Bega Valley Shire Council's workforce profile at a glance

FY21 | Regional council | Medium council

Your FTE and employee costs





Who joined and who left your council during FY21?



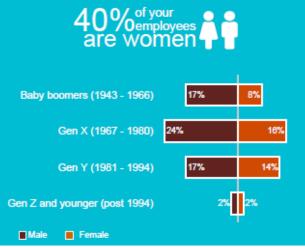








Does your council have a gender-diverse workforce?



50% of your manager level and above are women



Workforce Trend Summary

Bega Valley Shire Council

Bega Valley Shire Council NSW survey population	FY17	FY18	FY19	FY20	FY21
. FTE per 1,000 residents				15.0	
	9.9	9.8	11.1		12.0
	8.9	8.9	9.0	9.5	9.5
Remuneration as a percentage of operating expenses	38%	37%	37%		
	37%	377	37%	38%	36%
		35%		38%	34%
Overtime (A\$) per FTE	\$2,388	\$2,899	\$2,820	\$2,856	\$2,72
			_	\$2,622	
	\$1,265	\$1,788	\$1,839		\$1,43
Span of control (number of 'Other staff' per manager)		4.1	4.2		5.7
	3.2			3.9	
	3.1	3.3	3.3	3.1	3.1
Rookie rate (percentage of new employees in past 2 years)	26%	24%	24%	25%	24%
	•	21%	24%	23%	23%
	19%				
5. Staff turnover rate	17%	14%	16%	12%	13%
	12%	14%	13%	11%	
		21%		1176	10%
Staff turnover rate in first year of employment	15%		16%	15%	18%
	14%	15%	16%	15%	11%
. Gen Y staff turnover rate	22%	20%			
	18%		15%	13%	14%
		14%	11%	7%	10%
. Female staff turnover rate	22%		19%		
		15%		13%	15%
	14%	14%	14%	11%	8%
Male staff turnover rate	14%	14%	13%		
		13%	12%	11%	12%
	11%		12%	10%	10%

Workforce Trend Summary

Bega Valley Shire Council

Bega Valley Shire Council NSW survey population	FY17	FY18	FY19	FY20	FY21
1. Female managers and above	29%	31%	31%	35%	50% 38%
2. Baby boomer employees	42%	39%	35% 29%	33%	30%
3. Gen X employees	38%	37% 35%	38% 36%	37% 37%	41%
4. Gen Y employees	24%	28%	30%	32% 25%	31% 27%
5. Gen Z employees			5%	5% 4%	7% 4%
Workforce with more than 8 weeks of accrued annual leave	12%	13%	12%	12%	12%
7. Workforce with more than 12 weeks of accrued long service leave	28%	25%	25% 7%	24%	24%
Median sick leave days taken across your workforce	6.4	6.7	6.4	6.7	6.4
9. Actual training spend per FTE (A\$)	\$1,277	\$1,108 \$1,045	\$1,115	\$887 \$358	\$866 \$446
Lost time due to injury (days) per 100 employees	63	88	83	88	109