

ENC Workforce Statistics - Personnel Sub Committee - 19 September 2016

1. Staff Sickness

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

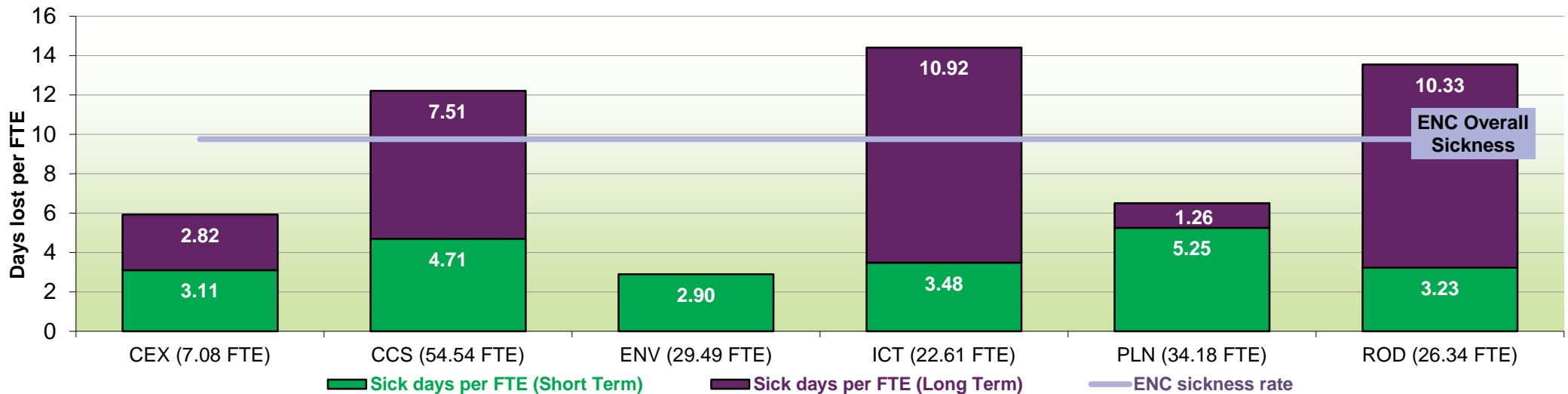
*FTE - full time equivalent

Total sickness levels (Rolling 12 month total) 1 July 2015 - 30 June 2016	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
	9.75	4.06	5.69

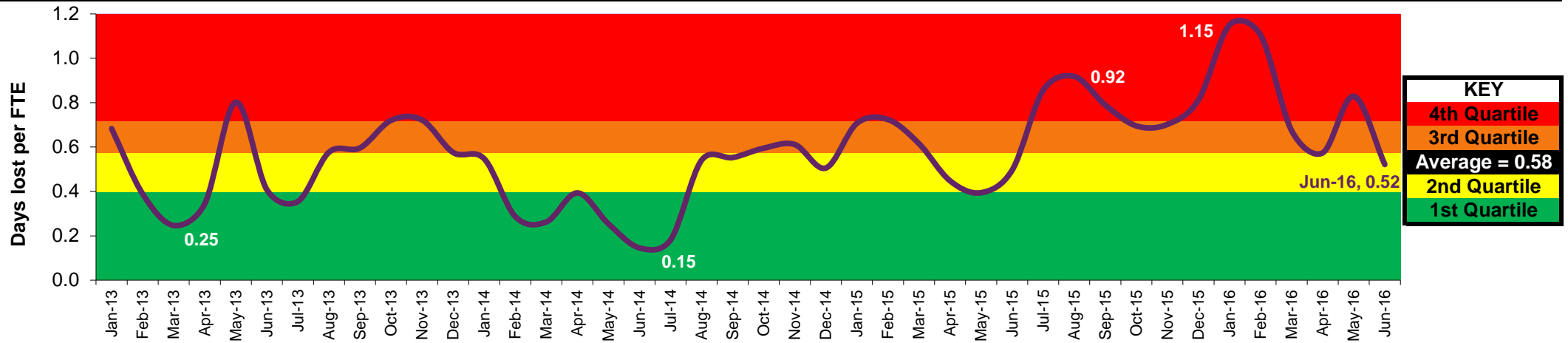
Previous ENC sickness (days)	Year	Days lost per FTE
	2015/16	8.80
	2014/15	5.84
	2013/14	6.80
	2012/13	5.25
	2011/12	5.29
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10

National sickness (days)	Sector/Year	2012	2013	2014	2015
		Public sector average	7.9	8.7	7.9
	All sector average	6.8	7.6	6.6	6.9
	Private sector average	5.7	7.2	5.5	5.8

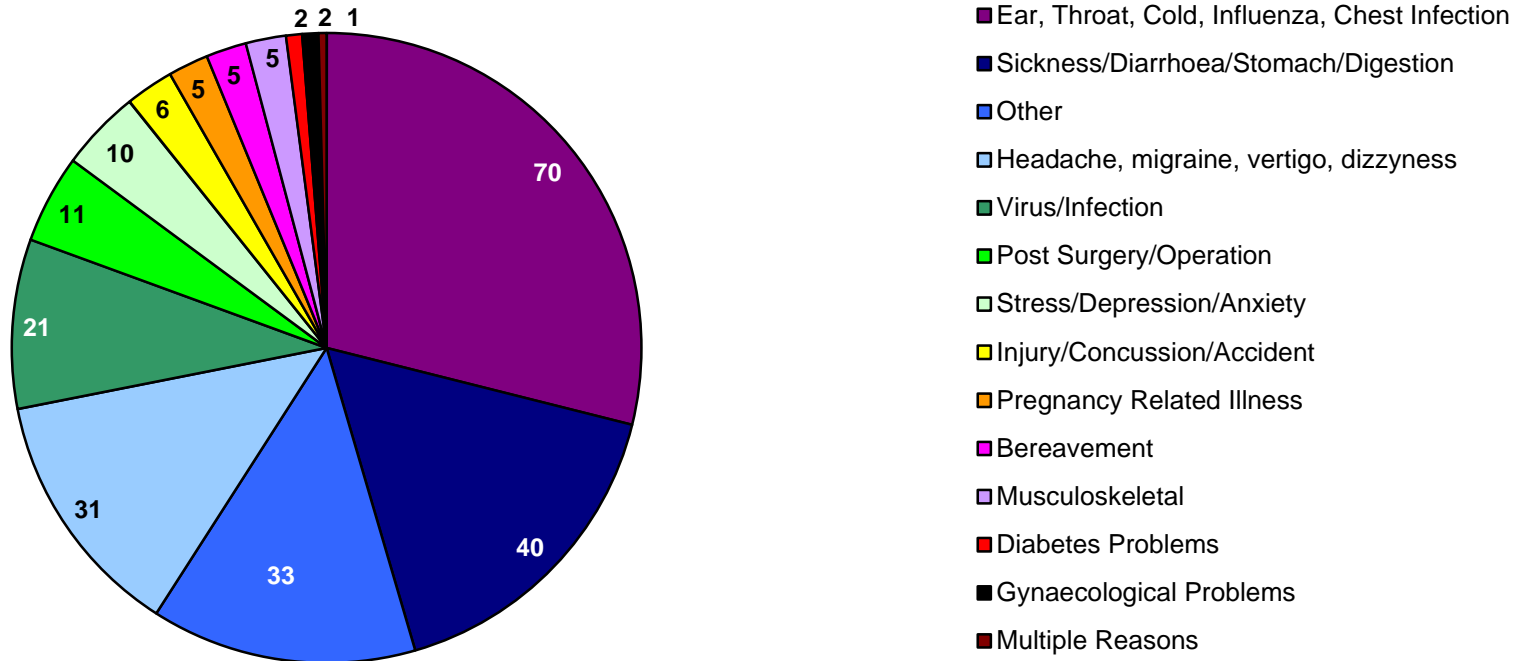
1.2 Number of days per FTE lost to sickness for each Service Area (1 July 2015 - 30 June 2016):



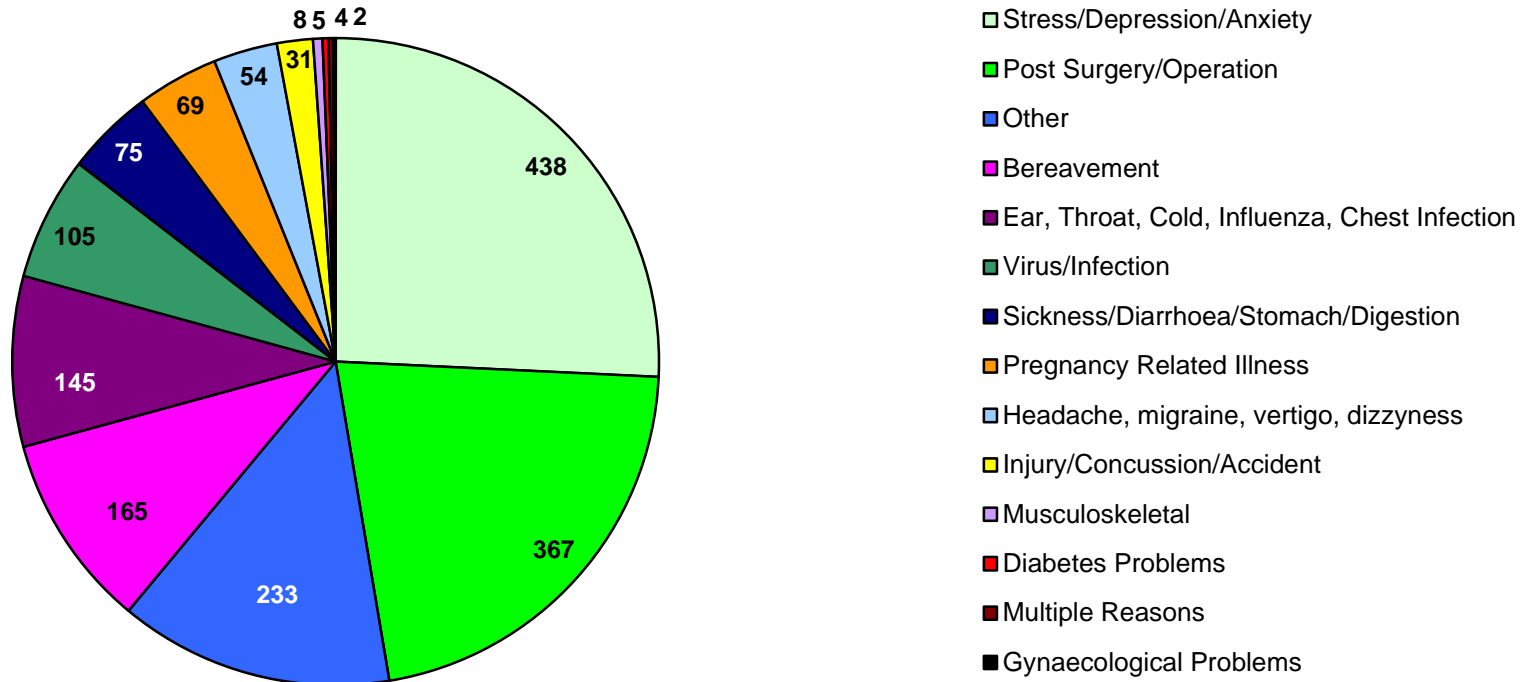
1.3 Number of days lost per FTE to sickness absence - January 2013 - June 2016



1.4 Reasons for sickness - Number of INCIDENTS (short and long term sickness) from July 2015 - June 2016:



1.5 Reasons for sickness - Number of DAYS lost (short and long term sickness) from July 2015 - June 2016:



→ 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.

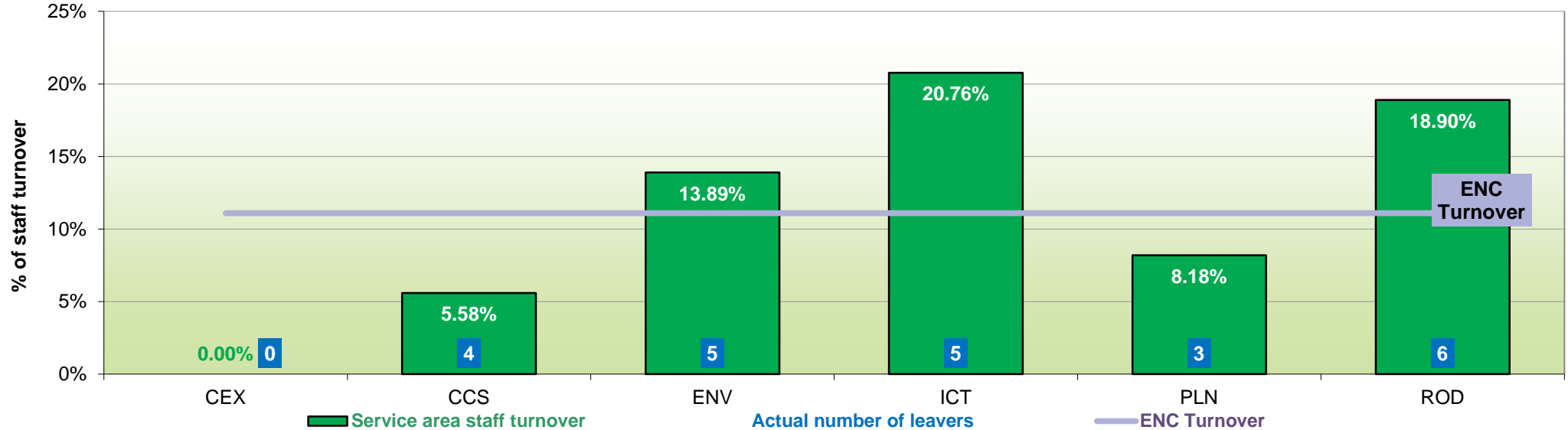
2. Staff Turnover

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 2015 - 30 July 2016	ENC (Overall) 11.10%

Previous ENC Turnover	Year	Percentage
	2015/16	9.20%
	2014/15	11.60%
	2013/14	11.72%
	2012/13	11.71%
	2011/12	14.23%
	2010/11	13.36%
	2009/10	11.70%
	2008/09	12.77%

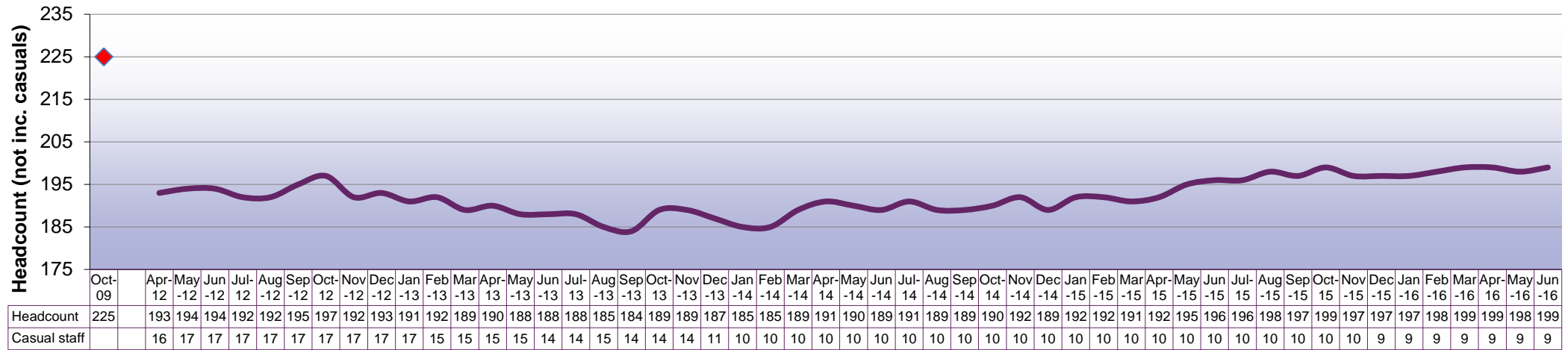
2.2 Percentage of staff leaving in each Service Area out of the total number of staff in the service area (1 July 2015 - 30 June 2016):



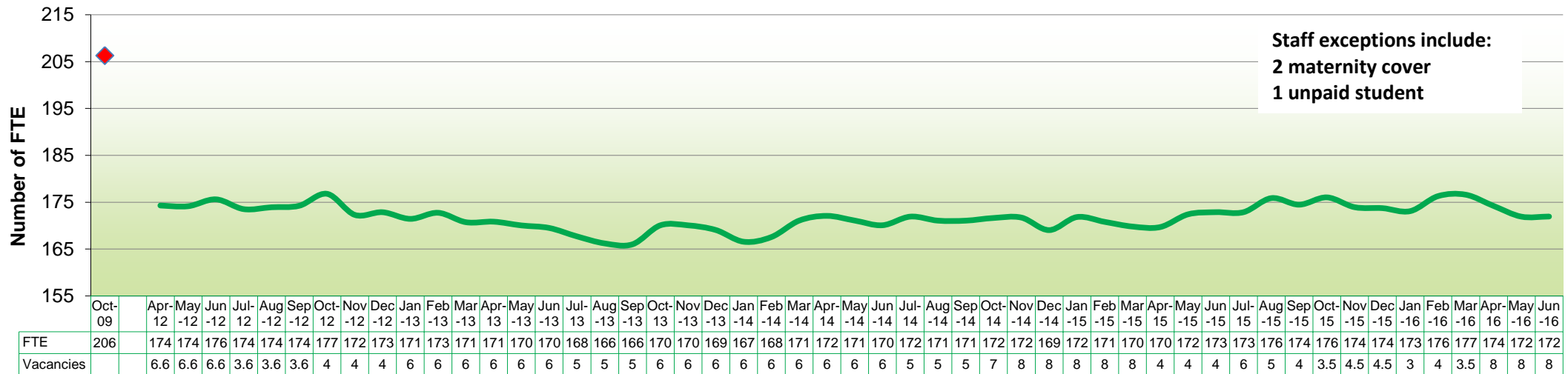
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff: April 2012 - June 2016



3.2 Number of full time equivalent staff *: April 2012 - June 2016



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