

Oldham Council Leavers Deep Dive

25 March 2025



Oldham
Council

National picture - Local Government leavers

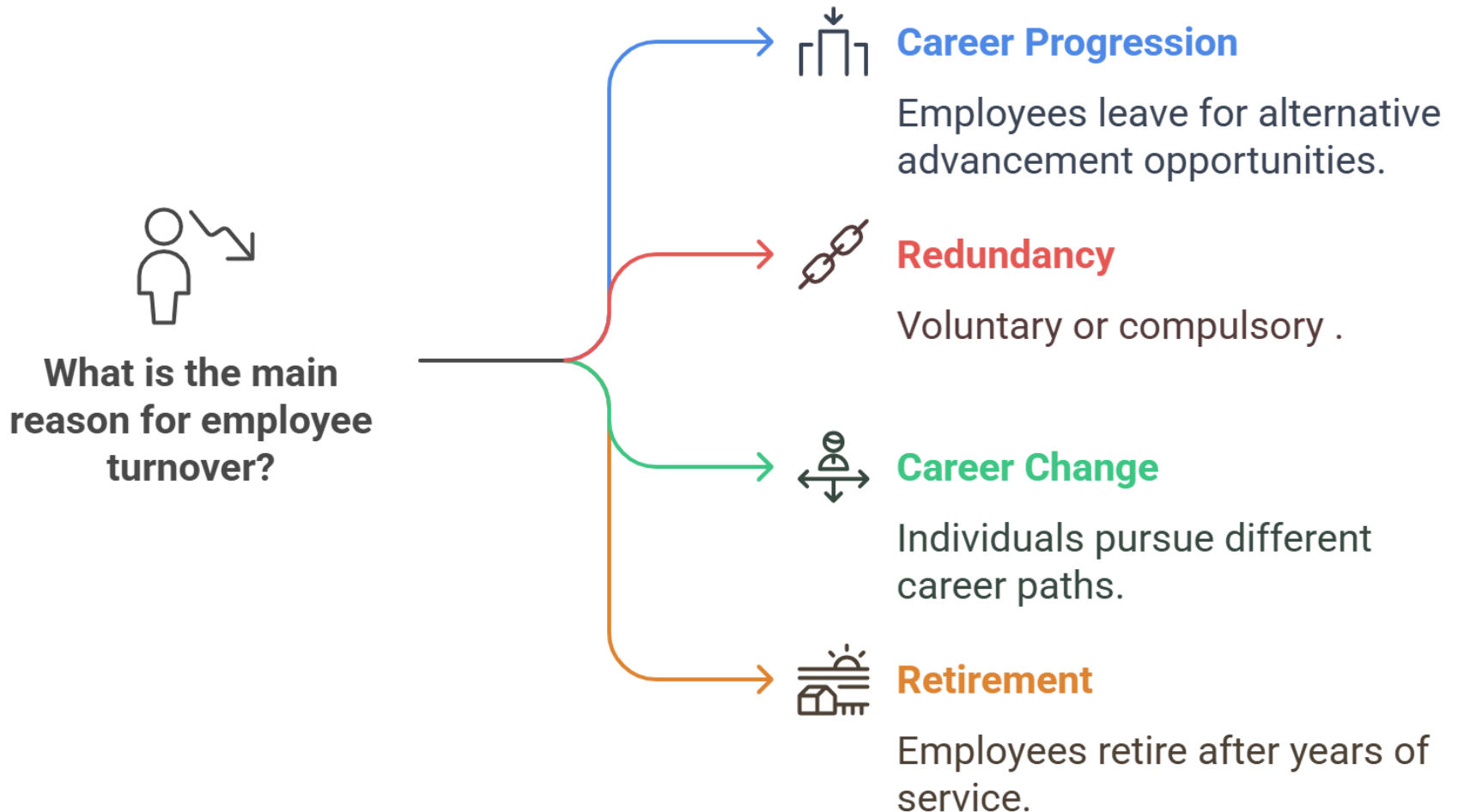
- Over the last ten years every other parts of the public sector has grown more than local government which has, lost around 40 per cent of its workforce. Head of Workforce, Naomi Cooke Local Government Association (LGA)
- Sector-wide workforce survey showcases 28% of employees at an earlier stage in their career plan to leave local government in next four years. Local Government Chronicle (LGC)
- Research by the County Councils Network (CCN), carried out by PwC, Workforce of the Future, shows that workforce capacity is 'one of the biggest challenges' facing local government in England, worsened by over a decade of funding challenges and exacerbated in recent years by post-pandemic trends.
- Research by the Local Government Association (LGA) finds that almost three quarters of local authorities face social worker retention problems.

Oldham Council Leavers

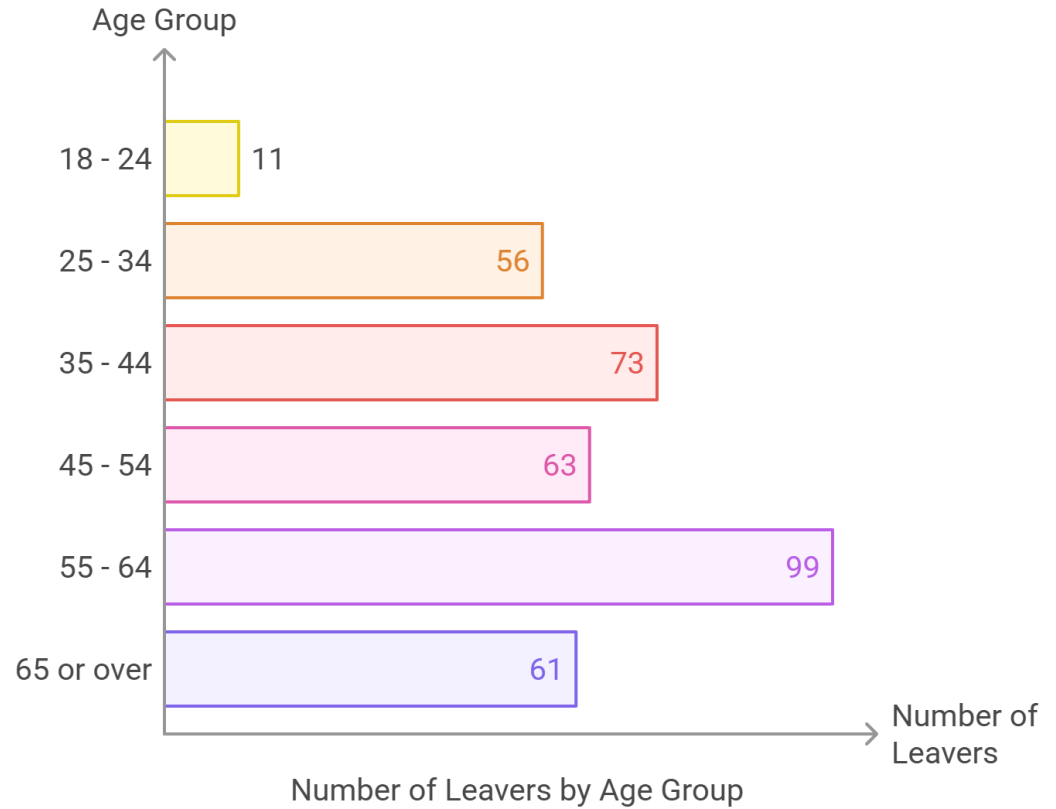
Employee Leavers by Directorate: April 2024 - February 2025



Leavers broken down



Leavers broken down



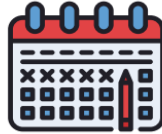
Feedback from Leavers

- “I loved working with and supporting residents!”
- “I really like that everyone was so welcoming and non-judgmental. I like the different blend of cultures here and during my time I can honestly say I heard no rude, offensive oppressive or discriminatory language. People seem to be very respectful of each other”
- “I absolutely loved working for Oldham Council and most importantly was proud to shout out about Oldham. The people (colleagues) who all supported one another and where friendships have been made which will last forever”
- “My colleagues. Their hard work, dedication and commitment to providing the best service they could with ever diminishing resources”

Oldham Council

Staff Survey

You said, we did, together we will...



The staff survey took place from the **29 January to 15 March 2024** and **59%** of the workforce took part.



A total of **1,204** staff completed the survey. The service with the highest number of responses was **Transformation** with **90%** of staff completing the survey.



The highest scoring questions were...

I understand how my work helps Oldham residents – 91%
I am trusted to carry out my job effectively – 91%
I am respected by my colleagues – 85%



The survey highlighted that staff are most proud of

- helping the local community
- teamwork
- service delivery

Together, we make a difference!



37% of staff who took part in the survey said they take great pride in the positive impact their work has on residents and local communities.

Oldham Council Staff Survey

You said, we did, together we will...



The greatest concerns raised by staff were...

- Pay
- Workload pressures
- Access to training and development



37% of staff felt their pay did not reflect their level of responsibility



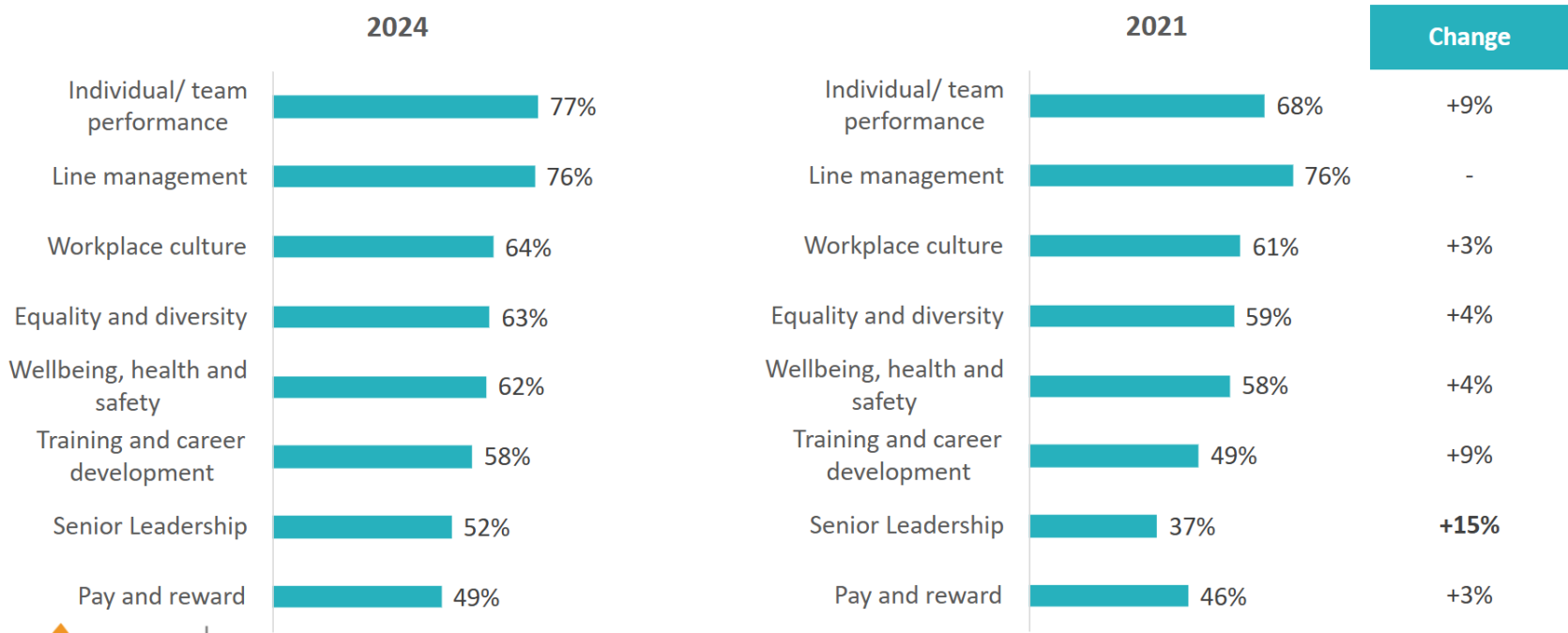
34% of staff felt their pay was not comparable to others doing a similar job in other organisations.



65% of staff felt that they could challenge inappropriate behaviour at work, such as bullying or personal insults.

Staff Surveys – Past & Present

Average agreement for themes addressed within the survey



What we are doing to address recruitment & retention

- Incorporate inclusive recruitment practices
- Review and add to our employee benefits package
- Continue communicating our wellbeing offer and access to Mental Health First Aiders and counselling sessions.
- Adding to our employee voice channels to help colleague feedback on what we can do better. Staff survey, change champions and launching peer support groups to ensure colleagues are connected and supported.
- Support with learning and development opportunities
- Review our staff and manager induction

Early careers and preparing for the future

- Through our early career's strategy, we will aim to successfully promote opportunities in the Oldham Council to students and school leavers as a good place to work.
- Our strategy will demonstrate the wide variety of paths into the sector including apprenticeships, supported internships and graduate schemes, T levels & work experience placements
- We will continue build on our strong partnerships with schools, colleges and universities.
- Our early careers strategy will help shape the future workforce, create a recruitment pipeline and develop the skills and experience of existing staff.