

# ENC Workforce Statistics - Personnel Sub Committee - 19 June 2017

## 1. Staff Sickness

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

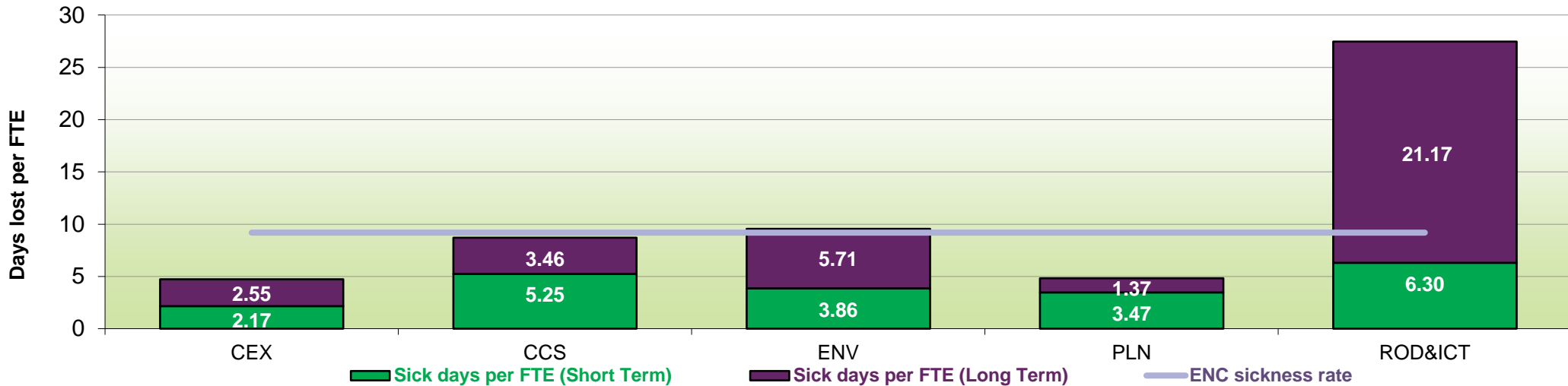
\*FTE - full time equivalent

Total sickness levels 1 April 2016 - 31 March 2017	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
	9.19	3.96	5.23
<b>Target</b>	5.50	3.50	2.00

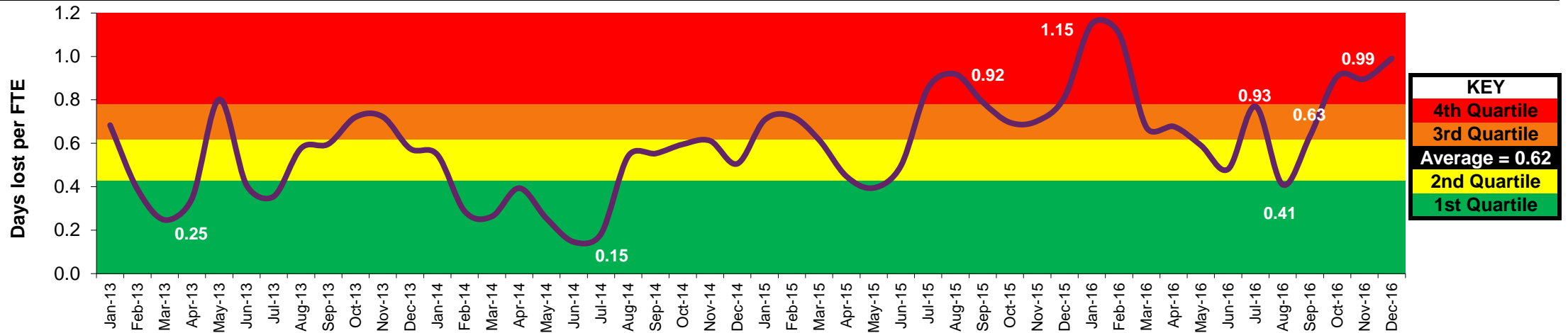
Previous ENC sickness (days)	Year	Days lost per FTE
	2015/16	8.80
	2014/15	5.84
	2013/14	6.80
	2012/13	5.25
	2011/12	5.29
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10

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

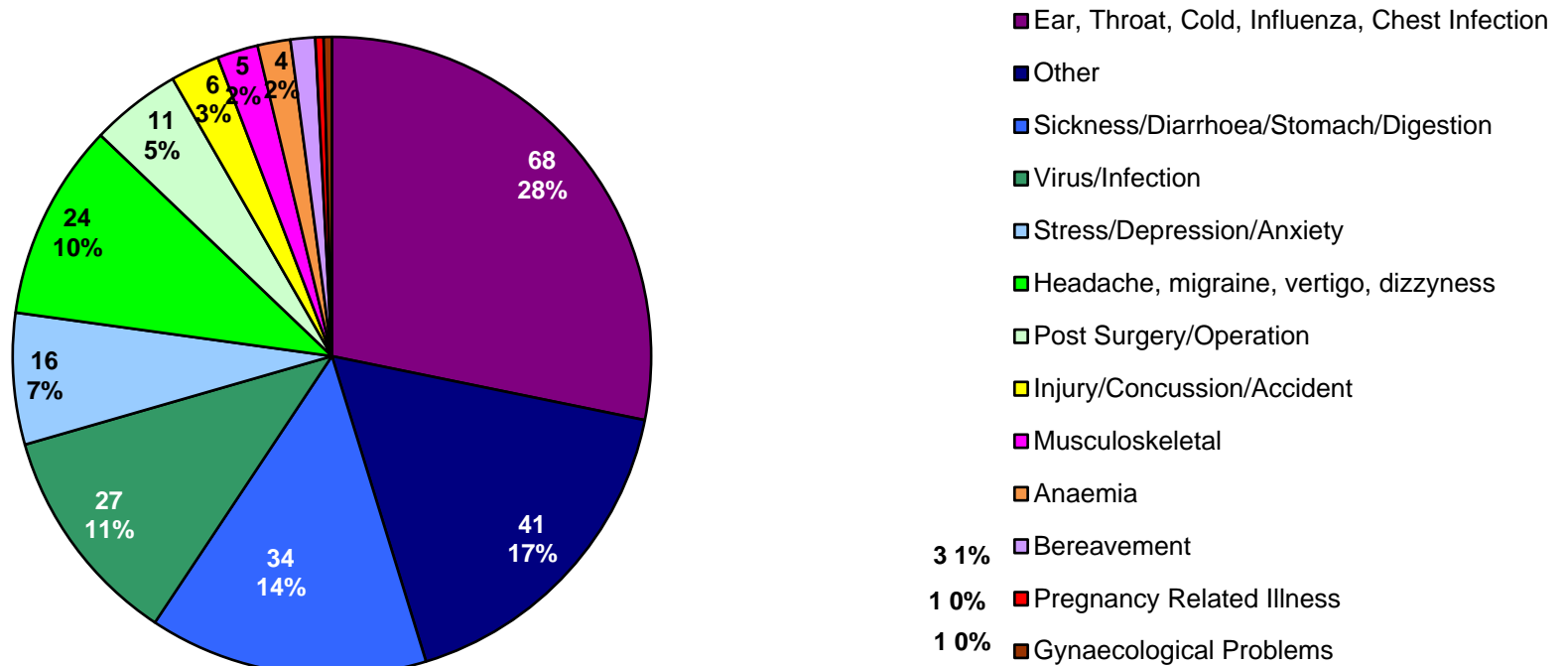
### 1.2 Number of days per FTE lost to sickness for each Service Area (1 April 2016 - 31 March 2017):



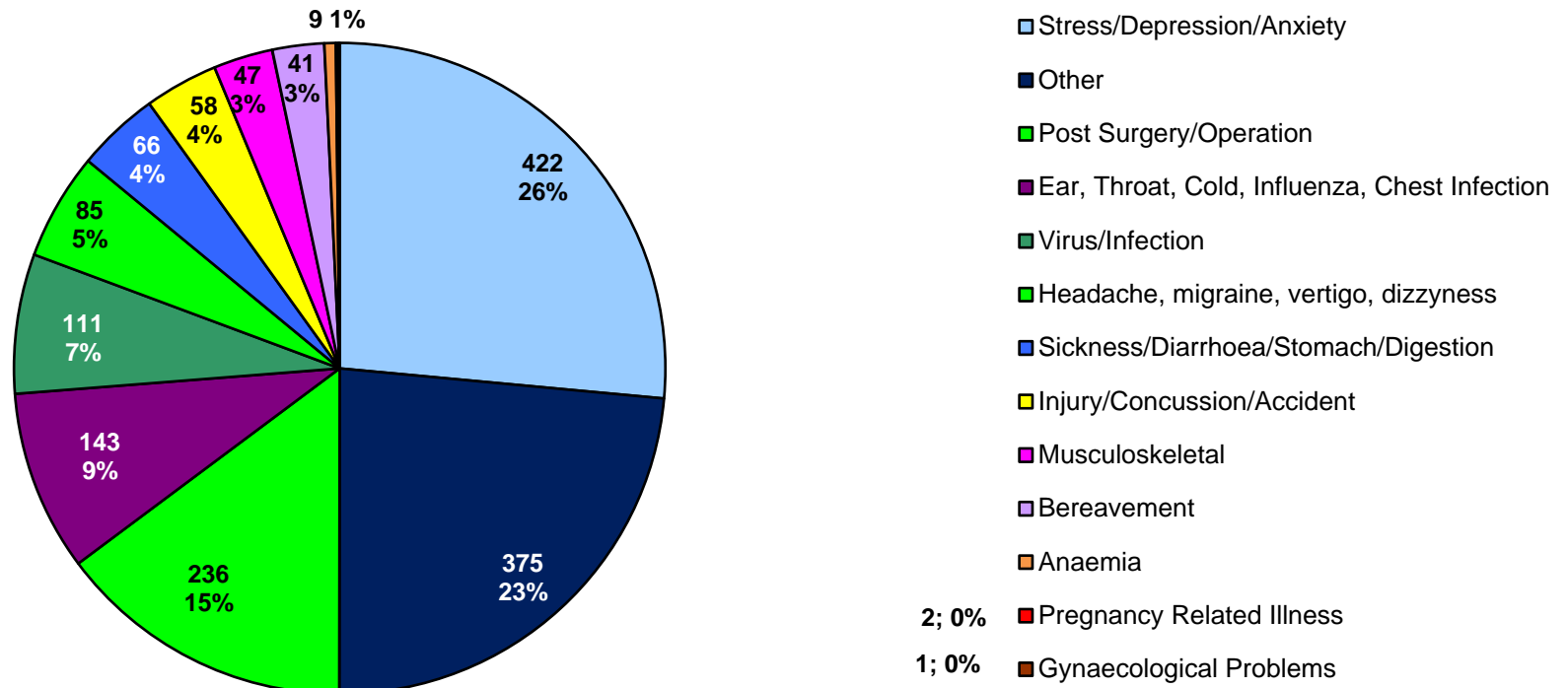
### 1.3 Number of days lost per FTE to sickness absence: January 2013 - March 2017



### 1.4 Reasons for sickness - Number of INCIDENTS (short and long term sickness) from April 2016 - March 2017:



**1.5 Reasons for sickness - Number of DAYS lost (short and long term sickness) from April 2016 - March 2017:**



→ 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 1594.24 days to sickness from April 2016 to March 2017. This is the equivalent of 9.19 FTE.** (Based on calculation of working days excluding bank holidays, closed days and 25 days annual leave)

## 2. Staff Turnover

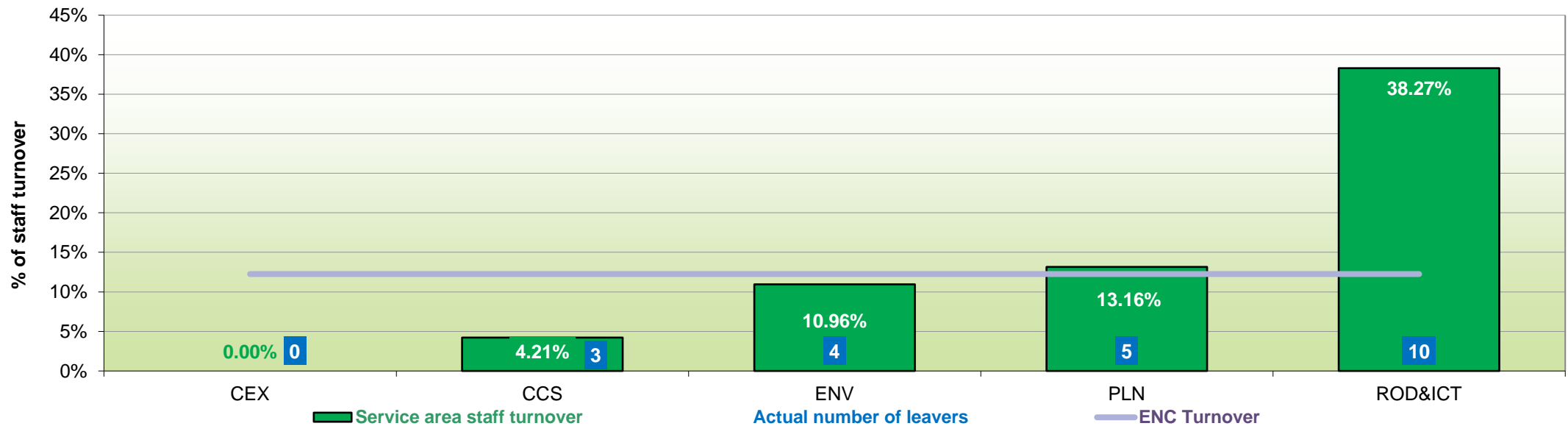
### 2.1 Percentage of staff leaving out of the total number of staff at ENC:

Staff Turnover		Percentage of leavers	
		ENC (Overall)	
1 April 2016 - 31 March 2017		12.25%	

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%

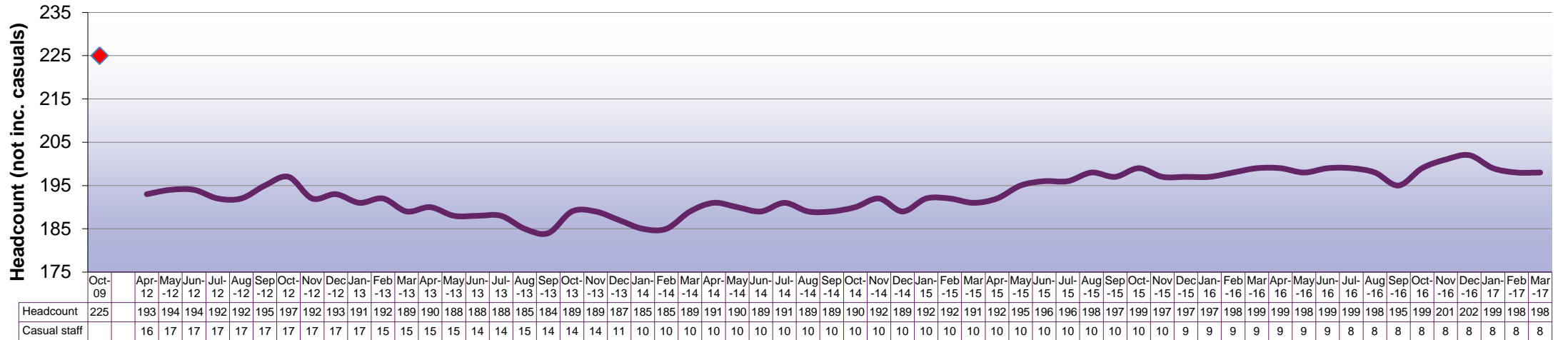
### 2.2 Percentage of staff leaving in each Service Area out of the total number of staff in the service area (1 April 2016 - 31 March 2017):



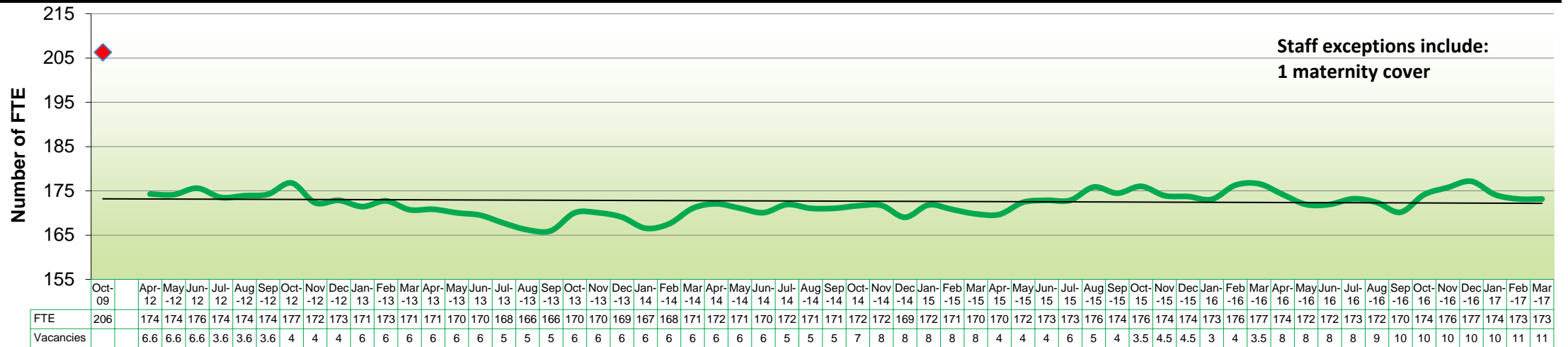
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

### 3. Establishment Statistics

#### 3.1 Headcount excluding Casual Staff: April 2012 - March 2017



#### 3.2 Number of full time equivalent staff \*: April 2012 - March 2017



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