



SOUTH YORKSHIRE
PENSIONS AUTHORITY

Workforce Profile

At 31st March 2018

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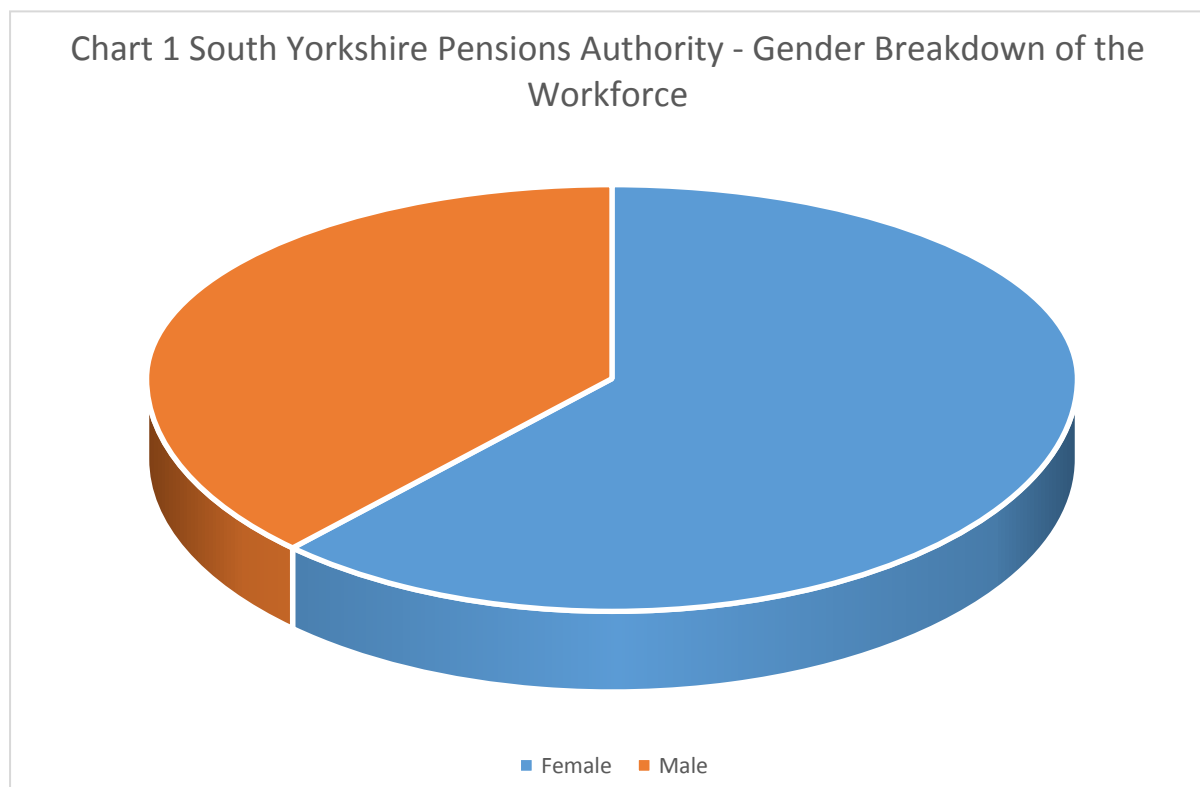
1. Introduction

This document sets out a profile of the Authority's workforce in post as at 31st March 2018. At this point there were a total of 108 people on the payroll, so 1% is roughly one person. This includes the 6 investment staff who will in due course transfer to Border to Coast. In this document, unless specified all figures relate to "headcount" rather than Full Time Equivalent staff.

This document has been produced to allow the Authority's senior management and elected members to better understand issues and risks arising from the composition of the workforce which should be reflected both in the corporate planning process and the Risk Register. The profile has been produced using the information available within the Authority's systems (payroll and time and attendance). While much information is available from these sources some types of information (for example information on the levels of qualification achieved by staff) are not held in electronic form and therefore cannot be easily analysed to provide additional information.

2. Gender

Chart 1, below gives a breakdown of the gender balance of the workforce:

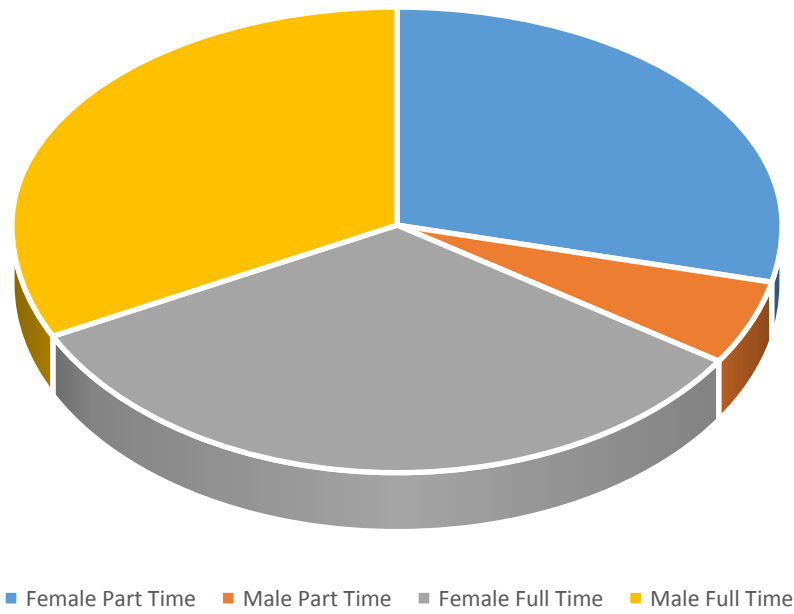


62% of the workforce is female, which given the nature of work undertaken by the Authority and drawing a comparison with other public sector and white collar employers this would be an expected result.

13 of the top 25% of earners are women which represents 48.1% which is about 4 fewer than if the proportion of women in the workforce were mirrored in this group. However, there are a number of female managers in job share arrangements whose hourly rate of pay is the same as those working full time in such roles, while the full time workers will form part of this upper quartile group the part time workers will not. If the transferring investment staff are excluded then 62% of the top 25% of earners are female exactly matching the gender balance in the overall workforce.

Chart 2 shows the breakdown of the work force between full and part time workers, showing that reflecting wider society the majority of part time workers are female, although the numbers of male and female full time workers is very similar.

Chart 2 - South Yorkshire Pensions Authority Gender Breakdown of Full and Part Time Workers



3. Ethnicity

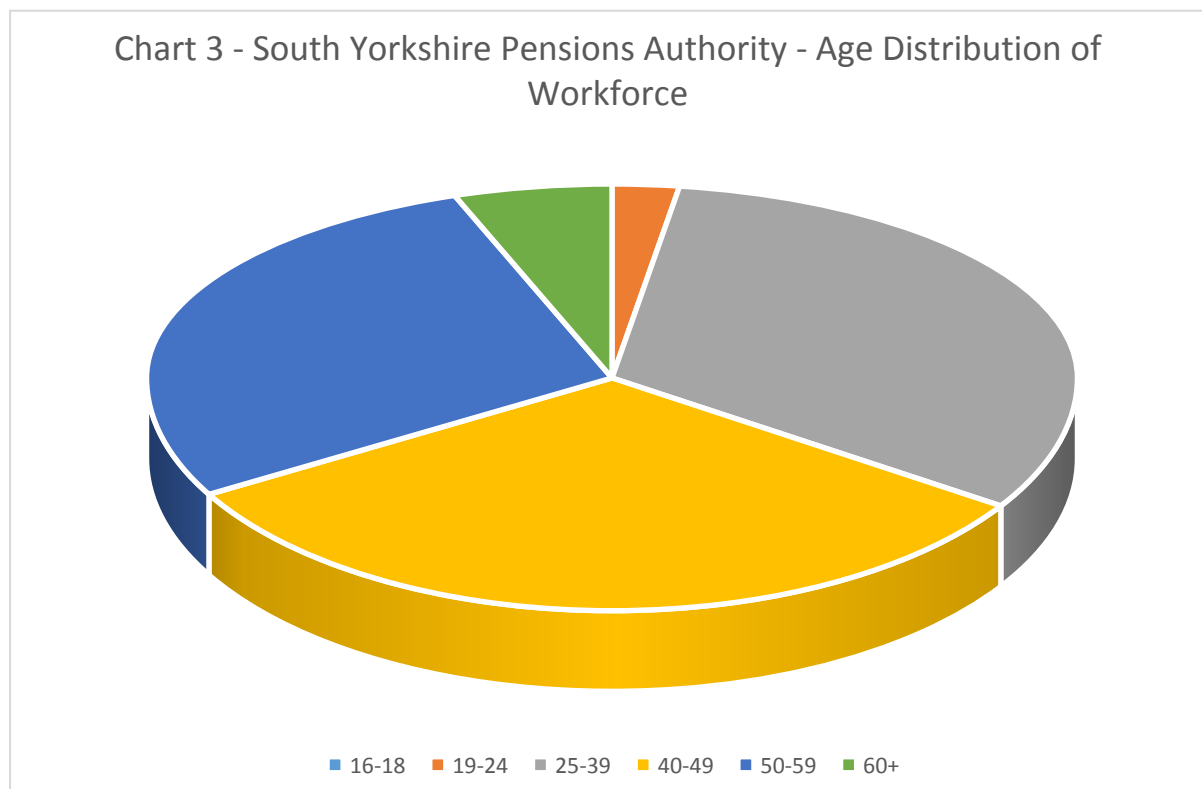
100% of the workforce are white British. This is clearly different to the wider community. According to the 2011 census around 2.1% of the population of Barnsley Borough and 9.3% of the population of South Yorkshire were non-white.

4. Disability

The Authority does not require employees to provide information on any disability they may have, however some do so and this enables us to make reasonable adaptations to allow them to fully contribute while at work, in line with our duties as an employer. Based on the information available 5 employees have reported a disability. Of these one falls in the top 25% of earners when the transferring investment staff are excluded.

5. Age

Chart 3, below, provides a breakdown of the age distribution of the workforce.



There are a number of issues that are highlighted by this information:

- 66% of the workforce are aged over 40.
- 21% of the workforce are over 55 which means that they could opt to take their pension benefits (albeit with actuarial reductions) should they wish to do so.
- 6.5% of the workforce are over 60 and it could be assumed are likely to retire within a relatively short timescale.
- The average age of the workforce is 43.69 years old (almost exactly mirroring the average age of an active member of the Fund) and the average length of service with the Authority is 14.2 years.

Overall the age distribution indicates that the workforce is skewed towards the older age bracket with a significant length of service which would tend to indicate a significant level of experience in the workforce.

Given the relative preponderance of the pension administration team within the total workforce the distribution within the team mirrors that for the whole workforce.

6. Conclusion

There are a number of conclusions that can be drawn from the information set out in this profile:

- The number of members of the workforce potentially able to retire with relatively little notice represents a risk for the Authority given the level of experience within the workforce and the need for any replacements to have time to develop equivalent experience.
- While there is a gender balance reflective of the overall workforce in the top 25% of earners (after the transferring investment staff are excluded) this is an area that requires monitoring to ensure unconscious bias does not creep in.
- The Authority's workforce does not reflect the wider community in terms of ethnicity.
- In terms of disability it is not clear whether the number of staff with a disability reflects the wider community as the information is less complete.

The Authority will need to consider what action to take in relation to these conclusions as part of its corporate planning process.