

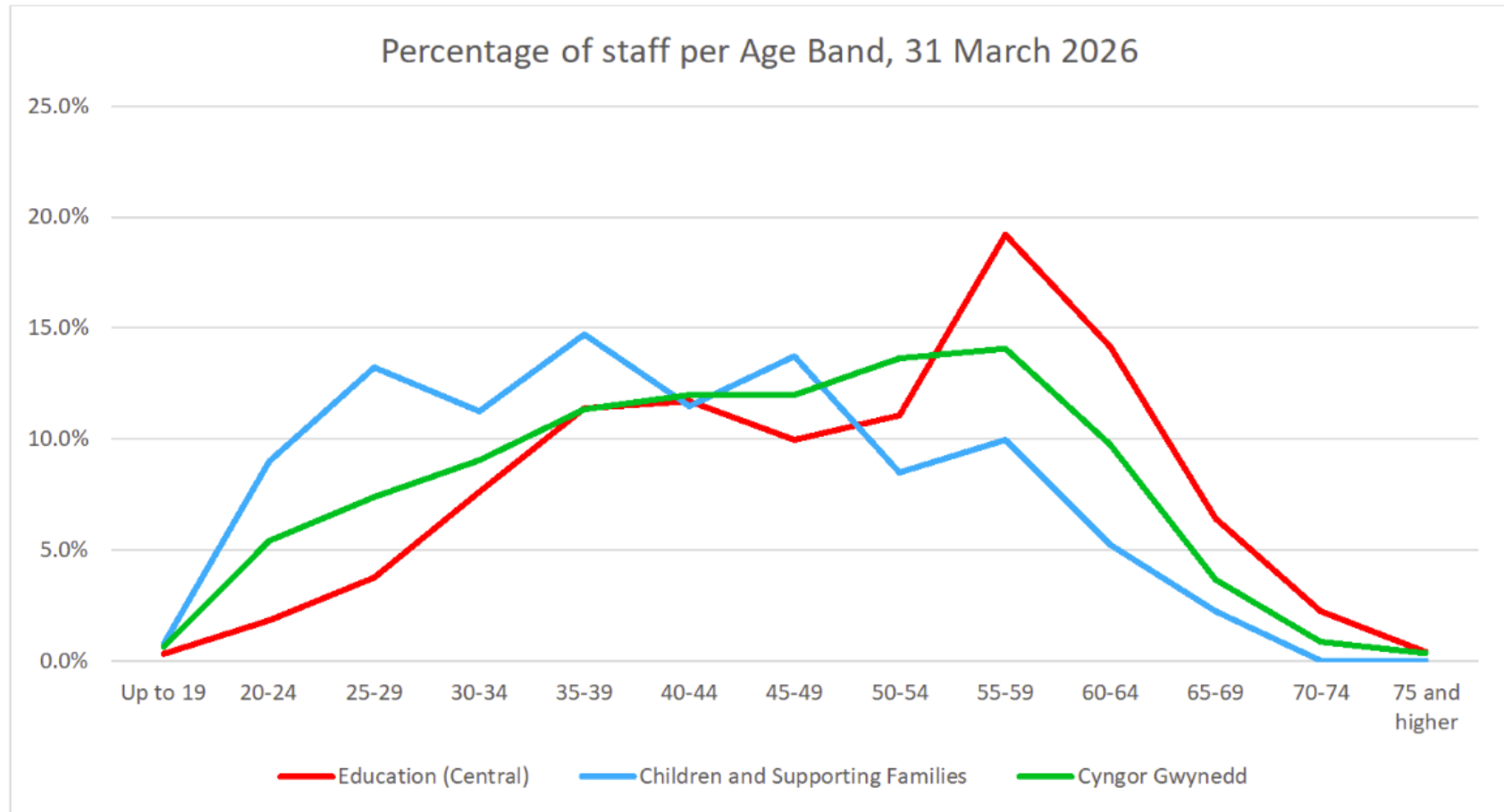
APPENDIX 1

A) Council staff age profile across departments

This displays the age profiles of the departments together in a single table, as a percentage of the department total. The heatmap is column-based, showing the highest values within a specific department (darker colours indicate the highest percentages).

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APPENDIX 1



The graph above compares the age profile of departments – the two ‘youngest’ and ‘oldest’ departments are shown in comparison to the Council as a whole (based on percentages), with the Children and Supporting Families Department having the youngest workforce overall and the Education Department having the oldest.

APPENDIX 1

B) Age bands across pay bands

This displays age bands across pay bands together in a single table as a percentage of the total pay band. The heatmap is column-based, showing the highest values within a specific pay band (with darker colours indicating the highest percentages).

		Salary Bands					
		GS	S	PS	UR	Leadership & Higher	Cyngor Gwynedd
Age Bands	Up to 19	1.17%	0.07%	0.00%	0.00%	0.00%	0.61%
	20-24	7.73%	6.21%	0.26%	0.00%	0.00%	5.40%
	25-29	5.54%	12.96%	7.14%	0.67%	1.30%	7.40%
	30-34	7.00%	10.32%	13.06%	4.03%	2.60%	9.03%
	35-39	9.34%	12.35%	14.80%	14.77%	5.19%	11.35%
	40-44	9.51%	11.61%	17.25%	16.78%	11.69%	11.96%
	45-49	10.33%	11.07%	14.99%	22.82%	22.08%	11.99%
	50-54	12.31%	12.82%	15.89%	22.15%	27.27%	13.65%
	55-59	15.99%	12.96%	10.55%	12.75%	23.38%	14.07%
	60-64	13.22%	7.42%	4.83%	4.70%	6.49%	9.72%
	65-69	5.75%	1.96%	1.03%	1.34%	0.00%	3.65%
	70 and higher	2.10%	0.27%	0.19%	0.00%	0.00%	1.18%
		100%	100%	100%	100%	100%	100%