

ENC Workforce Statistics - Personnel Sub Committee - 20 March 2017

1. Staff Sickness

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

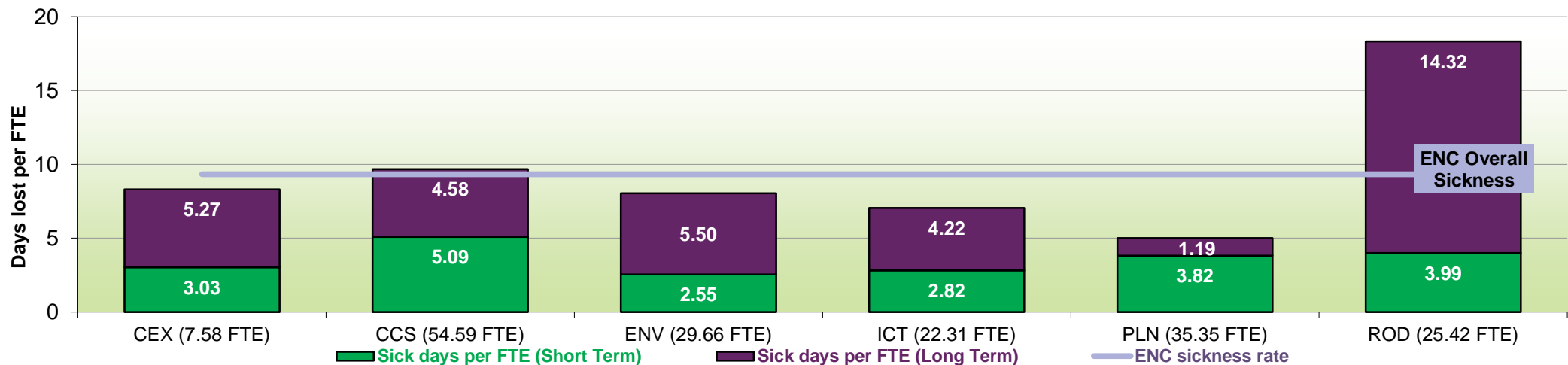
*FTE - full time equivalent

Total sickness levels	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
1 January 2016 - 31 December 2016	9.33	3.87	5.46
<i>Target</i>	5.50	3.50	2.00

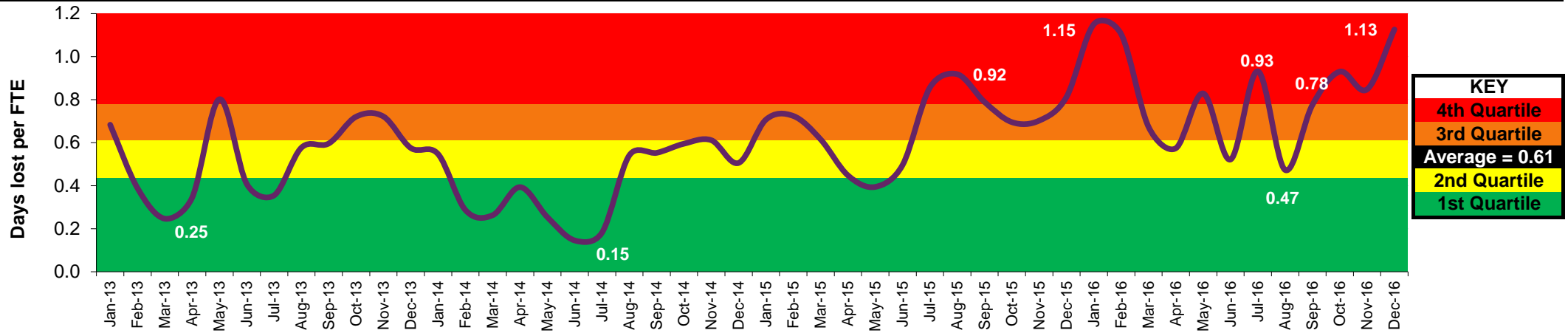
Previous ENC sickness (days)	Year	Days lost per FTE
	2015/16	8.80
	2014/15	5.84
	2013/14	6.80
	2012/13	5.25
	2011/12	5.29
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10

National sickness (days)	Sector/Year	2012	2013	2014	2015	2016
		Public sector average	7.9	8.7	7.9	8.8
	All sector average	6.8	7.6	6.6	6.9	6.3
	Private sector average	5.7	7.2	5.5	5.8	5.2

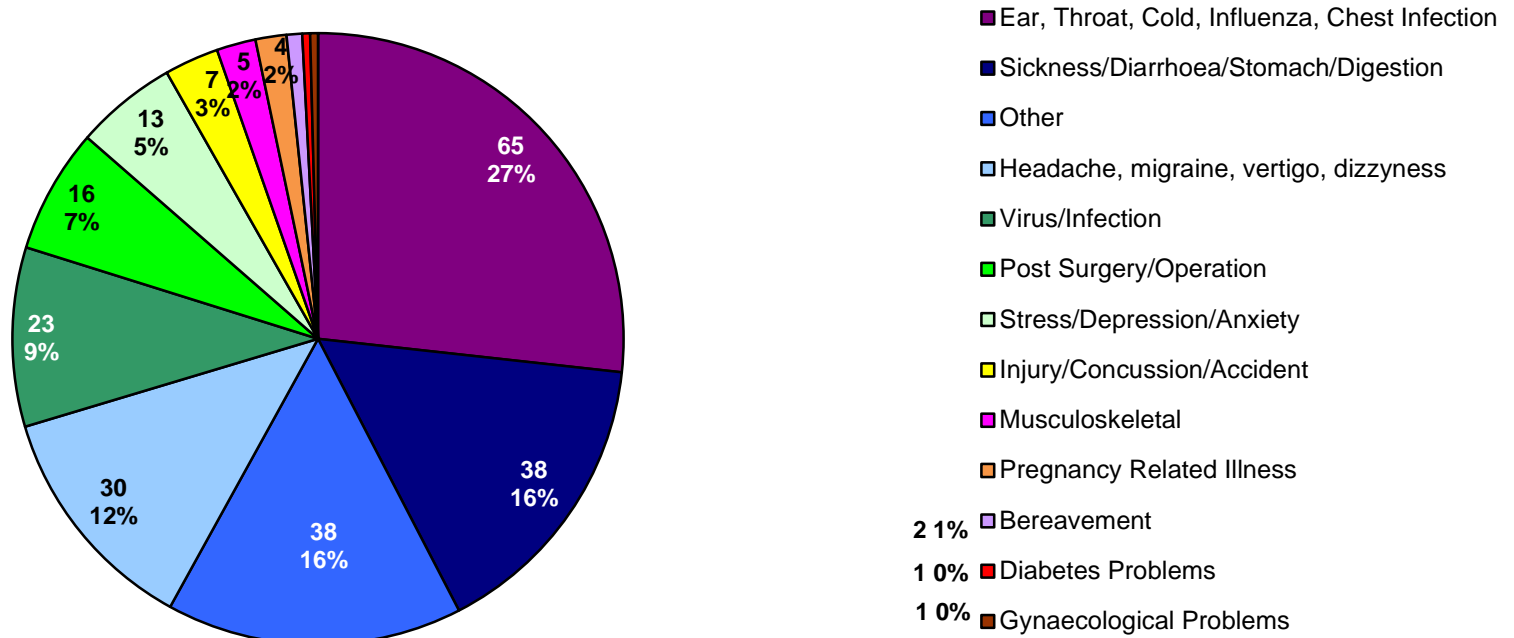
1.2 Number of days per FTE lost to sickness for each Service Area (1 January 2016 - 31 December 2016):



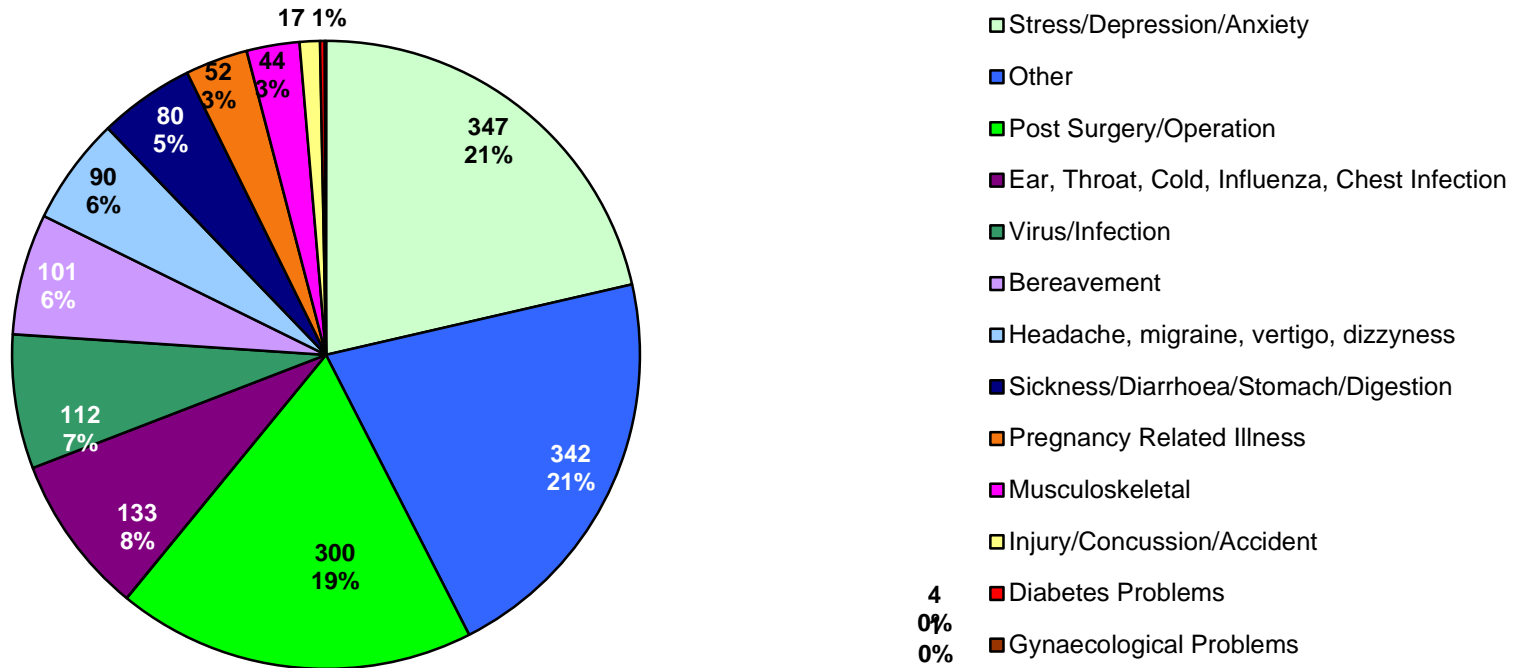
1.3 Number of days lost per FTE to sickness absence: January 2013 - December 2016



1.4 Reasons for sickness - Number of INCIDENTS (short and long term sickness) from January 2016 - December 2016:



1.5 Reasons for sickness - Number of DAYS lost (short and long term sickness) from January 2016 - December 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.

ENC Lost 1622.12 days to sickness in 2016. This is the equivalent of 7.24 FTE.

(Based on calculation of working days excluding bank holidays, closed days and 25 days annual leave)

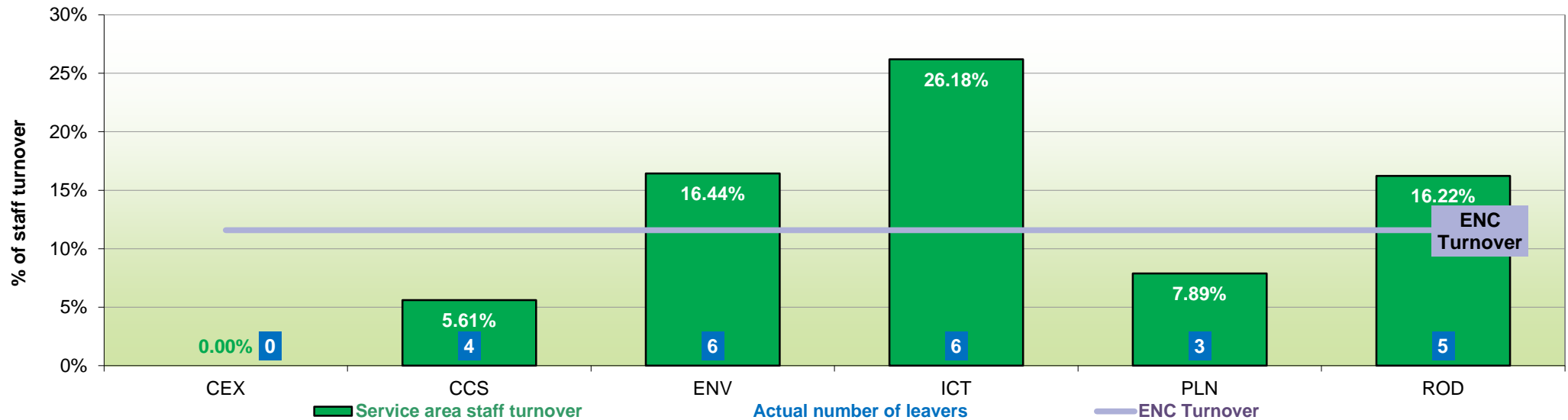
2. Staff Turnover

2.1 Percentage of staff leaving out of the total number of staff at ENC:

Staff Turnover		Percentage of leavers
1 January 2016 - 31 December 2016		ENC (Overall)
		11.58%

Previous ENC Turnover	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%

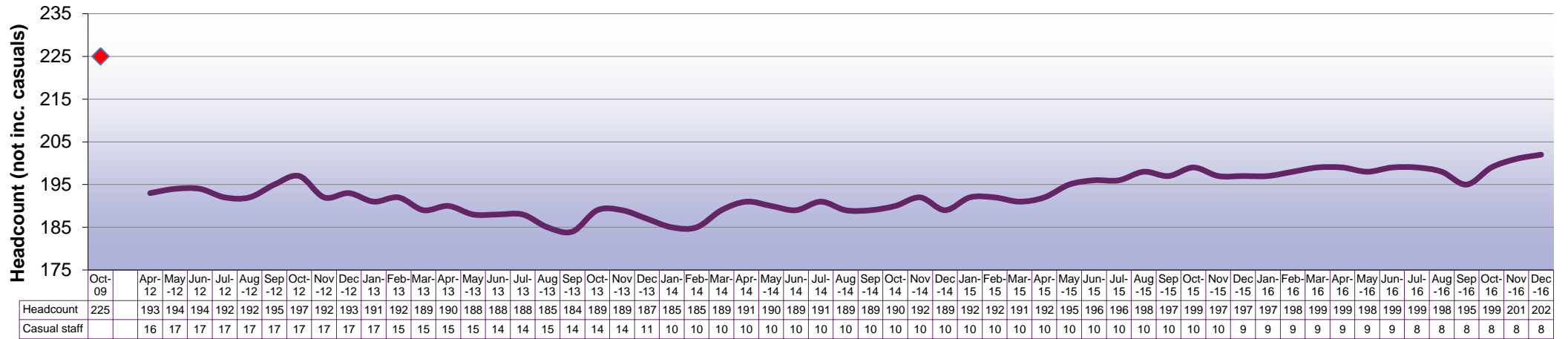
2.2 Percentage of staff leaving in each Service Area out of the total number of staff in the service area (1 January 2016 - 31 December 2016):



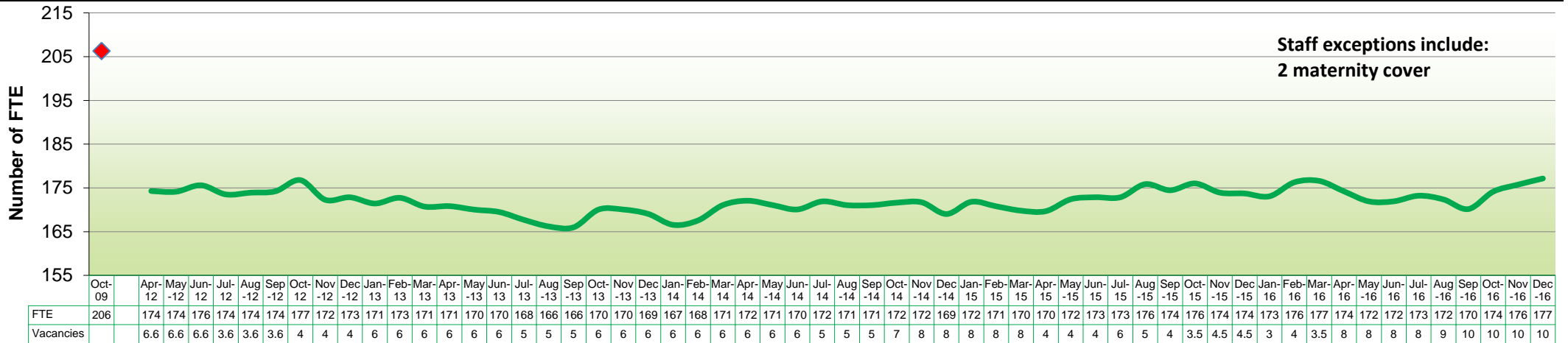
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff: April 2012 - December 2016



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



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