

ENC Workforce Statistics - Personnel Sub Committee - 27 September 2011. Item 5

1. Staff Sickness

1.1 Number of days per FTE * lost to sickness for ENC:

*FTE - full time equivalent

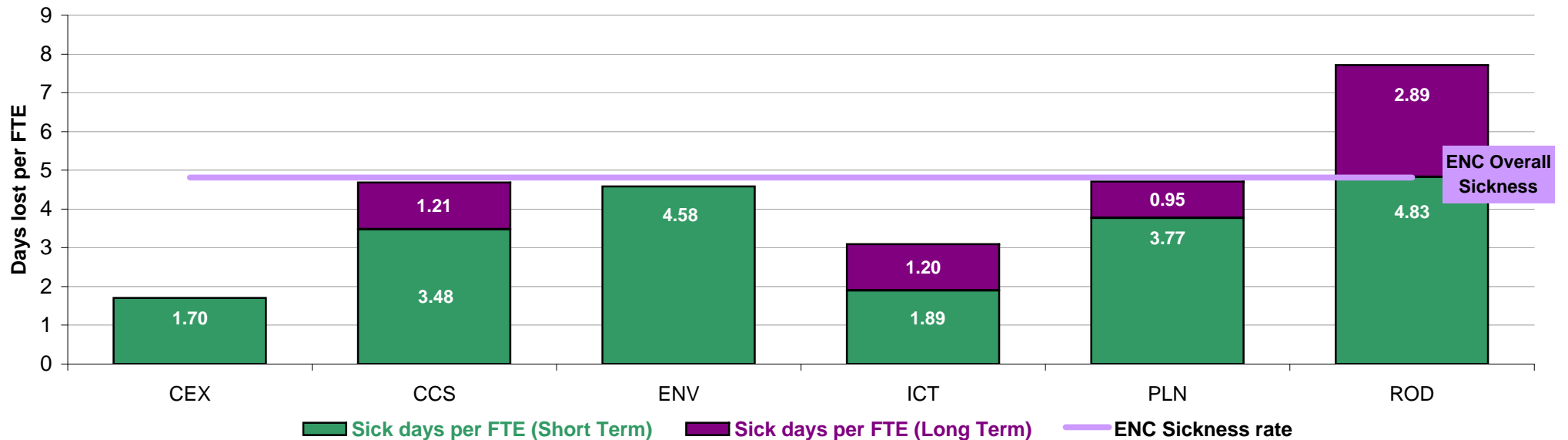
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (overall)	ENC (Short Term)	ENC (Long Term)
1 August 2010 to 31 July 2011	4.81 days	3.66 days	1.16 days

Previous ENC sickness (days)	Year	Days lost per FTE
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10
	2005/06	7.30

2010 National sickness (days)	Average	Days lost per FTE
	Public sector average	9.6
	All sector average	7.7
	Private sector average	6.6

1.2 Number of days per FTE lost to sickness for each Service Area:

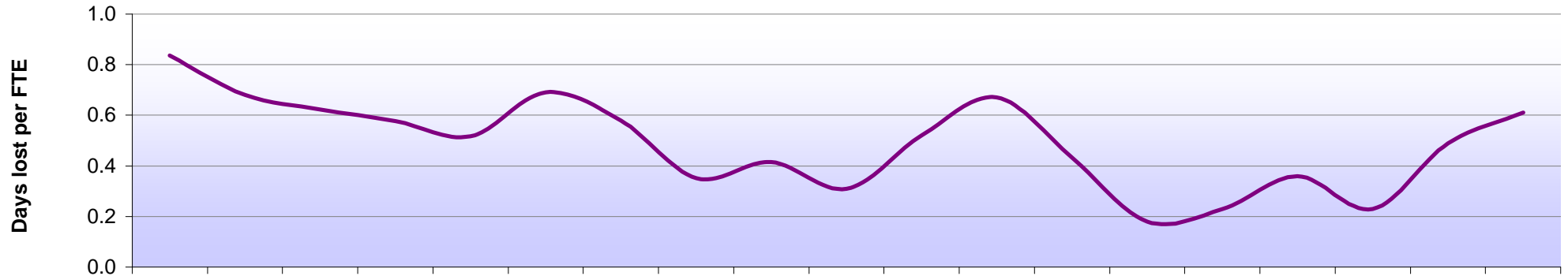
Service area sickness totals (12 month rolling total) - 1 August 2010 to 31 July 2011



■ Sick days per FTE (Short Term)
 ■ Sick days per FTE (Long Term)
 — ENC Sickness rate

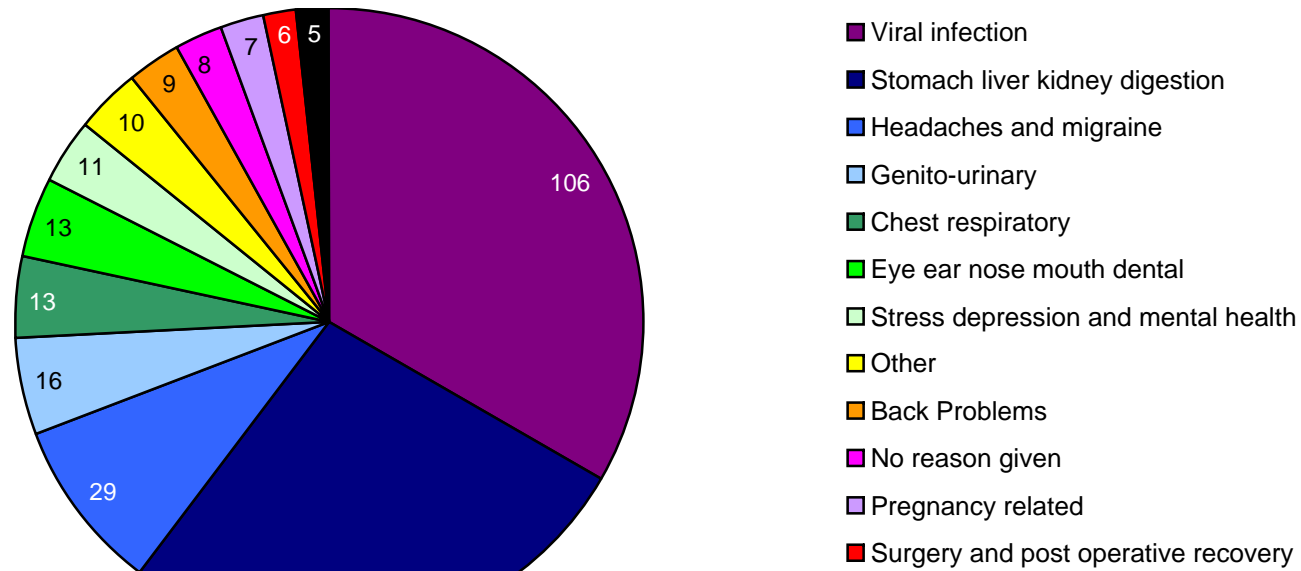
1.3 Number of days lost to sickness from January 2010 - July 2011:

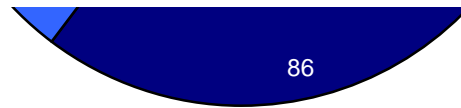
Number of days lost per FTE to sickness absence



	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11
No. of days lost per FTE	0.84	0.68	0.62	0.58	0.52	0.69	0.58	0.35	0.42	0.31	0.52	0.67	0.43	0.18	0.23	0.36	0.23	0.49	0.61

1.4 Reasons for sickness - Number of incidents (short and long term sickness) from August 2010 - July 2011:





- Surgery and post operative recovery
- Other muscle skeletal probs

→ Long Term Sickness is periods of absence over 4 weeks. Figures include absence for staff in post throughout the year, including staff who have subsequently left the Council.

2. Staff Turnover

2.1 Percentage of staff leaving out of the total number of staff at ENC

Staff Turnover (Rolling 12 month total)	Percentage of leavers
	ENC (overall)
1 August 2010 to 31 July 2011	11.01%

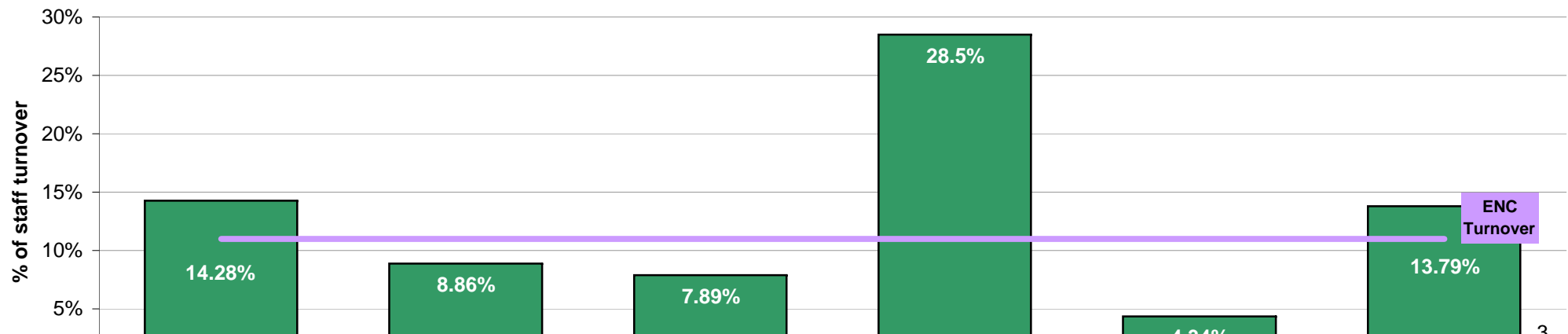
Previous ENC Turnover	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

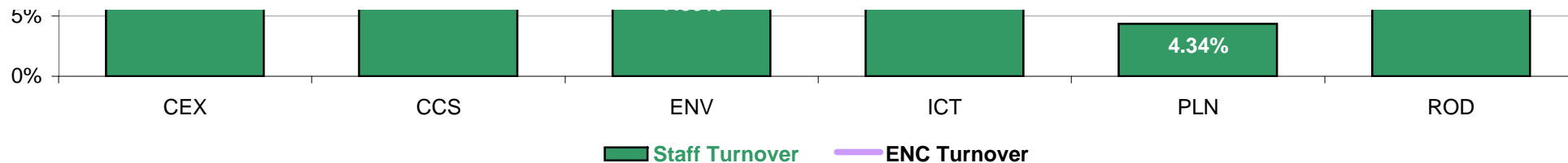
2010 National turnover figures*	Public sector average	8.60%
	All sector average	13.50%
	Private sector average	14.60%

*CIPD 2010 survey - small survey samples

2.2 Percentage of staff leaving in each Service Area out of the total number of staff in the service area

Service area staff turnover (12 month rolling total) - 1 August 2010 to 31 July 2011

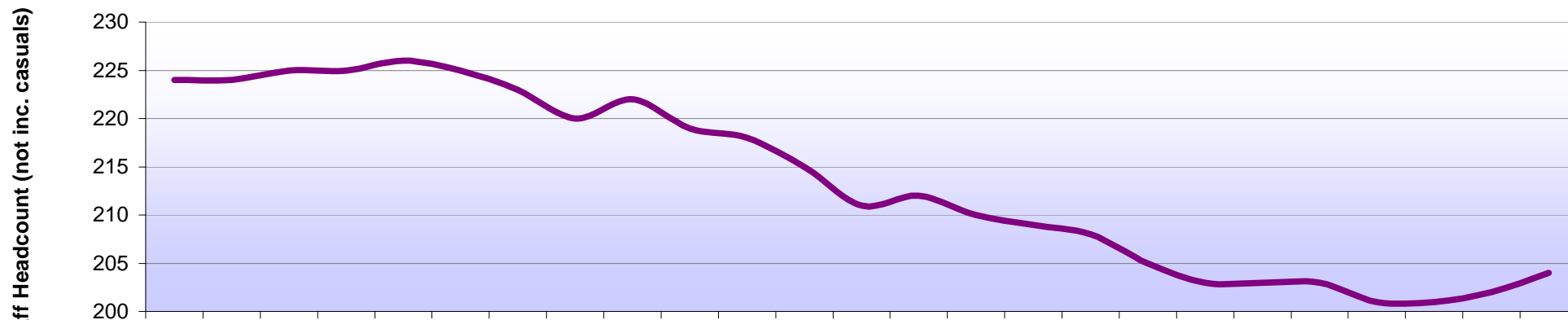




→ These figures include all leavers and include members of staff who left at the end of fixed term contracts.

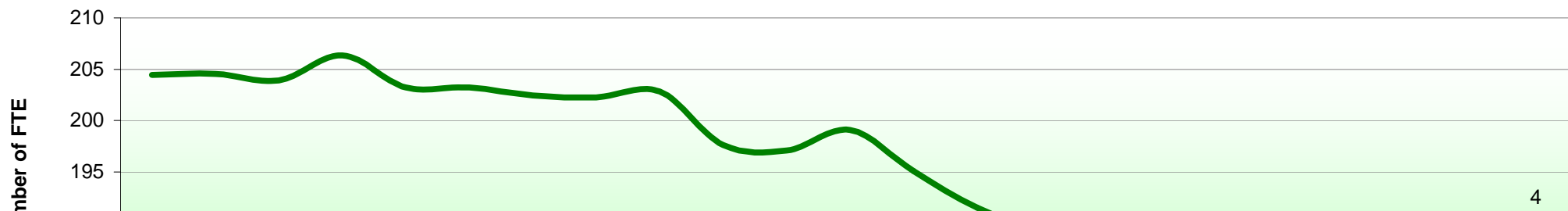
3. Establishment Statistics

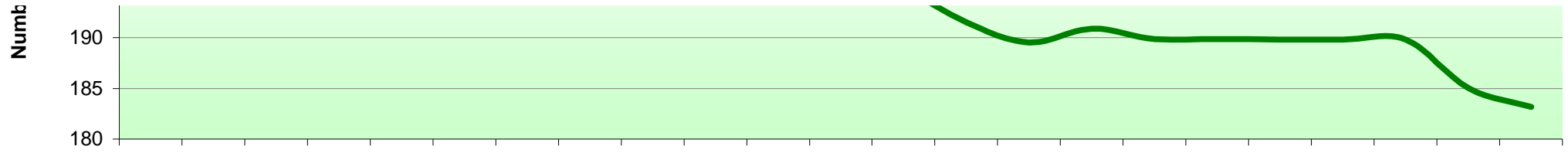
3.1 Headcount excluding Casual Staff - July 2009 to July 2011



	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11
Headcount (not casuals)	224	224	225	225	226	225	223	220	222	219	218	215	211	212	210	209	208	205	203	203	203	201	201	202	204
Number of casuals	19	20	20	20	19	18	18	18	16	14	14	13	15	17	17	17	17	16	16	16	16	15	15	15	15

3.2 Number of full time equivalent staff * - July 2009 to July 2011





	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Jan-11	Feb-11	Mar-11	Apr-11	May-11
Number of FTE	204.4	204.6	203.9	206.3	203.2	203.2	202.5	202.3	202.9	197.6	197.1	199.1	195.1	191.5	189.5	190.9	189.9	189.8	189.8	189.8	189.8	185	183.2

* please note Casual staff are recorded as 0 FTE and therefore do not appear on this graph