

People Count Third Sector 2015

HR and workforce benchmarking
for Third Sector organisations

- Compare your organisation's metrics with others in the sector
- Share good practice
- From £290 plus VAT
- Early bird prices until 8 May 2015

"The benchmarking data we get from People Count is a crucial element in our decision-making, not just within the Human Resources department but at Executive level. Understanding how we compare to other organisations has led us to make several major decisions about new projects, initiatives and policy revisions."

Andrew West, HR Manager, Royal College of Nursing



People Count 2015

What is People Count Third Sector?

The Third Sector's leading benchmarking study for HR and workforce metrics. It enables comparisons of your organisation's performance with others in the sector and gives a solid base of evidence on which to make strategic decisions.

"The evidence that we get from People Count is invaluable. It's helped us to focus our efforts on where they really need to be focussed."

David Glover, Quality Management Coordinator,
United Response



Key Topics

Composition of Workforce including:

- Management and spans of control
- Gender, ethnicity, disability, age.

Recruitment and Selection including:

- Recruitment processes
- Selection techniques.

Staff Retention including:

- Turnover, exit interviews.

Learning and Development including:

- Spend, methods and induction.

Appraisal and Performance Management including:

- Investors in People
- Career Planning.

Absence Management including:

- Percentages of sickness absence
- Occupational and statutory sick pay.

Employee Relations including:

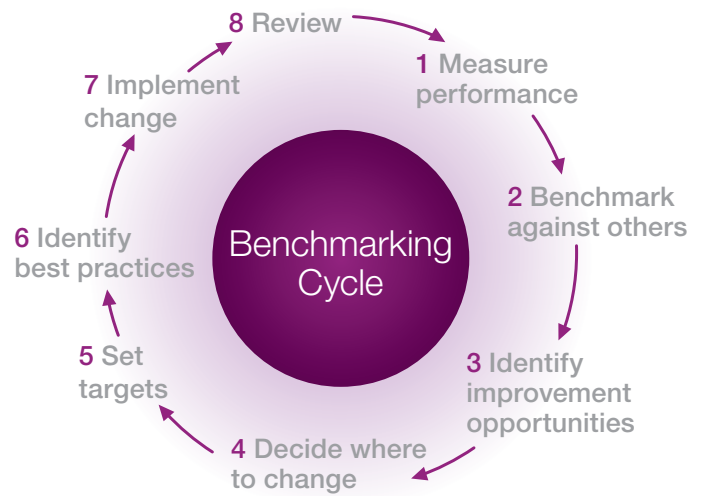
- Discipline and grievance
- Compromise agreements.

HR Function including:

- Ratios to employees
- Outsourcing.

Reward Strategy including:

- Pay systems
- Pay audits.



Who takes part?

Organisations from across the Third Sector with a wide range of activities, including social care, housing, environment/conservation, heritage, disability, international development, healthcare, religious/missionary, animal welfare and many more.

Visit: www.agendaconsulting.co.uk/people-count for full list of participants.

"...we have identified our strengths and weaknesses in comparison to our peers so that we can proactively improve our people practices..."

Martin Botting, Organisational Development Manager,
Aldingbourne Trust

Our Partners

We are delighted to have the support of our partners for People Count 2015 and we welcome Hospice UK for the first time. Members of our partners pay preferential rates to take part (see Prices).





Results Conference and Product Training Workshop

“The drill down reports allow us to analyse in much more depth the data provided, and by completing this survey yearly, it allows us to gather good comparative data to view our people management processes and statistics over a number of years.”

Claire Withers, Workforce Development Manager, MacIntyre

“One of the real benefits of People Count is the case studies in there. It’s about sharing and learning from others. As a sector we have some fantastic good examples and experience and expertise and I don’t think we tap into ourselves enough. People Count unlocks that.”

Brett Terry, Director of People and Organisational Development, Alzheimer’s Society

The Process

A simple, easy-to-follow process, with questions split by topic.

1 Enter & Edit Data **2 View Questions & Data** **3 Sign Off Data**

Complete the questionnaire online.

4 Select Your Peers **5 Reports & Drill Down**

Choose between 7 and 20 peers by subsector, by organisation size, by region.

- Run your organisation scorecard
- Compare your results with last time, your peers and the whole sample
- Drill down on particular measures for further analysis
- Download all the sector-wide reports 2.1 – 2.6 (see below).

Example

Table 2.2.1 Average span of control for Senior Managers / Directors

Table	Measure	Unit	Your Score 2013	Your Score 2015	Peers (Median)	Whole Sample (Median)
Table 2.2.1	Average span of control for Senior Managers / Directors	Ratio	8	7	5	4

6 Good Practice Zone **7 Contacts**

- View good practice examples from other organisations
- Make direct contact with them to learn more.

8 Training and Support

- Come to the Results Conference to listen to case studies and share findings
- Attend the Product Training Workshop to understand your results and how to use the reports
- Have a telephone consultation with Agenda to explore your results further.

Publications

If you can't join this year, but would like to find out more about a particular topic, you can buy one of the reports, which include all the sector-wide data, good practice examples and key findings @ £150 plus VAT per report.

- 2.1** Composition of Workforce and Diversity
- 2.2** Recruitment, Selection and Retention
- 2.3** Learning and Development & Performance Management
- 2.4** Absence Management
- 2.5** Employee Relations and Reward Strategy
- 2.6** The HR Function.

Go to the publications section on the Agenda website: www.agendaconsulting.co.uk/publications/. Reports available August 2015.

People Count 2015

Timetable

Bookings welcome	Jan 2015 – End May 2015
Questionnaire available	16 March 2015
Early bird prices expire	8 May 2015
Deadline for completion of questionnaire	5 June 2015
Choose peers	July 2015
Publication of reports	10 August 2015
Results conference and product training workshop	10 September 2015

Prices

Organisation Income	Member Price* Early Bird	Standard Price Early Bird
<£5m	£290	£325
£5m-£10m	£390	£425
£10m-£25m	£490	£525
£25m+	£590	£625

All prices are subject to VAT.

* Member prices apply to organisations who are members of our partners: CHRN, Hospice UK, MHPF, NCVO, People in Aid, and VODG.

Early bird prices expire on 8 May 2015, after which the price for all organisations will be £725 plus VAT.

Find out more

- Join us for a free webinar during March to May. Go to: www.agendaconsulting.co.uk/events
- Visit: www.agendaconsulting.co.uk/people-count for more information, an up-to-date list of organisations taking part, and a list of FAQs.

Join the Study

- www.agendaconsulting.co.uk/people-count
- +44 (0)1865 263 720
- info@agendaconsulting.co.uk
- Agenda Consulting, The Jam Factory, 27 Park End Street, Oxford OX1 1HU, UK
- @AgendaConsult
- LinkedIn

Terms and Conditions

Payment

All invoices are payable within 30 days of date of invoice.

Please note that non-payment after booking onto a benchmarking study does not indicate a cancellation. No refunds will be issued unless cancellation is made within 30 days of booking onto the study.

Conditions of Participation

No information will be attributed to individual organisations in any published report, with the exception of good practice examples, which are optional to complete and will only be available to other participating organisations. Receipt of reports is dependent on completion of the People Count 2015 questionnaire. In the event your organisation is unable to complete the questionnaire, no refund will be given.

Cancellation Policy

Cancellations must be made by email: info@agendaconsulting.co.uk, by telephone: +44 (0)1865 263 720 or in writing: Agenda Consulting, The Jam Factory, 27 Park End Street, Oxford OX1 1HU, UK.



We are a research consultancy helping not-for-profit organisations achieve their mission through better understanding of their people.