

ENC Workforce Statistics - Personnel Sub Committee - 9 March 2015

1. Staff Sickness

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

*FTE - full time equivalent

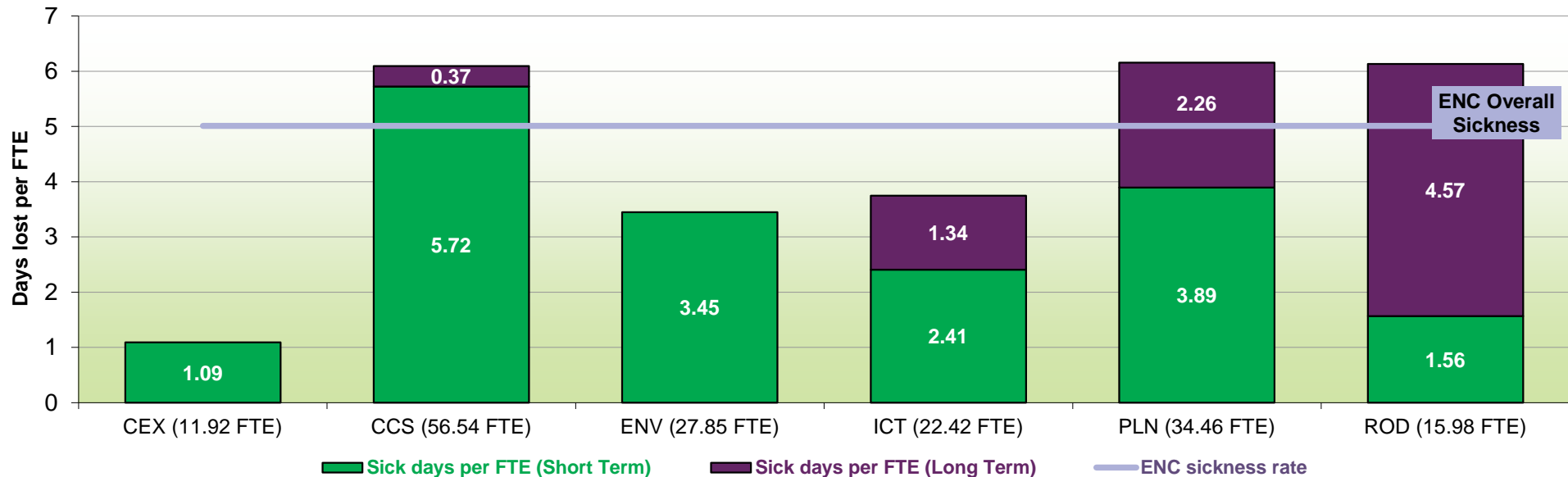
Total sickness levels (Rolling 12 month total)	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
1 January - 31 December 2014	5.01	3.82	1.19

Previous ENC sickness (days)	2013/14	6.80
	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

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

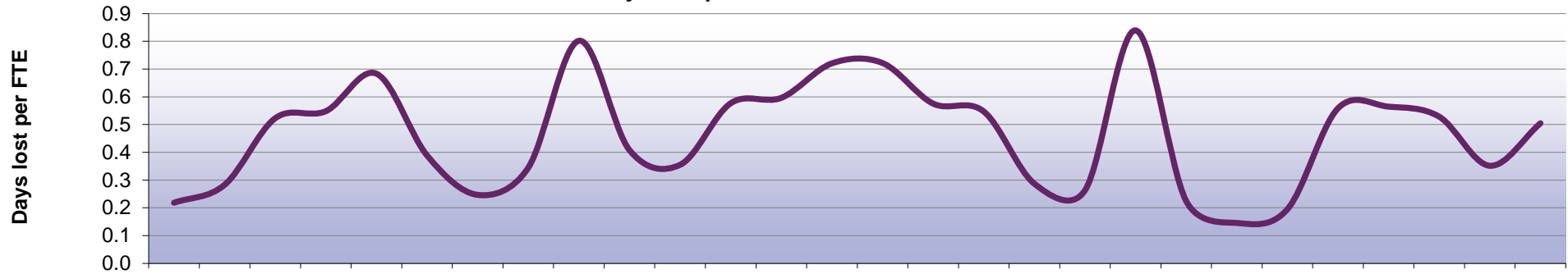
1.2 Number of days per FTE lost to sickness for each Service Area:

Service area sickness totals (12 month rolling total): Jan - Dec 2014



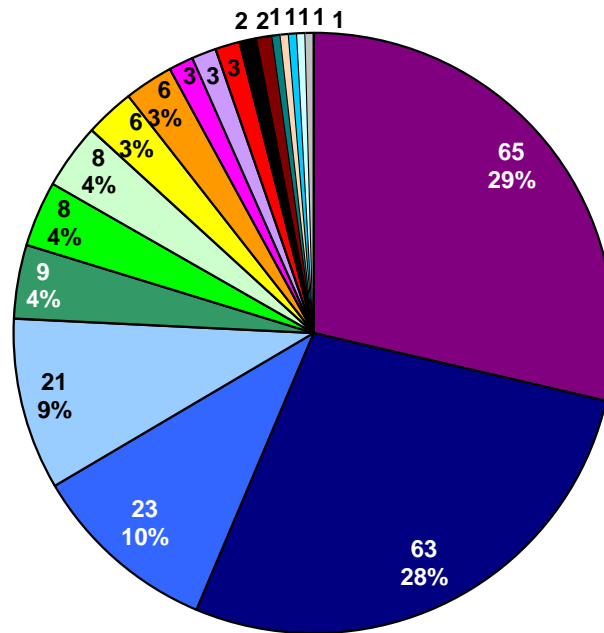
1.3 Number of days lost to sickness: September 2012 - December 2014

Number of days lost per FTE to sickness absence



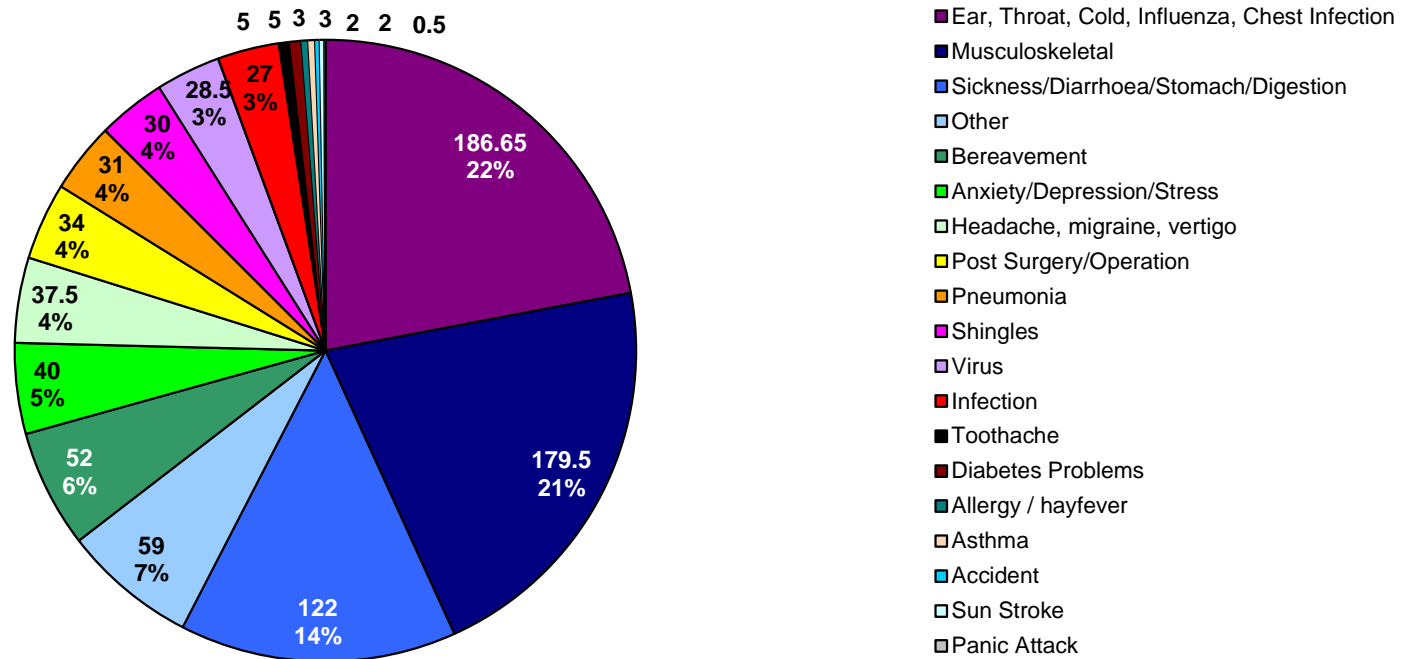
	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14
Days lost per FTE	0.22	0.28	0.52	0.55	0.68	0.39	0.25	0.34	0.80	0.41	0.35	0.58	0.60	0.72	0.72	0.58	0.55	0.29	0.26	0.84	0.22	0.15	0.19	0.56	0.56	0.53	0.35	0.50

1.4 Reasons for sickness - Number of INCIDENTS (short and long term sickness) from Jan - Dec 2014:



- Sickness/Diarrhoea/Stomach/Digestion
- Ear, Throat, Cold, Influenza, Chest Infection
- Musculoskeletal
- Headache, migraine, vertigo
- Infection
- Other
- Virus
- Post Surgery/Operation
- Anxiety/Depression/Stress
- Bereavement
- Allergy / hayfever
- Shingles
- Asthma
- Diabetes Problems
- Sun Stroke
- Panic Attack
- Accident
- Toothache
- Pneumonia

1.5 Reasons for sickness - Number of DAYS lost (short and long term sickness) from Jan - Dec 2014:



→ 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 - 31 December 2014	ENC (Overall) 12.04%

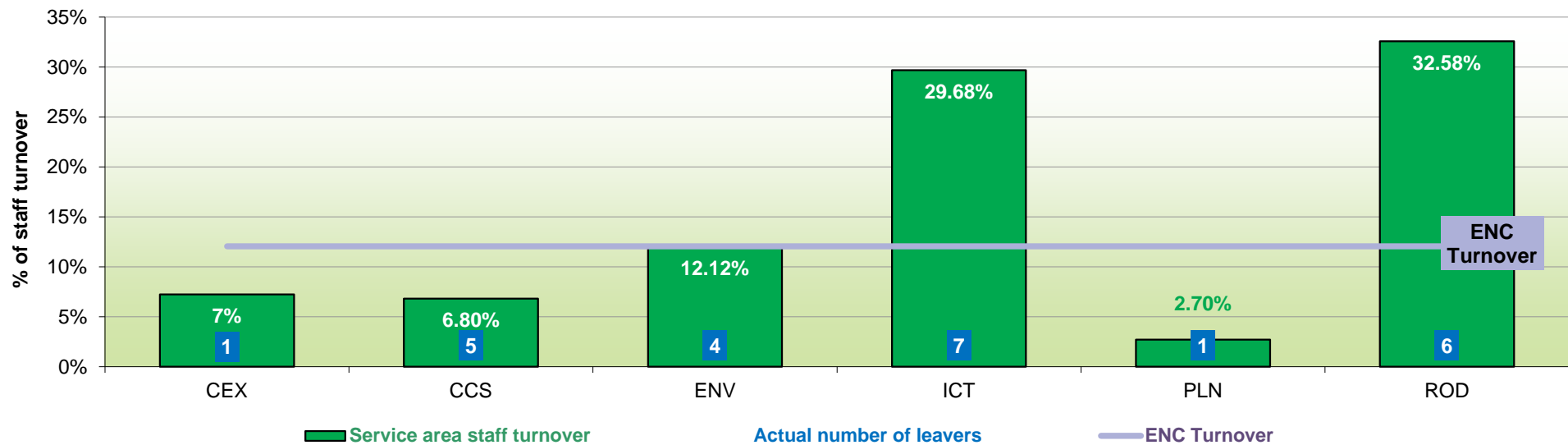
Previous ENC Turnover	2013/14	11.72%
	2012/13	11.71%
	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%

2013 National turnover*	Public sector average	9.40%
	All sector average	11.90%
	Private sector average	16.30%

*CIPD 2013

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

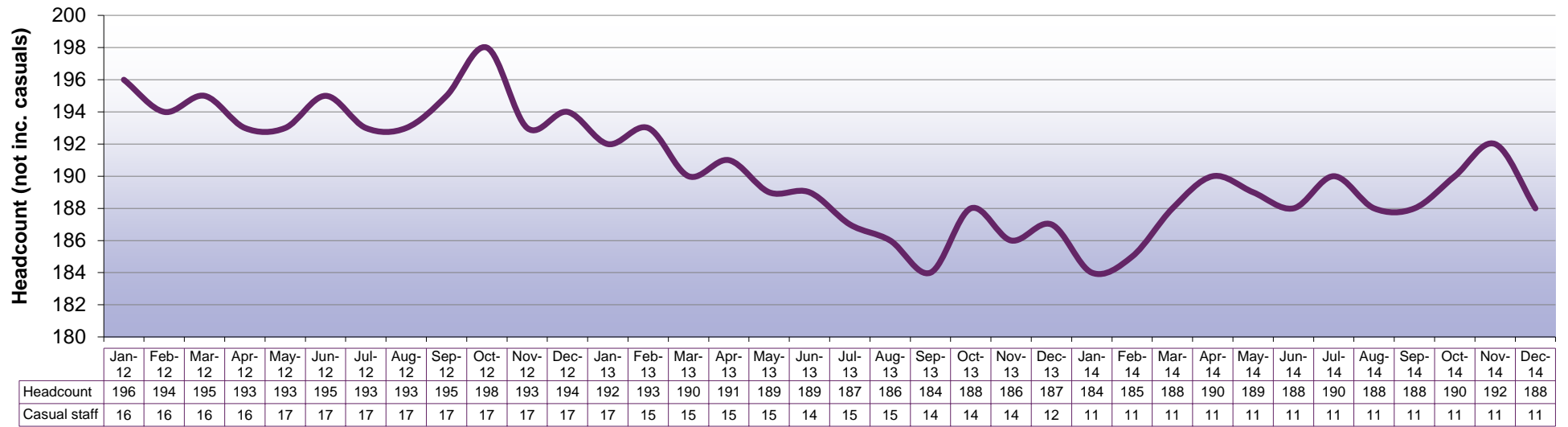
Service area staff turnover (12 month rolling total): Jan - Dec 2014



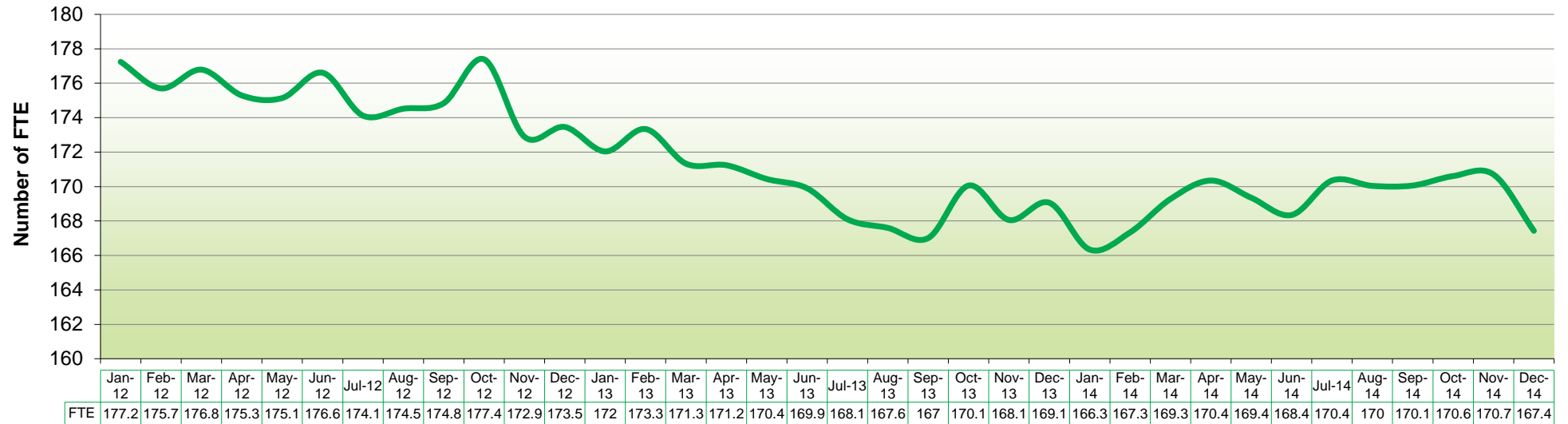
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff: January 2012 - December 2014



3.2 Number of full time equivalent staff *: January 2012 - December 2014



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