Yorkshire Dales National Park Authority **Item 11**

Finance and Resources Committee

24 February 2026

Quarterly Staffing Report

Purpose of the Report

1. To provide Members with an update on staffing levels, recruitment activity and changes to the Authority workforce as of 31 December 2025.

Recommendation

2. That Members note the update.

Strategic Framework

3. The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and support the strategic planning framework:

   - Corporate Plan Objective 31:
     Ensure that we have HR policies, procedures, terms and conditions to attract and support the right people with the right skills to deliver the Authority's work effectively.

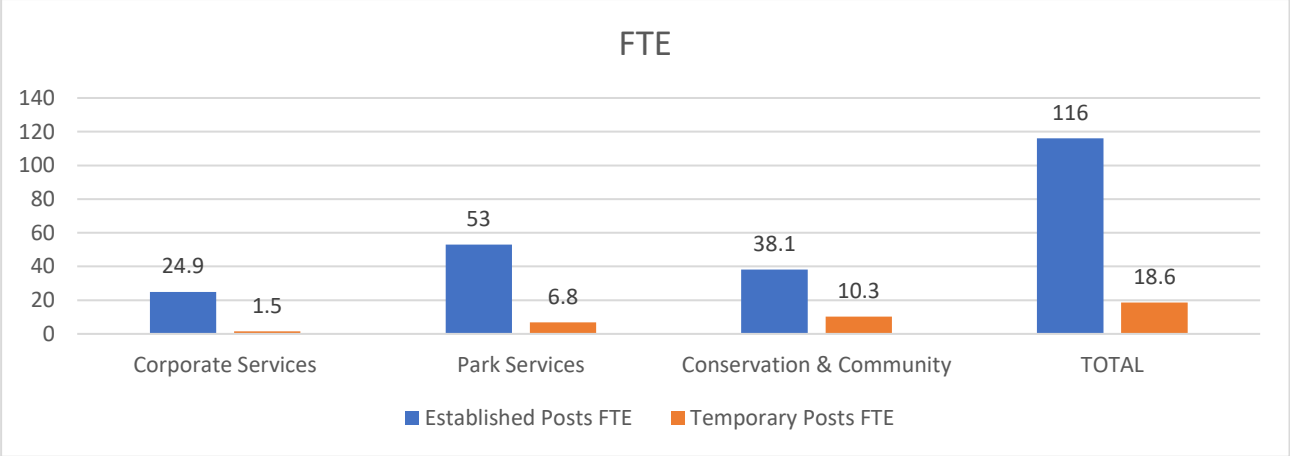
Background

4. Establishment as of 31 December 2025

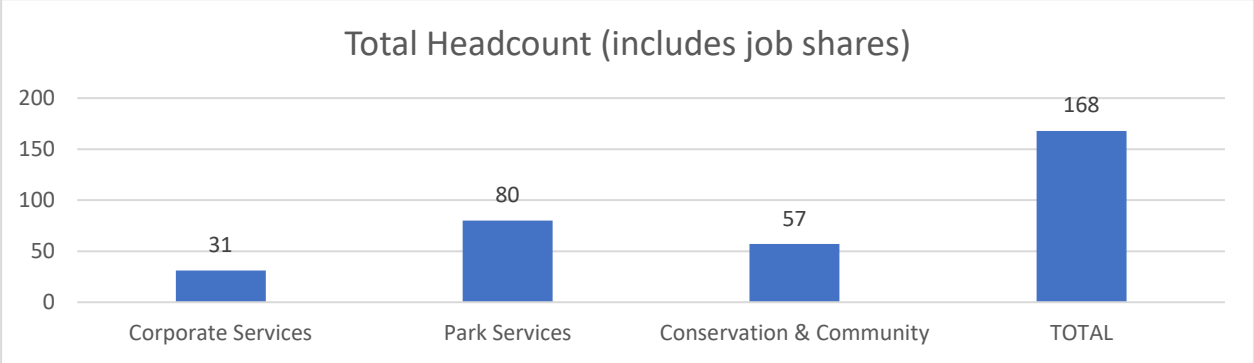
Directorate	Established Posts FTE	Temporary Posts FTE	Vacancies FTE	Total Headcount (includes job shares)
Corporate Services	24.9	1.5	0	31
Park Services	53.0	6.8	1.0	82
Conservation & Community	38.1	10.3	1.0	58
TOTAL	**116**	**18.6**	**2**	**171**

5. The Authority's total establishment stands at 134.6 FTE, with 171 individuals employed. Temporary roles account for 13.8% of the workforce, reflecting project-based needs.

6. The FTE and headcount are also illustrated in the graphs below:



7. The temporary roles within the Authority include 4 Trainees, 5 Apprentices and a number of fixed term roles that are either externally funded or temporary due to budget restrictions.



Leavers

8. We didn't have any officers leave the Authority between 1 October and 31 December 2025.

Vacancies, New Employees and Contract Changes

9. One vacancy was advertised, with a closing date during the period 1 October and 31 December 2025, with successful recruitment for all roles:

New or replacement	Job title	Closing date	Comments
New	Access Project Officer	24/11/25	Internal candidate appointed and started on 5 January 2026

10. The following table lists new employees who joined the Authority, and current employees who have been promoted or changed post, between 1 October and 31 December 2025.

Job title	Date	Name	Previous position
Area Ranger	01/10/25	Calum Stott	FiPL Officer
Historic Environment Trainee	06/10/25	Clemmie Saunders	N/A
Apprentice Ranger	06/10/25	Luke Tempest	N/A
Finance Support Officer	27/10/25	Elena Zakharova	N/A
Principal Planning Officer	03/11/25	Ian Nesbitt	N/A
Museum Collections Assistant	10/11/25	Benjamin Squillaci	N/A

Financial Implications

11. There are no direct financial implications arising from this report. All staffing changes have been managed within existing budgets.

Legal Implications

12. There are no legal implications arising from this report. All recruitment and staffing changes have been conducted in accordance with relevant employment legislation and internal HR policies.

Equality, Diversity and Inclusion Implications

13. The Authority continues to promote inclusive recruitment practices. Trainee and apprenticeship roles support workforce diversity and provide opportunities for underrepresented groups. All staffing decisions are made in line with the Authority's Equality, Diversity and Inclusion Policy.

Human Resources Implications

14. The staffing changes outlined in this report have been managed in line with the Authority's HR policies and procedures.

Conclusion

15. Staffing levels remain generally stable with vacancies filled promptly, including the Principal Planning Officer role that is typically challenging to recruit. Internal appointments have provided development opportunities for existing staff.

Vikki Thomas
Head of HR