

Prices from  
**£320 + VAT**  
Early Bird offer until  
28 April 2017

# People Count 2017

HR and workforce benchmarks  
for not-for-profit organisations



*“People Count is the cornerstone of our data reporting and analysis. It is an invaluable source of data for measuring and comparing all our main areas of activity. The insight we’ve gained from it has led to real changes in the way we work, prioritise and think”*

**Andrew West, Human Resources Manager (Reward & Systems),  
Royal College of Nursing**



# People Count 2017

## What is People Count?

People Count is an annual study which gathers information from not-for-profit organisations on key HR and workforce management metrics. Compare your results with other organisations and gain a solid evidence base to make sound strategic decisions.



### 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:

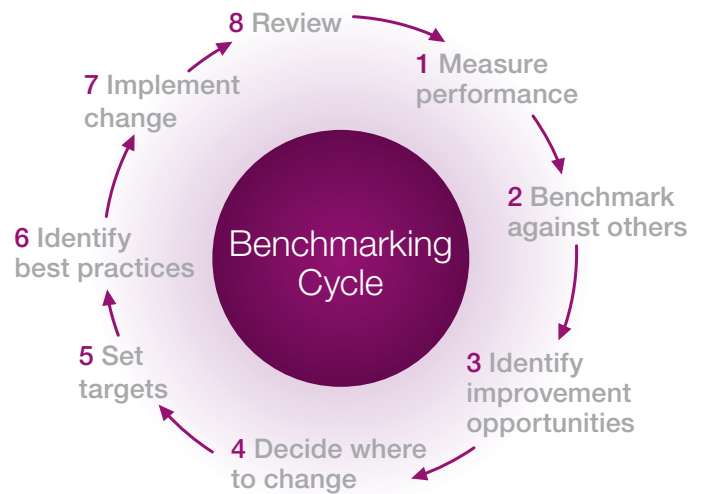
- Discipline and grievance
- Compromise agreements.

#### HR Function including:

- Ratios to employees
- Outsourcing.

#### Reward Strategy including:

- Pay systems
- Pay audits.



## Who takes part?

Organisations from the not-for-profit sector, including social care, housing, hospice, environment/conservation, heritage, disability charities, healthcare, religious/missionary, animal welfare and many more (see <http://www.agendaconsulting.co.uk/about/participating-organisations/> for full list)

## Our Partners

We are delighted to have the support of our partners for People Count 2017. Members of our partners pay preferential rates to take part (see Prices).



*"We have taken part in People Count for a number of years and this continues to provide excellent peer comparison and trend information across a broad range of metrics. It helps us keep focus and deliver against our strategic goals."*

Lorraine Jenkins, Resourcing and Engagement Manager, Sense

## 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 deeper insight
- Download all the sector-wide reports 2.1 – 2.6 (see below).

## Example

### Drill down report for Table 2.2.1 Average span of control for Senior Managers / Directors

Table	Measure	Unit	Your Score 2016	Your Score 2017	Peers (Median)	Whole Sample (Median)
<b>Table 2.2.1</b>	Average span of control for Senior Managers / Directors	Ratio	8.0	7.0	5.0	4.7

**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.



Results Conference and Product Training Workshop

*“This is the first year that we have participated in People Count and it has provided us with a wealth of useful information in all people management dimensions that we can use to inform our activities in the coming year.”*

**Naomi Carey, Director of Human Resources, The Disabilities Trust**

## 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/](http://www.agendaconsulting.co.uk/publications/). Reports available July 2017.

# People Count 2017

## Timetable

Bookings welcome	Jan 2017 – May 2017
Questionnaire available	March 2017
Early bird prices expire	28 April 2017
Deadline for completion of questionnaire	19 May 2017
Choose peers	June 2017
Publication of reports	July 2017
Results Conference and Product Training Session	September 2017

## Prices

Organisation Income	Member Price* Early Bird	Standard Price Early Bird
<£5m	£320	£355
£5m-£10m	£420	£455
£10m-£25m	£520	£555
£25m+	£620	£655

All prices are subject to VAT.


\* Member prices apply to organisations who are members of our partners: CHRN, CHS Alliance, Hospice UK, MHPF, NCVO, NUS and VODG.

Early bird prices expire on 28 April 2017. After this date, the price will be £750 plus VAT for all organisations.

## Find out more


- Join a free weekly webinar February to May.  
Go to: [www.agendaconsulting.co.uk/events](http://www.agendaconsulting.co.uk/events)
- Visit: [www.agendaconsulting.co.uk/people-count](http://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](http://www.agendaconsulting.co.uk/people-count)

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 @AgendaConsult

 LinkedIn

## Terms and Conditions

### 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 2017 questionnaire. In the event you are unable to complete the questionnaire by the deadline, no refund will be given and you may be charged the full standard price, as your data will not contribute to the overall report and other participants will be unable to select you as a peer.

### 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.

### Cancellation Policy

Cancellations must be made by email: [info@agendaconsulting.co.uk](mailto: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.