innovation



Agreed by
Regional
Employers in
partnership
with the LGA →

- The London Councils HR Metrics platform provider – InfiniStats – will be used to collect the Metrics data.
- Results will be available on InfiniStats, enabling analysis and benchmarking of data by local authority type and region.
- The survey incorporates key HR metrics collected by the LGA on behalf of DLUHC.

We encourage sign up to the full [HR metrics benchmarking club](#) » on InfiniStats which provides a wider range of HR metrics and pay benchmark information.



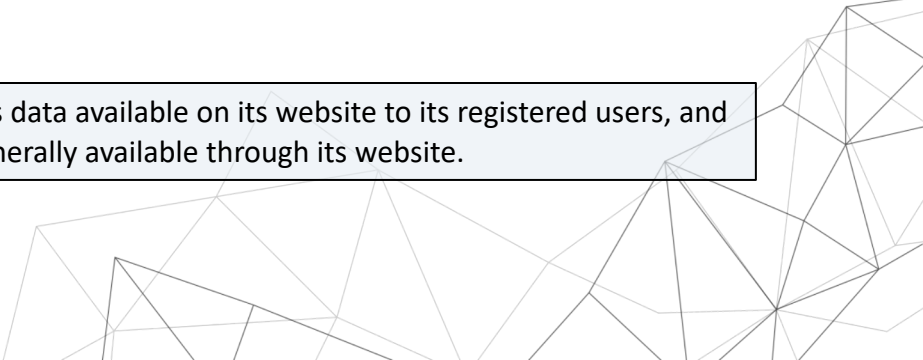


Capacity Metrics →

Collected annually – data as at 31st March. Excludes schools and fire service employees.

- Headcount and full-time equivalent (FTE) of employees
- Average age of employees
- Headcount in top 3 tiers of management
- Agency worker headcount and FTE
- Temporary employees' headcount and FTE
- Average sickness days per employee
- Headcount of leavers
- Headcount of vacant posts

The LGA will make the Capacity Metrics data available on its website to its registered users, and after a period of 12 months make it generally available through its website.





Two Ways to Take Part

Be a Workforce Capacity member

- Limited InfiniStats access and functionality to provide and benchmark capacity data only
- Funded by Regional Employers

Subscribe to the HR Metrics Benchmarking Club

- Capacity data pulled through from the Benchmarking Club data on InfiniStats
- Take part in a wide range of surveys including pay, terms & conditions, gender pay gap, HR Metrics and agency CSW pay-rates

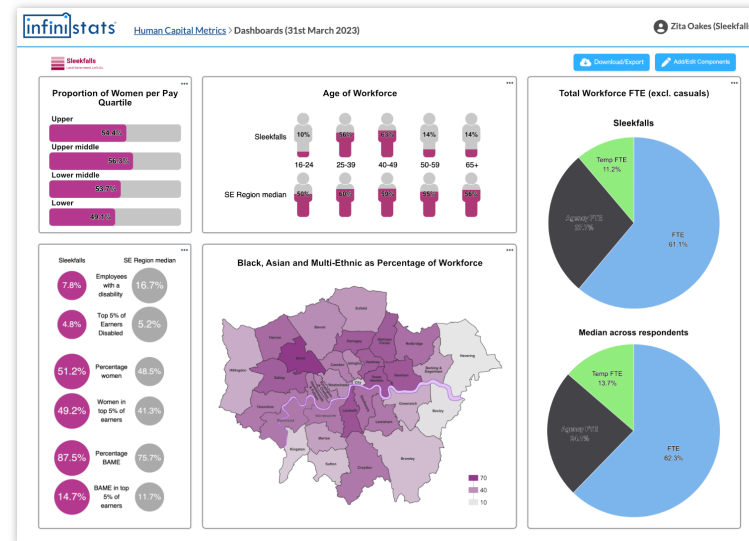
HR Metrics Benchmarking Club with

The full HR metrics benchmarking club provides a wider range of HR metrics, pay benchmark information, and access to full [InfiniStats](#) functionality.



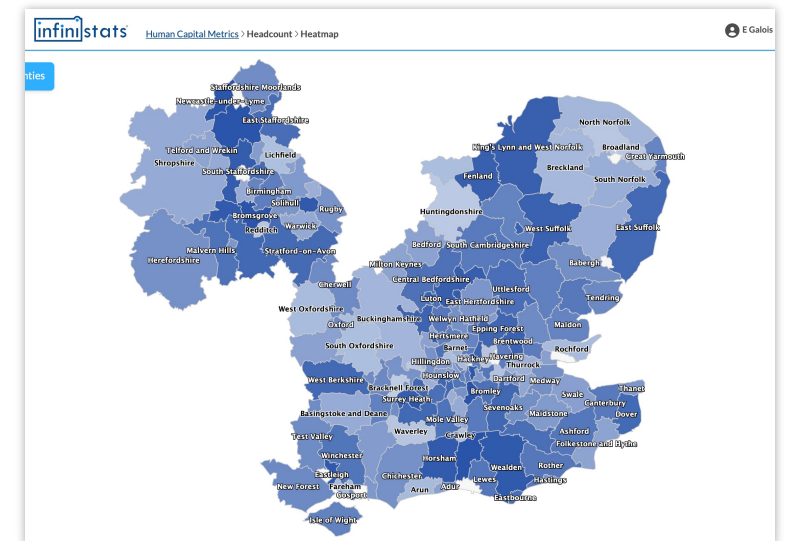
One-click reporting & scorecards that use your council's branding

“I’ve been a London Council member of InfiniStats for 15 years. [...] The system is so easy to use, more importantly, **the reporting is brilliant.**”



Create and share dashboards with a range of presets

“I have used InfiniStats for a number of years. **For inputting data, it couldn't be simpler.** Extracting data and reports is also quick and easy. [...] **It's very user friendly.**”



Rich data visualisations including heatmaps

“I have used InfiniStats for a number of years. **For inputting data, it couldn't be simpler.** Extracting data and reports is also quick and easy. [...] **It's very user friendly.**”

Contact your regional employer for more information or to sign up

The Surveys



Best-Practice HR KPIs

- Human Capital Metrics – workforce size/diversity, sickness by reason, leavers
- Gender Pay Gap
- HR Outputs – HR Casework training days/cost, recruitment time, appraisals



Pay Data

- Chief Officer pay & benefits
- Pay & benefits - other roles
- Min/Max packages/other payments.
- R&R difficulty
- Agency CSW pay-rates



HR Policy

- Terms & conditions
- Systems/apps
- HR delivery partners
- Shared HR services
- Size of HR Teams



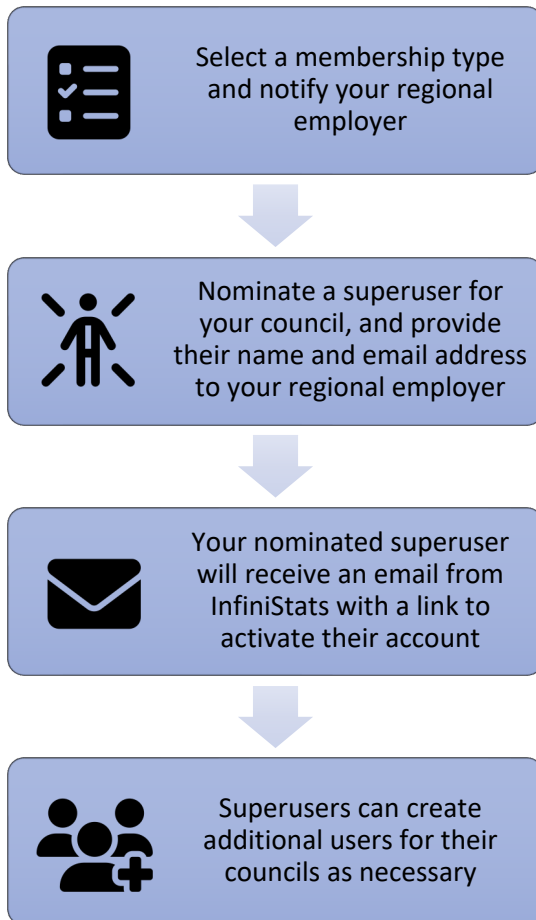
InfiniStats [pulse](#)

- Create your own surveys to collect data from councils in your region
- Email notifications to all users when new surveys are created

All surveys are voluntary, complete what you can to take part.

Next Steps: Setting Up and Using InfiniStats

Setup (first time only)



Using the system (responding to surveys and viewing results)

