

ENC Workforce Statistics - Personnel Sub Committee - 23 April 2013

1. Staff Sickness

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

*FTE - full time equivalent

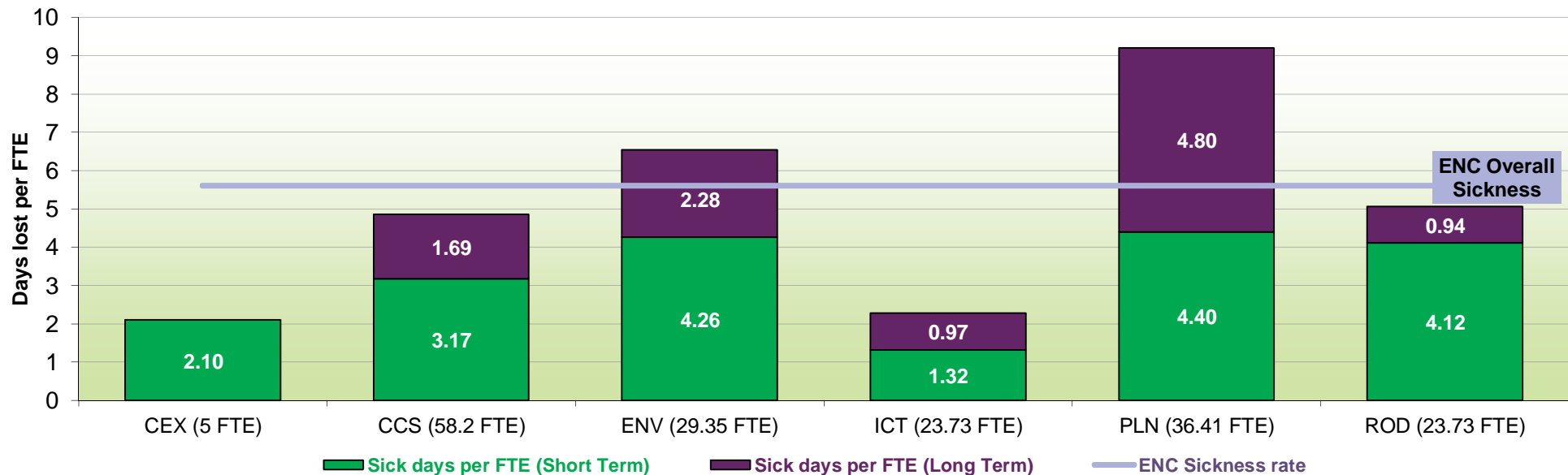
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
1 March 2012 - 28 February 2013	5.6 days	3.43 days	2.17 days

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

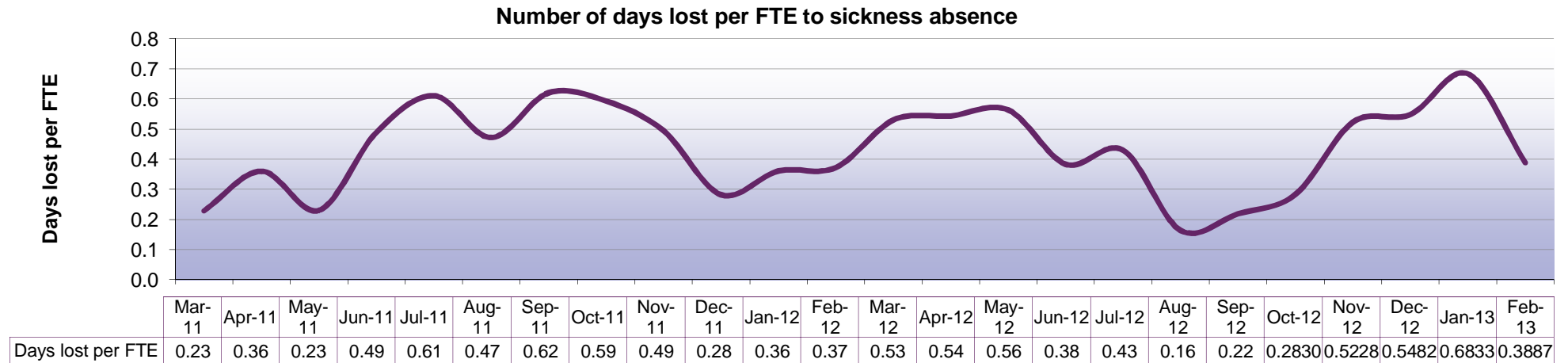
2012 National sickness (days)	Public sector average	
	Public sector average	7.9
	All sector average	6.8
	Private sector average	5.7

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

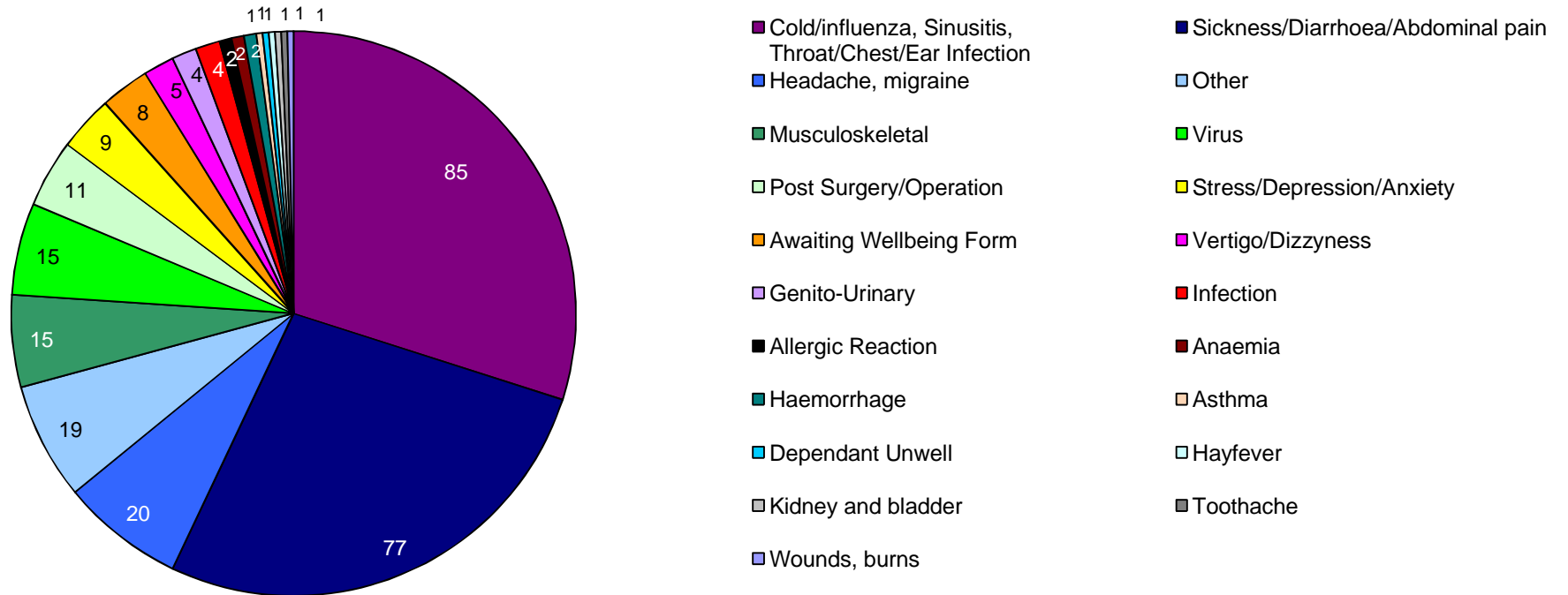
Service area sickness totals (12 month rolling total) - 1 March 2012 - 28 February 2013



1.3 Number of days lost to sickness - March 2011 - February 2013:



1.4 Reasons for sickness - Number of incidents (short and long term sickness) from March 2012 - February 2013:



→ 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 March 2012 - 28 February 2013		11.21%	

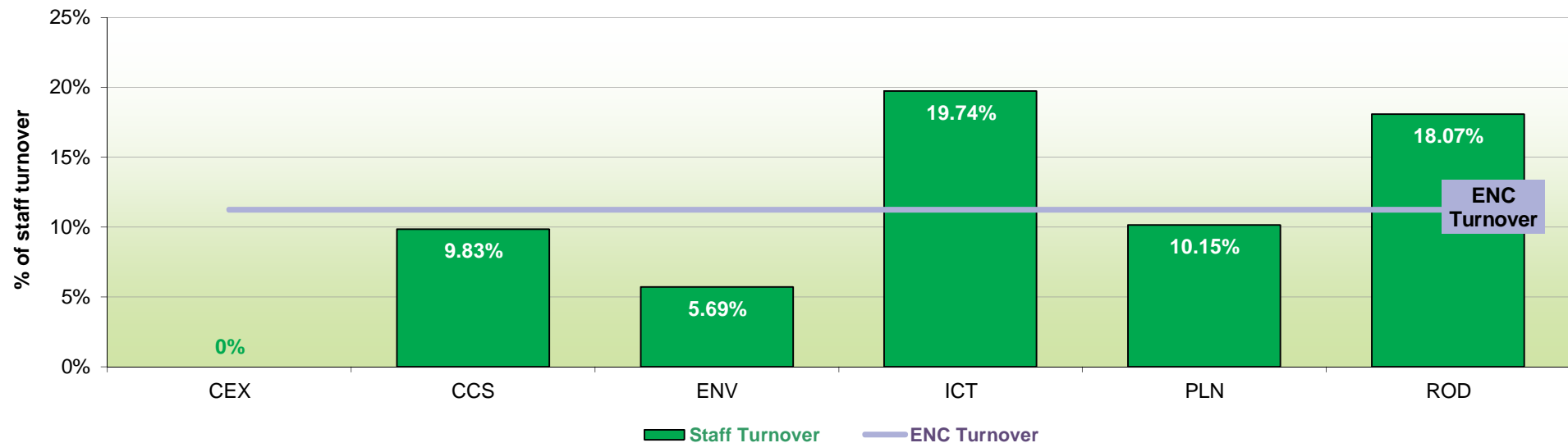
Previous ENC Turnover	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

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 March 2012 - 28 February 2013



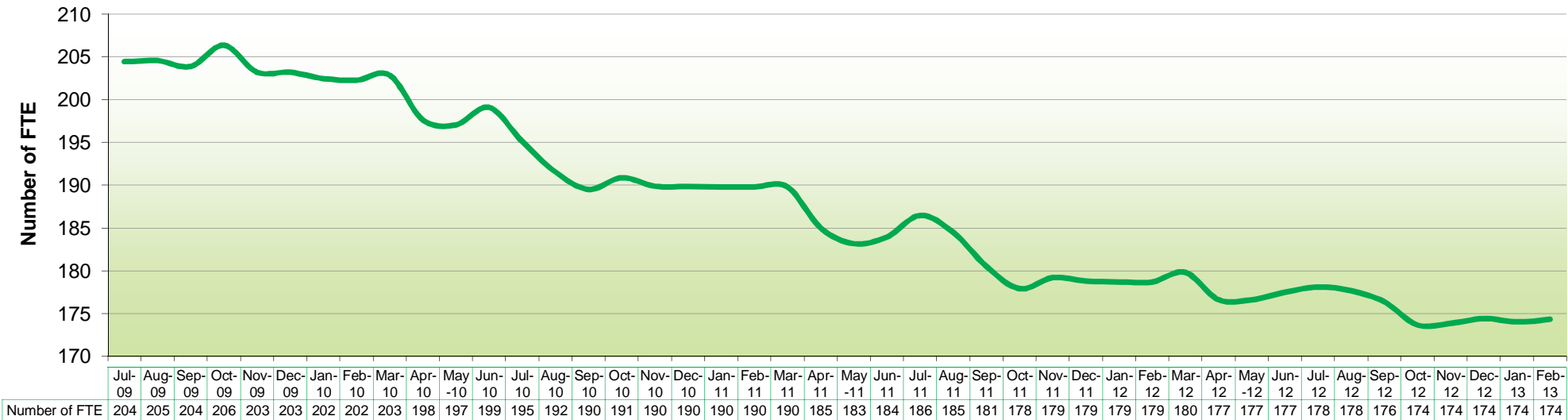
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff - July 2009 to February 2013



3.2 Number of full time equivalent staff * - July 2009 to February 2013



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