

ENC Workforce Statistics - Personnel Sub Committee - 31 January 2012

1. Staff Sickness

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

*FTE - full time equivalent

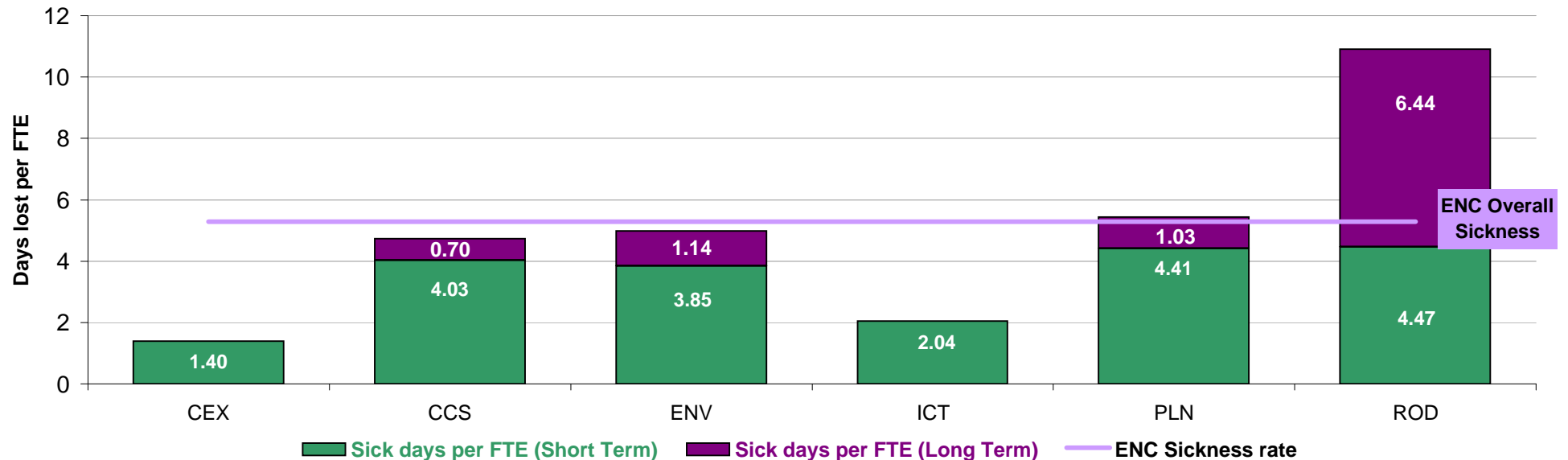
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (overall)	ENC (Short Term)	ENC (Long Term)
1 December 2010 to 30 November 2011	5.28 days	3.79 days	1.49 days

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

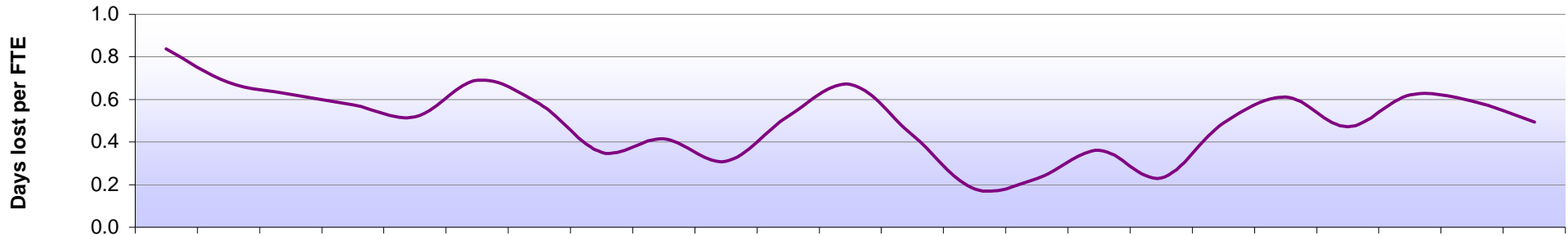
1.2 Number of days per FTE lost to sickness for each Service Area:

Service area sickness totals (12 month rolling total) - 1 December 2010 to 30 November 2011



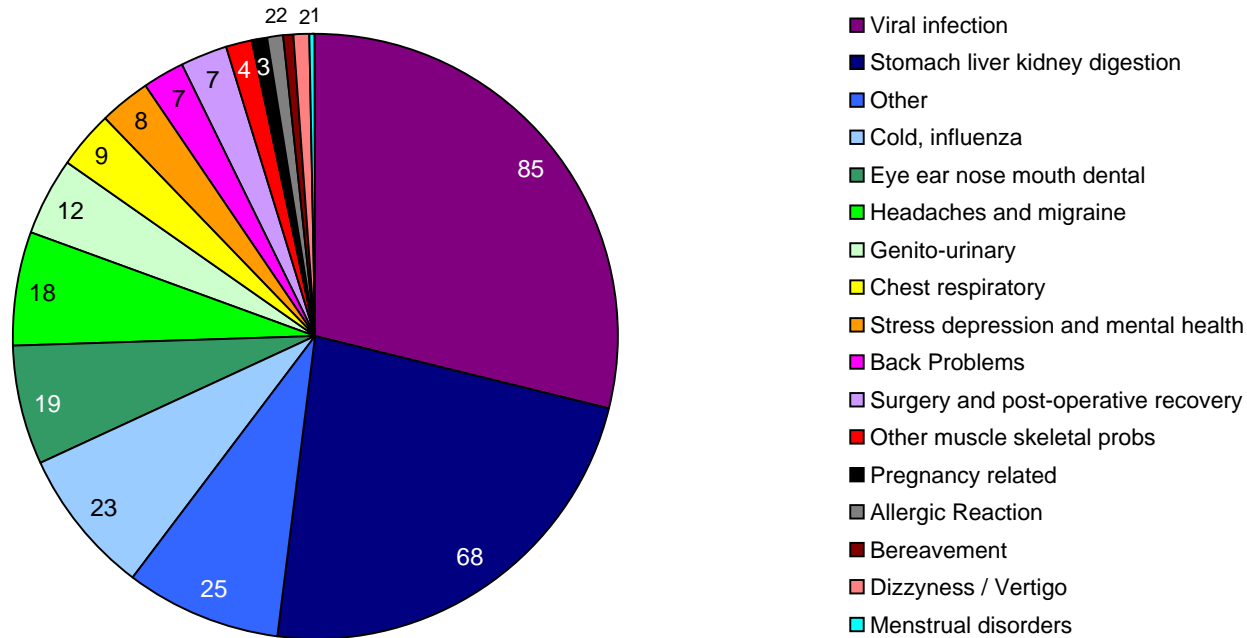
1.3 Number of days lost to sickness from January 2010 - November 2011:

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	Aug-11	Sep-11	Oct-11	Nov-11
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	0.47	0.62	0.59	0.49

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



→ 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		
1 December 2010 to 30 November 2011			ENC (overall)		
			11.95%		

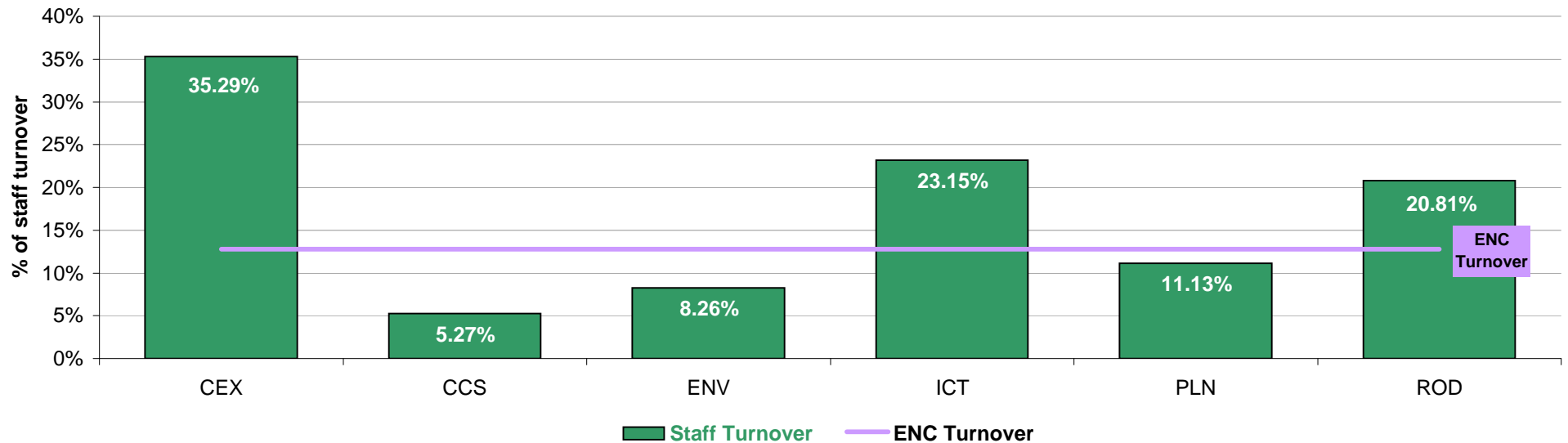
Previous ENC Turnover	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

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

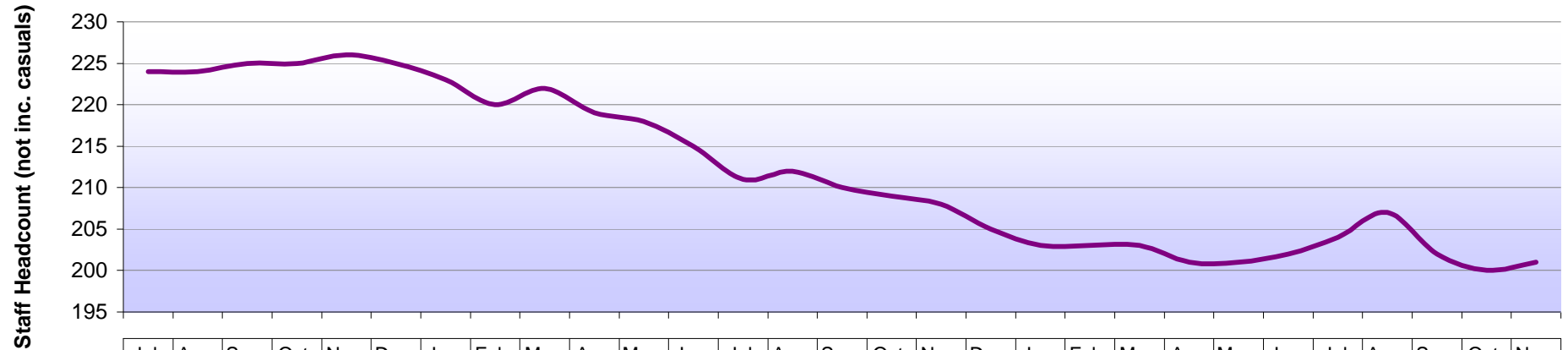
Service area staff turnover (12 month rolling total) - 1 December 2010 to 30 November 2011



→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

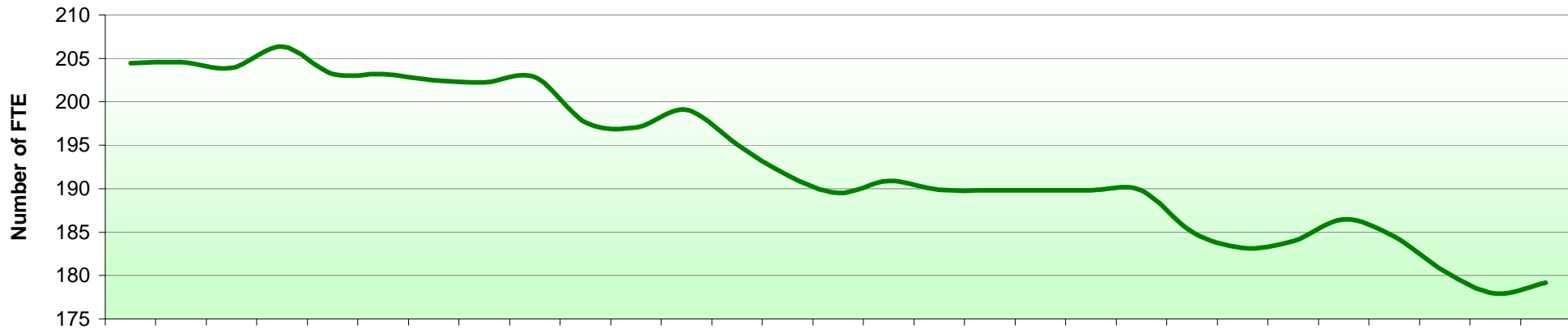
3. Establishment Statistics

3.1 Headcount excluding Casual Staff - July 2009 to November 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	Aug-11	Sep-11	Oct-11	Nov-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	207	202	200	201
Number of casuals	19	20	20	20	19	18	18	18	16	14	14	13	15	17	17	17	16	16	16	16	16	15	15	15	15	15	15	16	16

3.2 Number of full time equivalent staff * - July 2009 to November 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	Aug-11	Sep-11	Oct-11	Nov-11
Number of FTE	204	205	204	206	203	203	202	202	203	198	197	199	195	192	190	191	190	190	190	190	190	185	183	184	186	185	181	178	179

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