

ENC Workforce Statistics - Personnel Sub Committee - 24 Sept 2013

1. Staff Sickness

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

*FTE - full time equivalent

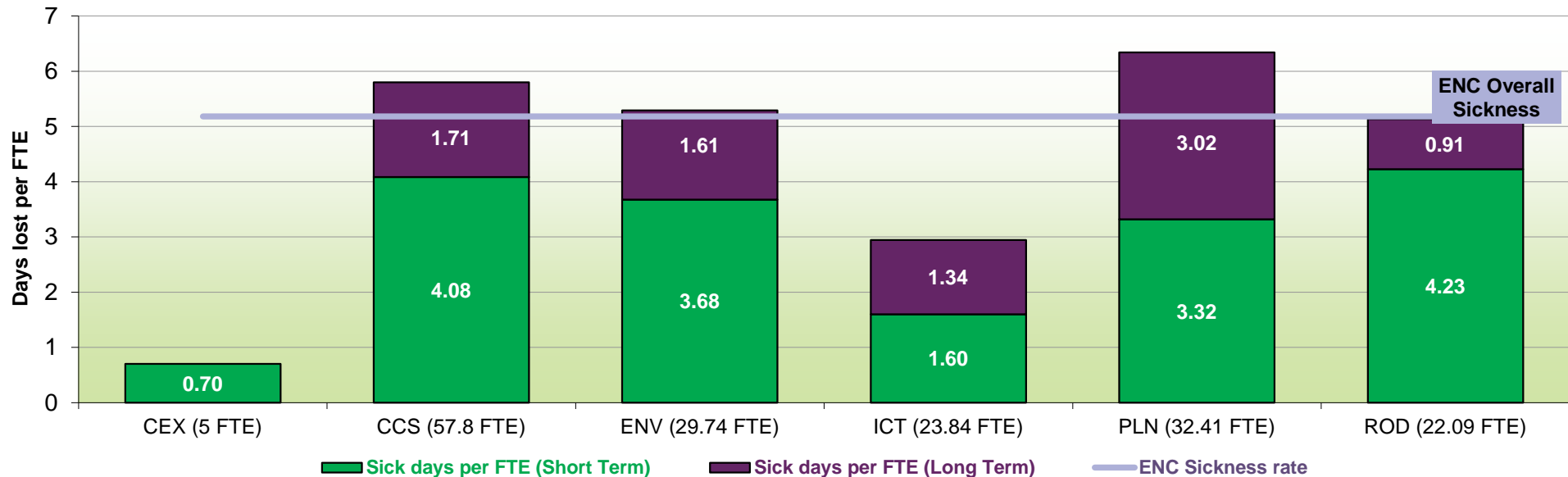
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
1 July 2012 - 30 June 2013	5.18 days	3.44 days	1.74 days

Previous ENC sickness (days)	Year	Days lost per FTE
	2012/13	5.25
	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

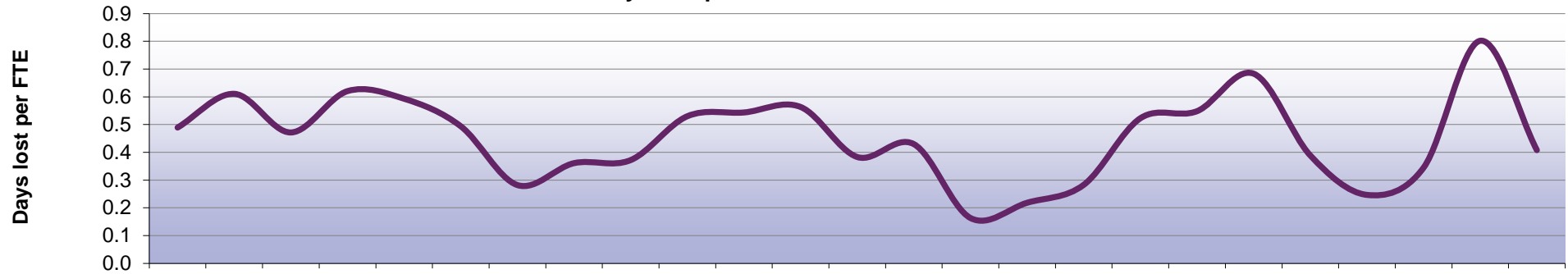
1.2 Number of days per FTE lost to sickness for each Service Area:

Service area sickness totals (12 month rolling total) - 1 July 2012 - 30 June 2013



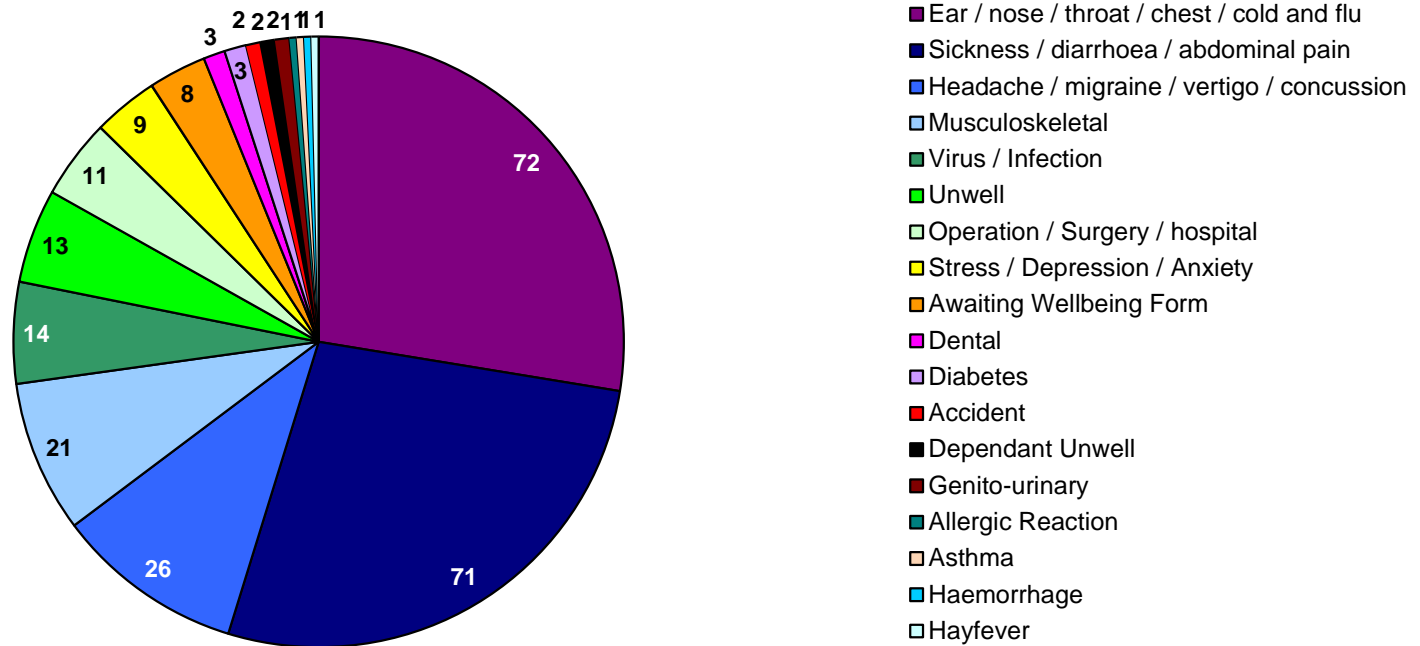
1.3 Number of days lost to sickness - June 2011 - June 2013:

Number of days lost per FTE to sickness absence



	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	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13
Days lost per FTE	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	0.28	0.52	0.55	0.68	0.39	0.25	0.34	0.80	0.41

1.4 Reasons for sickness - Number of incidents (short and long term sickness) from July 2012 - June 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
1 July 2012 - 30 June 2013	ENC (Overall) 11.76%

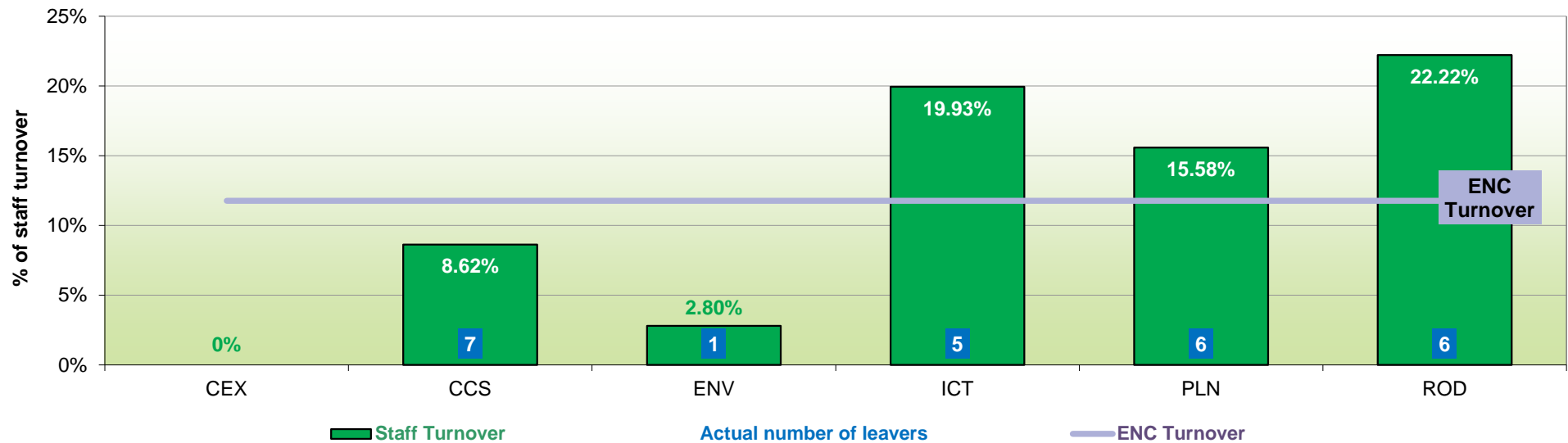
Previous ENC Turnover	Year	Percentage
	2012/13	11.71%
	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

2012 National turnover*	Average	Percentage
	Public sector average	10.10%
	All sector average	12.70%
	Private sector average	16.10%

*CIPD 2012

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

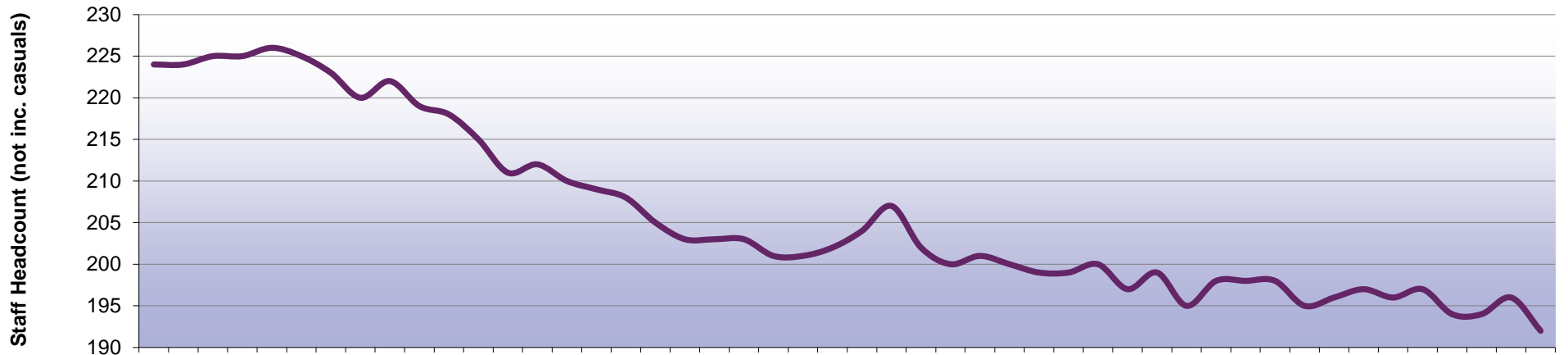
Service area staff turnover (12 month rolling total) - 1 July 2012 - 30 June 2013



→ 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.

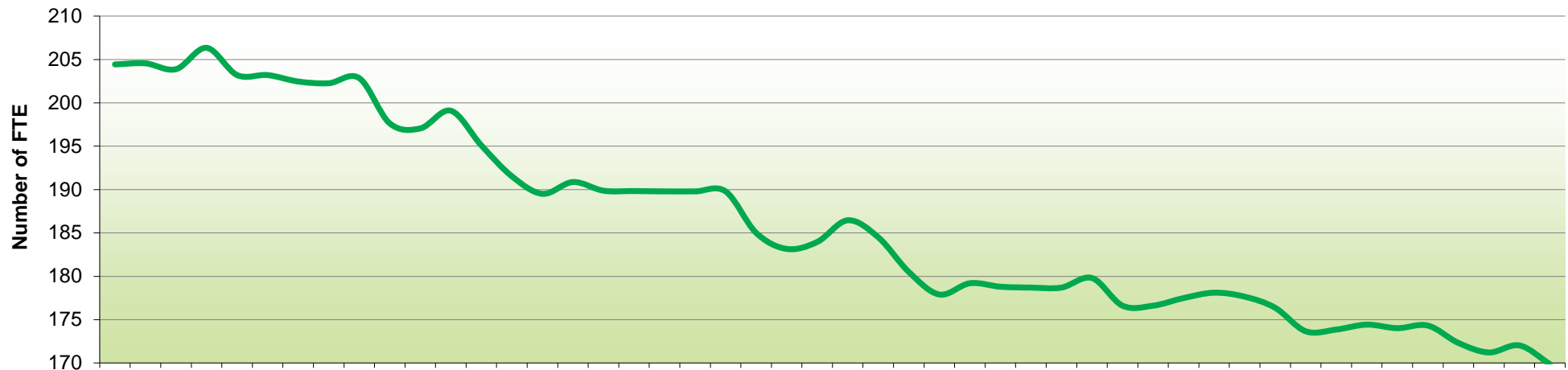
3. Establishment Statistics

3.1 Headcount excluding Casual Staff - July 2009 to June 2013



	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	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13			
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	195	196	197	196	197	197	196	197	194	194	196	192
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	16	17	17	17	17	17	17	17	17	17	16	16	16	16	16		

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



	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	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13		
Number of FTE	204	205	204	206	203	203	202	202	203	198	197	199	195	192	190	191	190	190	190	190	190	190	185	183	184	186	185	181	178	179	179	179	179	179	180	177	177	177	178	178	176	174	174	174	174	174	172	171	172	170

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