



## Response to Request for Information

**Reference**      FOI 002191  
**Date**            17 April 2018

### *HR Functions and Workforce*

**Request:**

I am writing to you under the Freedom of Information Act 2000 to request information on the organisations HR functions and Workforce. Please provide this information by completing the attached spreadsheet.

1. Please provide the following information for the people responsible for the following HR functions	Name	Job Title	Email Address
<b>1a. Overall HR</b>	<a href="#">Denise Pearce</a>	Head of Human Resources	<a href="mailto:Denise.Pearce@wolverhampton.gov.uk">Denise.Pearce@wolverhampton.gov.uk</a>
<b>1b. HR/Workforce Planning</b>	<a href="#">Jennifer Brake</a>	Service Director of Public Service Reform	<a href="mailto:Jennifer.Brake@wolverhampton.gov.uk">Jennifer.Brake@wolverhampton.gov.uk</a>
2. For the following financial years, please provide the following information	2015/16	2016/17	

<b>2a. What is the organisations total gross pay costs</b> <i>(all expenditure on staff)</i>			Please see information below:
<b>2b. What is the organisations total pay costs on your permanent workforce</b> <i>(staff that hold permanent contracts only)</i>	£177,776,086	£165,492,122	Total gross pay bill for each year for the City of Wolverhampton Council including school and bureau staff. This includes all staff on the payroll, including fixed term contracts.
<b>2c. How much did the organisation spend on contingent (non-permanent) or temporary workers</b> <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>	£12,045,500 (excludes schools)	£13,594,084 (excludes schools)	
3. For the following financial years, please provide the following information, providing the figures as the number of employees & full time equivalents (FTE)	2015/16	2016/17	
<b>How many permanent workers did the organisation employ:</b>			
<b>3a. Number of Employees</b>	Headcount = 5098 FTE = 3740.6	Headcount = 4899 FTE = 3677	
<b>3b. Full Time Equivalent (FTE)</b>			
<b>On average, how many contingent (non-permanent) or temporary workers has the organisation engaged with:</b> <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>			

[NOT PROTECTIVELY MARKED]

<b>3c. Number of Employees</b>			We cannot answer this question as we do not analyse agency spend
<b>3d. Full Time Equivalent (FTE)</b>			We cannot answer this question as we do not analyse agency spend
4. Please list the software the organisation uses for the following HR functions			
<b>4a. HR</b>			Agresso
<b>4b. Payroll</b> <i>(if the organisation uses multiple payroll software for different workers/payroll frequencies ie. substantive, agency/weekly, monthly payroll - <b>please list all</b>)</i>			Agresso
<b>4c. Recruitment</b>			Talentlink (WM Jobs)
<b>4d. HR/Workforce Analytics</b>			Qlikview & Agresso
<b>4e. Other employee/HR related systems for tracking or planning</b>			Qlikview & Agresso
<b>5. Please state which Enterprise Resource Planning (ERP) software the organisation utilises e.g Oracle, SAP, PeopleSoft, Workday</b>			Agresso
<b>6. Does the organisation have a HR data warehouse?</b>			No