

People Count Third Sector 2016

HR and workforce benchmarking
for Third Sector organisations

- Compare your organisation's performance on key metrics with others in the sector
- Exchange good practice with your peers
- From £320 plus VAT
- Early bird prices until 6 May 2016

"We regularly participate in People Count and it's been a valuable and insightful source of benchmarking information."

Laura Jones, Head of HR, Nottingham Community Housing Association



People Count 2016

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.

"I found People Count very useful in motivating my HR team and celebrating success."

Stella Cheetham, Executive Director of HR, Dimensions



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, hospices, 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.

Our Partners

We are delighted to have the support of our partners for People Count 2016. Members of our partners pay preferential rates to take part (see Prices).



"We are pleased to be a partner for People Count as it enables mental health service providers to share good practice in their HR and workforce management."

Edward Strudwick, Internal Business Coordinator,
Mental Health Providers Forum

"Organisations need high quality workforce intelligence to improve their services. I am pleased VODG members can benefit from our partnership with Agenda to support this."

Rhidian Hughes, Chief Executive, Voluntary Organisations
Disability Group



Results Conference and Product Training Workshop

"We have found taking part in the People Count study very useful for benchmarking. The training day was excellent in setting context and thinking about ways of using the statistics with management."

Rachel Jamieson, HR Business Partner, Plan UK

"I have used the data to benchmark our performance and set targets in staff retention, sickness, absence and discipline and grievance. From the profile of the HR function data it also provides evidence that we provide a value for money service to the business."

Laura Jones, Head of HR, Nottingham Community Housing Association

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

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

Table	Measure	Unit	Your Score 2015	Your Score 2016	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 2016.

People Count 2016

Timetable

Bookings welcome	Jan 2016 – End May 2016
Questionnaire available	14 March 2016
Early bird prices expire	6 May 2016
Deadline for completion of questionnaire	3 June 2016
Choose peers	July 2016
Publication of reports	August 2016
Results Conference and Product Training Session	8 September 2016

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 6 May 2016. After this date, the price will be £750 plus VAT for all organisations.

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

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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 2016 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, 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.