Workforce Analytics – HR Metrics

Chantelle Tomblin
Management Solutions Consultant, LGNSW
chantelle.Tomblin@lgnsw.org.au
Why do we Benchmark?

• Since 2011 – longest running survey of its kind
• Discovering what best practice looks like
• Identifying areas for development or opportunities for celebration
• Informed workforce planning and monitoring of organisational effectiveness
• Powerfully simple – metrics at a glance
• Make it your own – customisation
• The bigger picture – sharing best practice
• Best of both worlds – online analytics vs hard copy reporting
• Launched 1 February 2019
Fathom Demonstration
Council Profile

The following metrics will detail KPI’s relating to your Council Profile, showing your result, the median for the group, rank and percentile. Please note that the rank shows the number of councils who reported on the applicable KPI and how your result is positioned within that group.

As shown above, there has been an increase of the revenue received by councils across NSW this reporting period, with the average revenue increasing by 28.35% on last year. With strong economic growth, heightened revenue is derived from stamp duty and asset sales, as well as additional State Government funding has resulted in the highest reported average in the last 4 years.

Much of this revenue has been invested back into the community, local infrastructure projects and services, shown also in the highest average expenditure result in the same period.

Local government is one of the biggest sectors in the NSW economy. It contributes by:

- spending more than $11 billion each year;
- maintaining and upgrading infrastructure and land assets worth $136 billion; and
- employing more than 50,000 people, many of which are in rural and regional NSW.
Next Steps

• GM Remuneration & Remuneration Reports
• Live system – updateable
• Cloud based online access whenever required