

ENC Workforce Statistics - Personnel Sub Committee - 27 January 2014

1. Staff Sickness

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

*FTE - full time equivalent

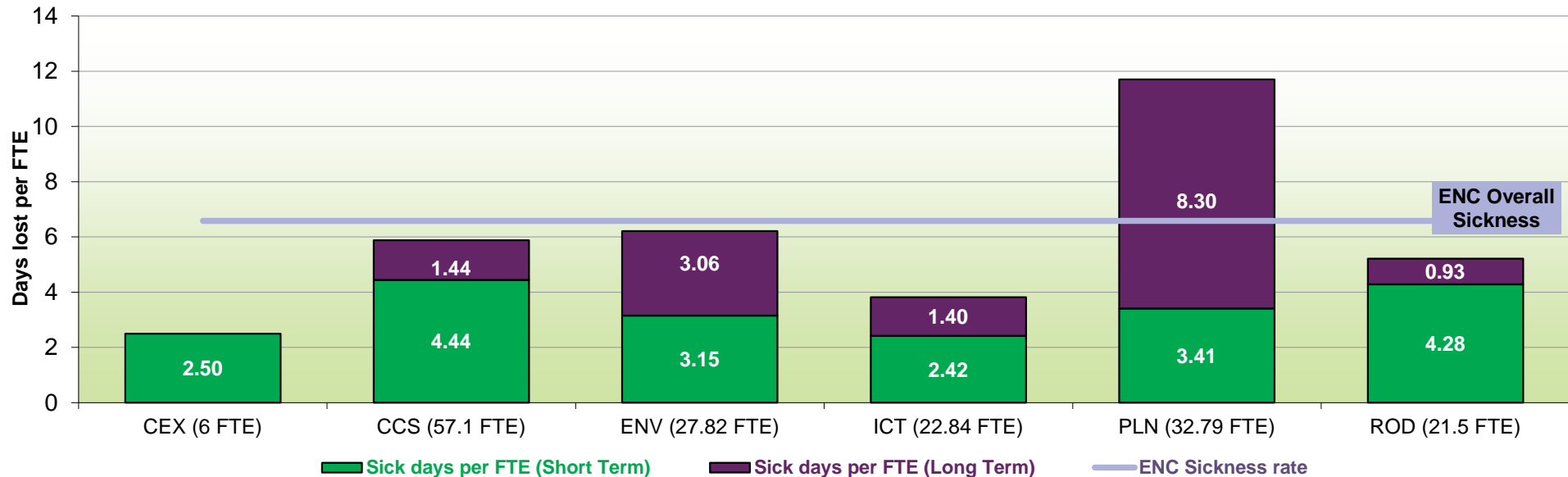
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
1 January 2013 - 31 December 2013	6.58	3.66	2.92

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

2013 National sickness (days)	Public sector average	
	Public sector average	9.1
	All sector average	8.6
	Private sector average	7.4

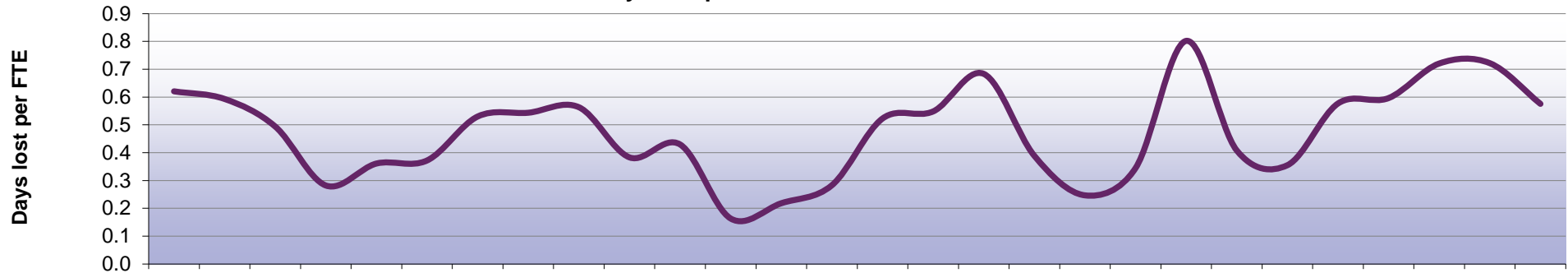
1.2 Number of days per FTE lost to sickness for each Service Area:

Service area sickness totals (12 month rolling total) - 1 January 2013 - 31 December 2013



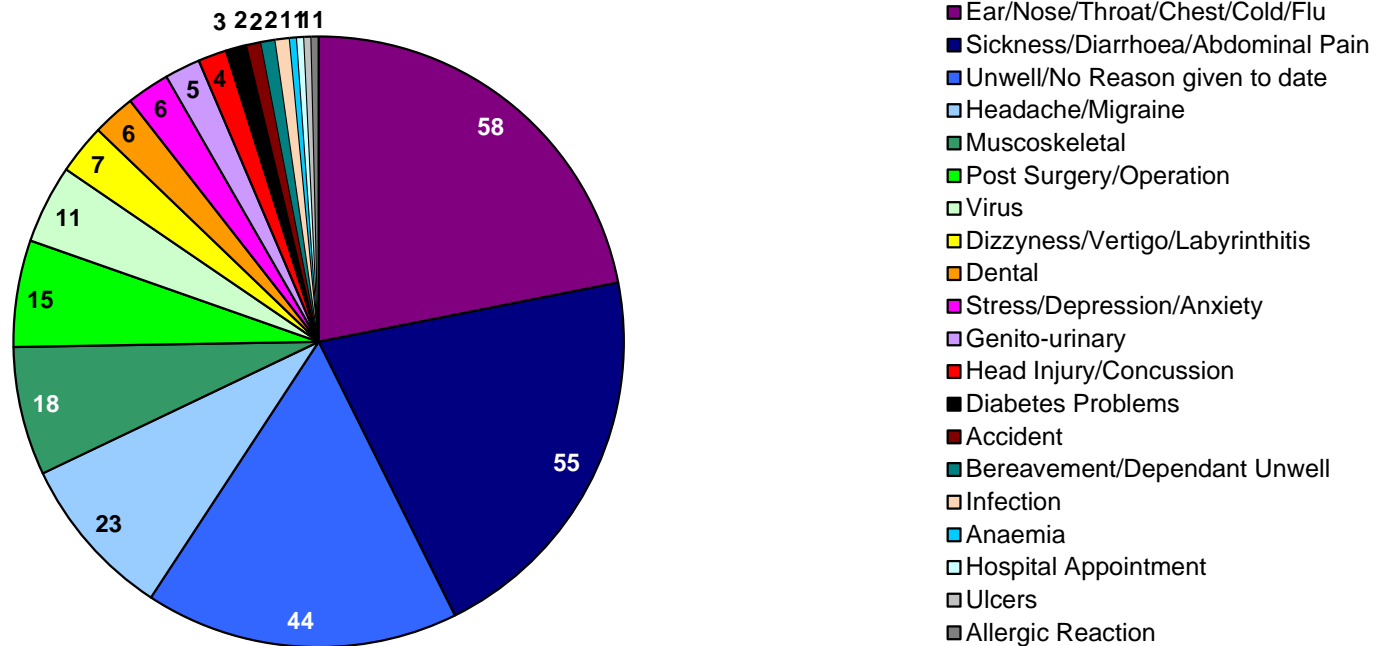
1.3 Number of days lost to sickness - Sept 2011 - Dec 2013:

Number of days lost per FTE to sickness absence



	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	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13
Days lost per FTE	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	0.35	0.58	0.60	0.72	0.72	0.58

1.4 Reasons for sickness - Number of incidents (short and long term sickness) from Jan 2013 - Dec 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 January 2013 - 31 December 2013	ENC (Overall) 12.53%

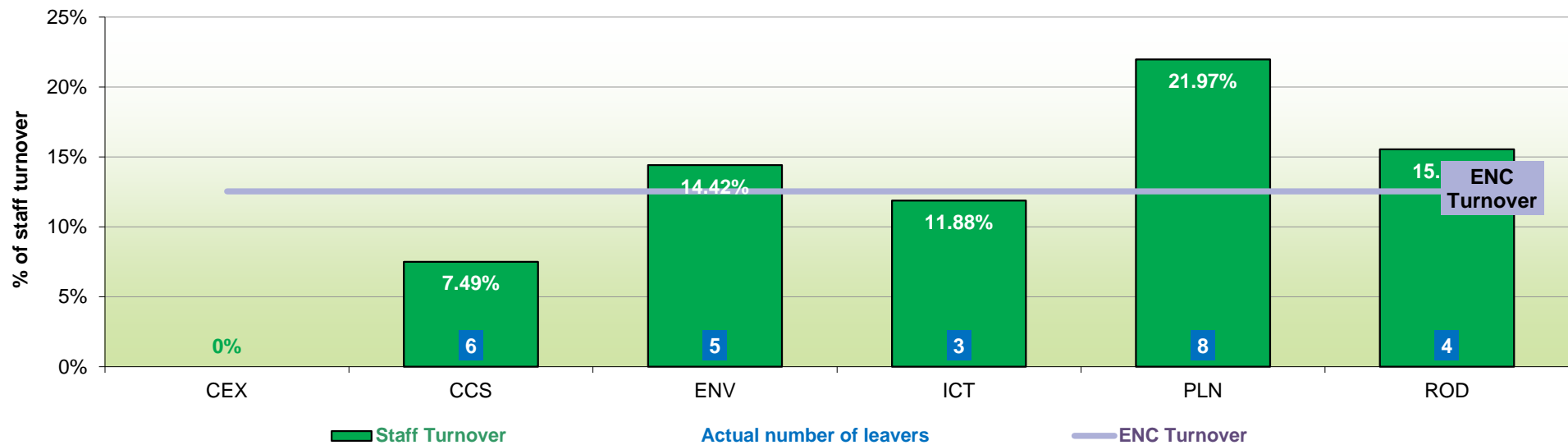
Previous ENC Turnover	2012/13	11.71%
	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%
	2007/08	18.14%

2012 National turnover*	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

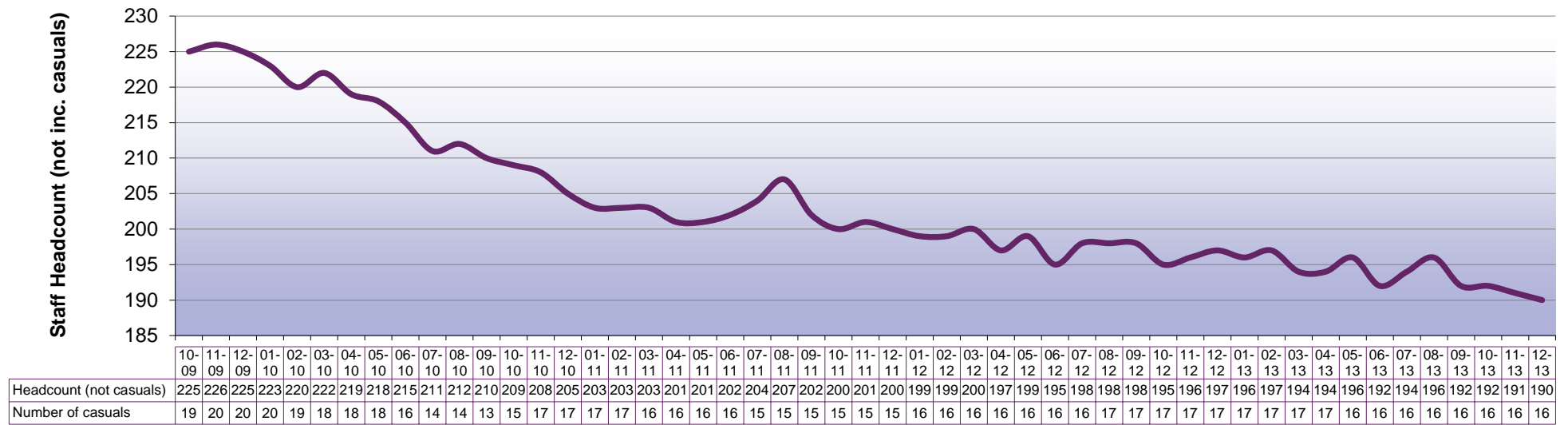
Service area staff turnover (12 month rolling total) - 1 January 2013 - 31 December 2013



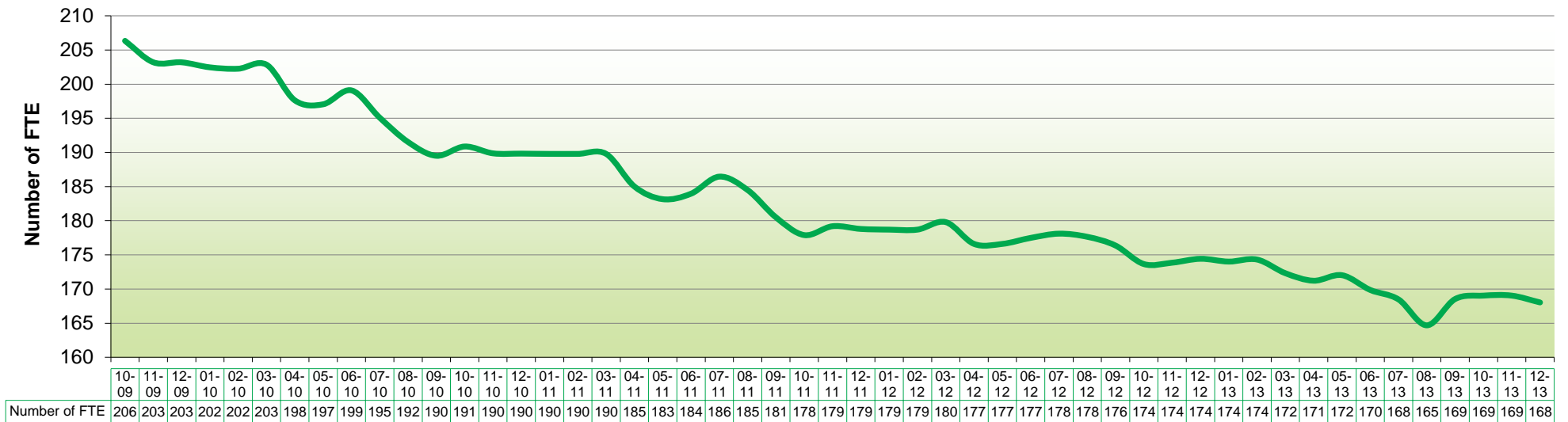
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff - Oct 2009 to Dec 2013



3.2 Number of full time equivalent staff * - Oct 2009 to Dec 2013



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