

ENC Workforce Statistics - Personnel Sub Committee - 27 November 2012

1. Staff Sickness

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

*FTE - full time equivalent

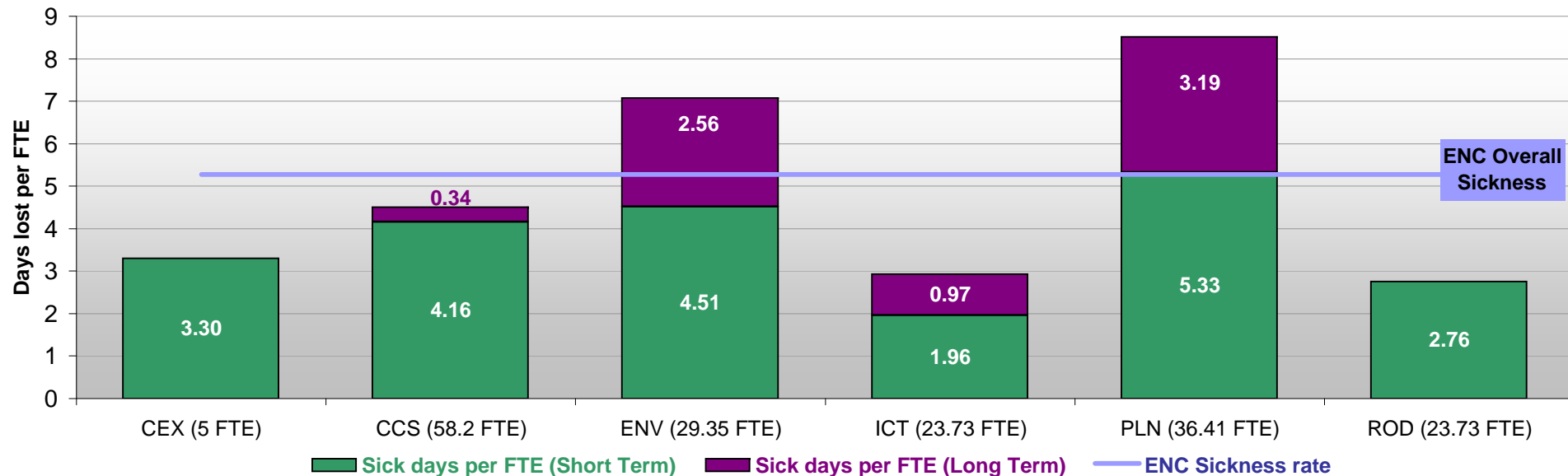
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (overall)	ENC (Short Term)	ENC (Long Term)
1 October 2011 - 30 September 2012	5.28 days	3.95 days	1.33 days

Previous ENC sickness (days)	Year	Days lost per FTE
	2011/12	5.29
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10
	2005/06	7.30

2012 National sickness (days)	Average	Days lost per FTE
	Public sector average	7.9
	All sector average	6.8
	Private sector average	5.7

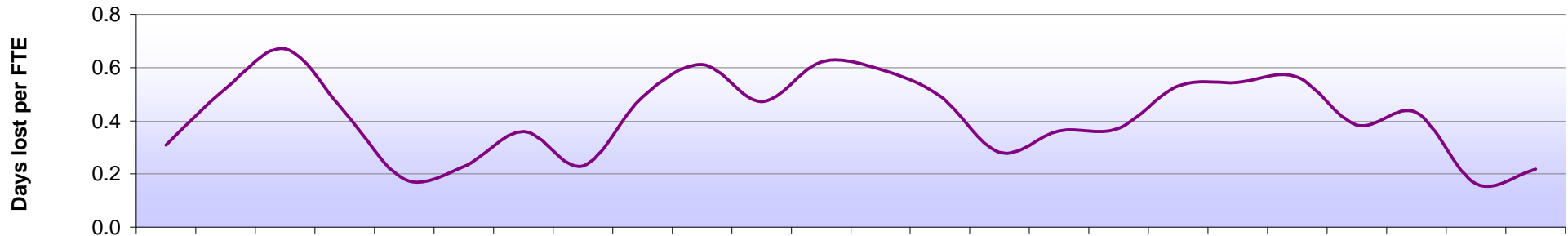
1.2 Number of days per FTE lost to sickness for each Service Area:

Service area sickness totals (12 month rolling total) - 1 October 2011 - 30 September 2012



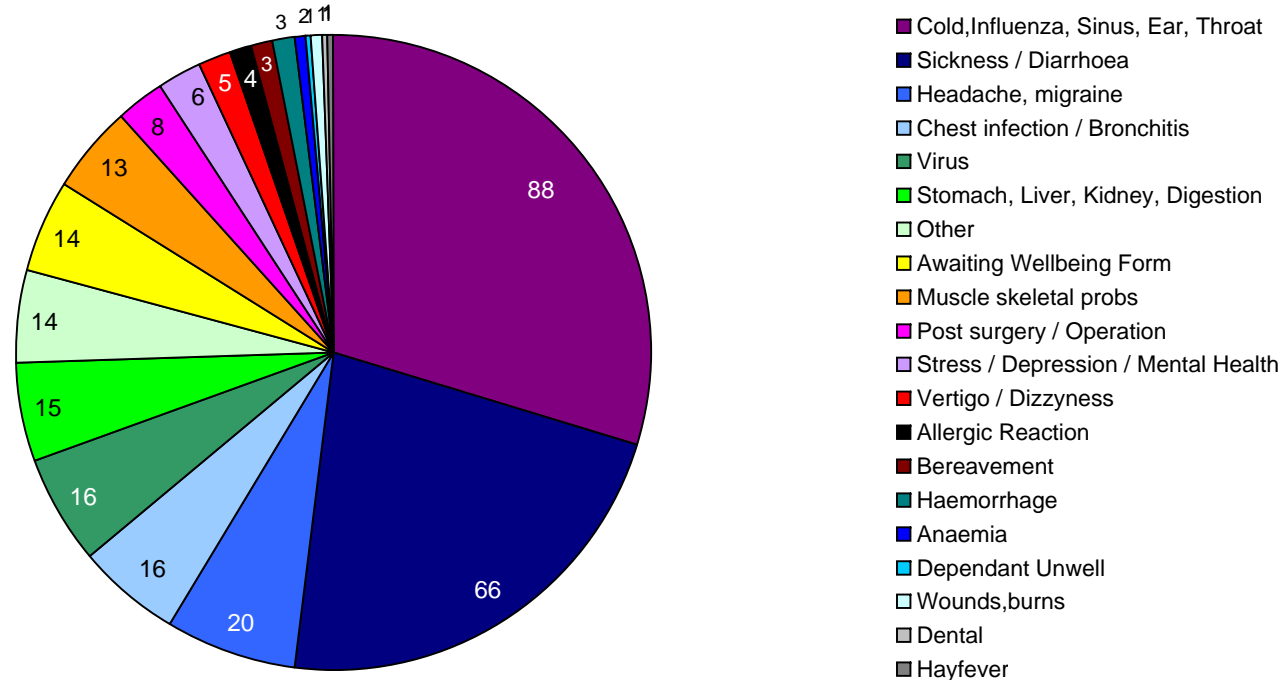
1.3 Number of days lost to sickness from October 2010 - September 2012:

Number of days lost per FTE to sickness absence



	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	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12
Days lost per FTE	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	0.28	0.36	0.37	0.53	0.54	0.56	0.38	0.43	0.16	0.22

1.4 Reasons for sickness - Number of incidents (short and long term sickness) from 1 October 2011 to 30 September 2012:



→ 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 October 2011 - 30 September 2012		ENC (overall) 12.55%

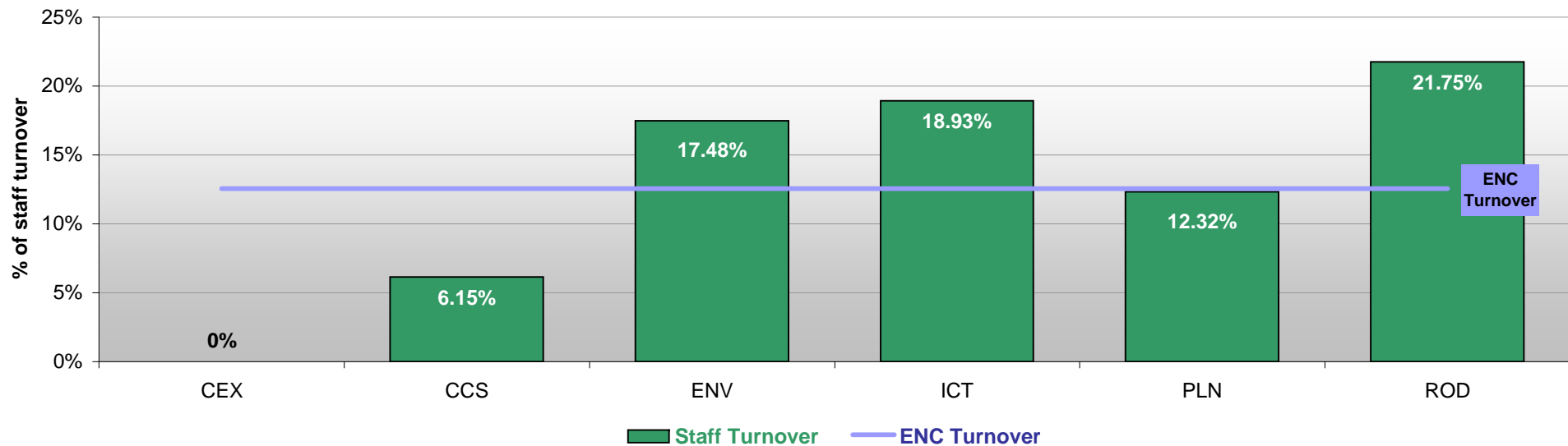
Previous ENC Turnover	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

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

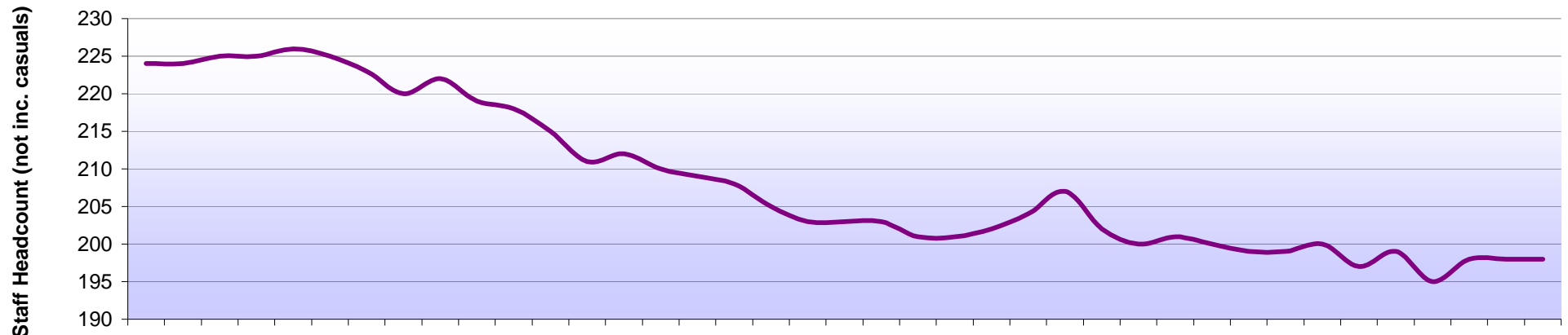
Service area staff turnover (12 month rolling total) - 1 October 2011 - 30 September 2012



→ 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

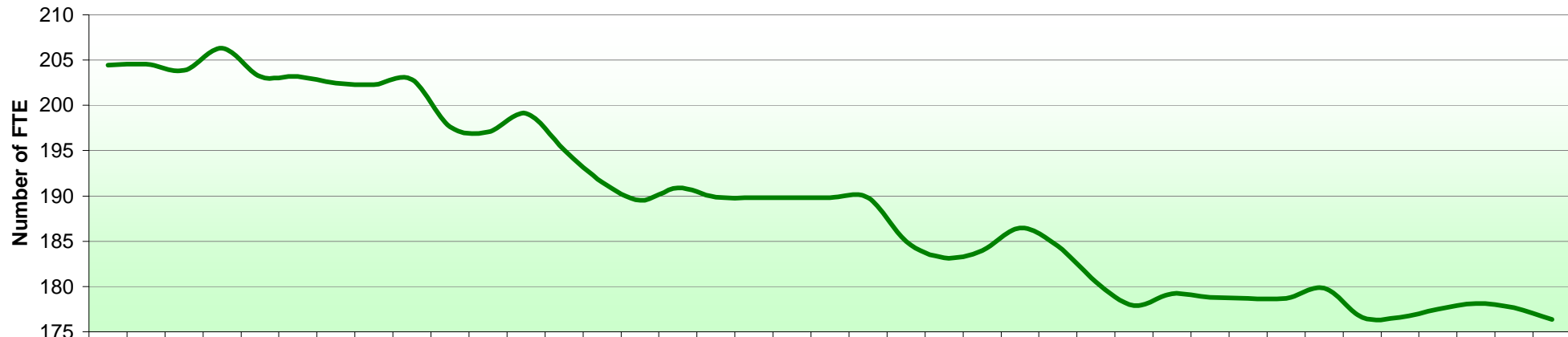
3.1 Headcount excluding Casual Staff - July 2009 to September 2012



	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	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12
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	200	199	199	200	197	199	195	198	198	198
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	15	15	16	16	16	16	16	16	16	17	46	17	17	17

(June 2012 - the number of casuals includes 29 Elections employees)

3.2 Number of full time equivalent staff * - July 2009 to September 2012



	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	Dec-11	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	
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	179	179	179	180	177	177	177	177	178	178	176

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