

ENC Workforce Statistics - Personnel Sub Committee - 15 January 2018

1. Staff Sickness

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

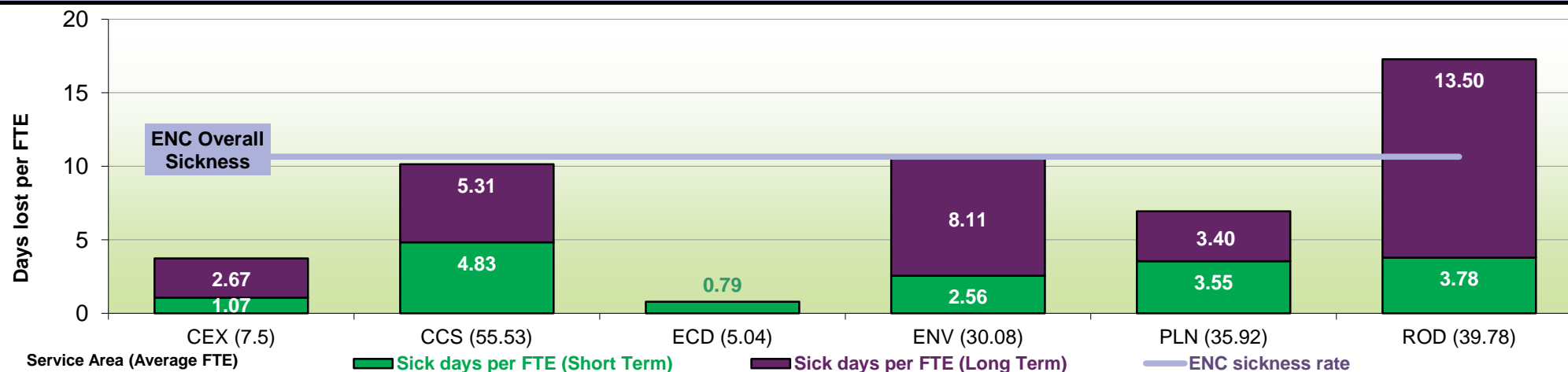
*FTE - full time equivalent

Total sickness levels 1 October 2016 - 30 September 2017	Days lost per FTE		
	ENC (Overall)	ENC (Short Term)	ENC (Long Term)
	10.66	3.65	7.01
Target	8.50	3.50	5.00

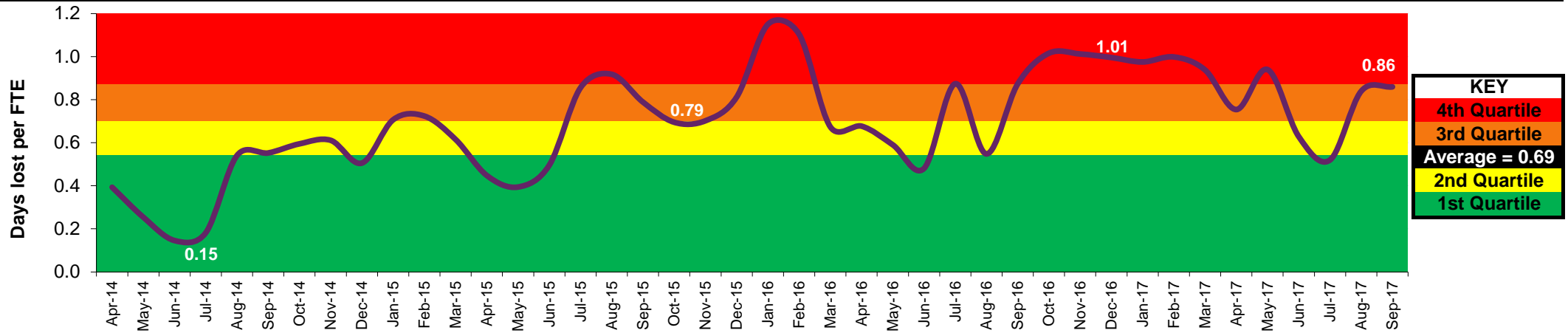
Previous ENC sickness (days)	Year	Days lost per FTE
	2016/17	9.19
	2015/16	8.80
	2014/15	5.84
	2013/14	6.80
	2012/13	5.25
	2011/12	5.29
	2010/11	5.49
	2009/10	6.83
	2008/09	5.84
	2007/08	9.37
	2006/07	7.10

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

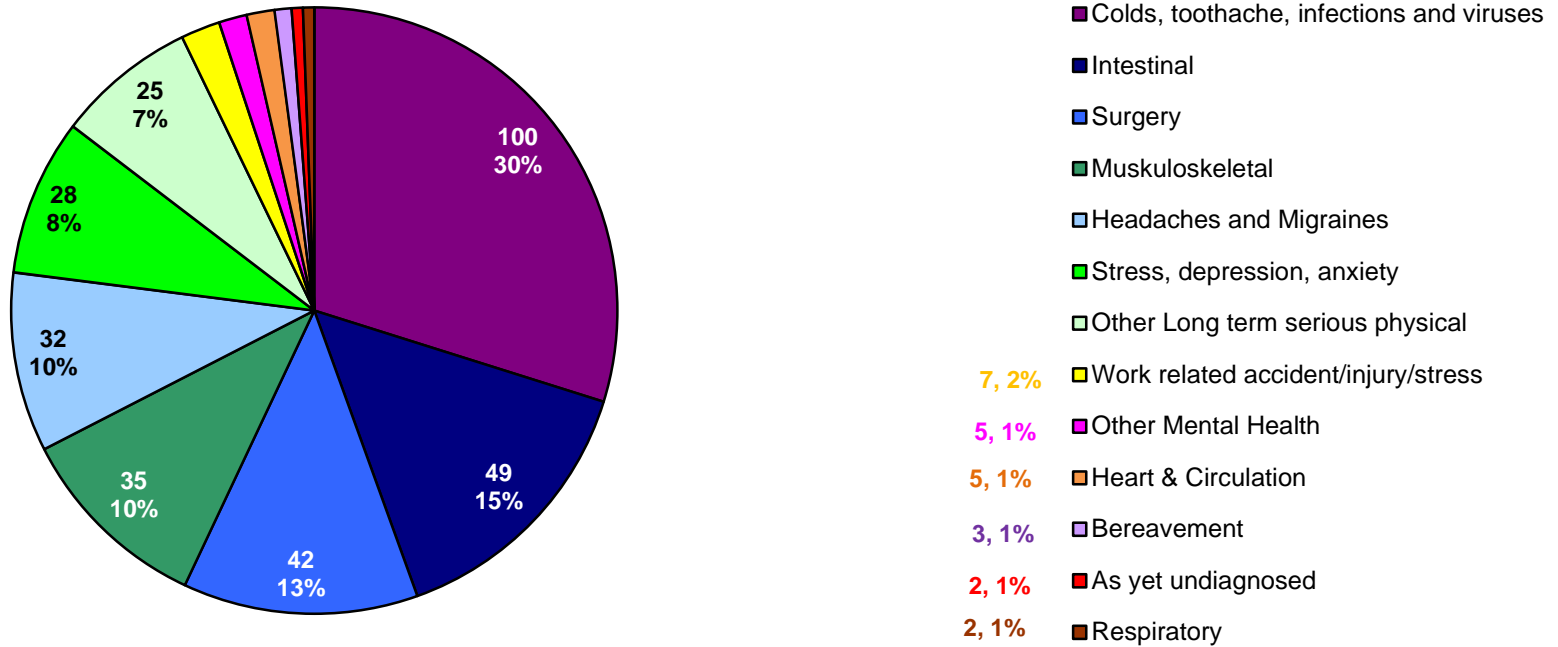
1.2 Number of days per FTE lost to sickness for each Service Area (1 October 2016 - 30 September 2017):



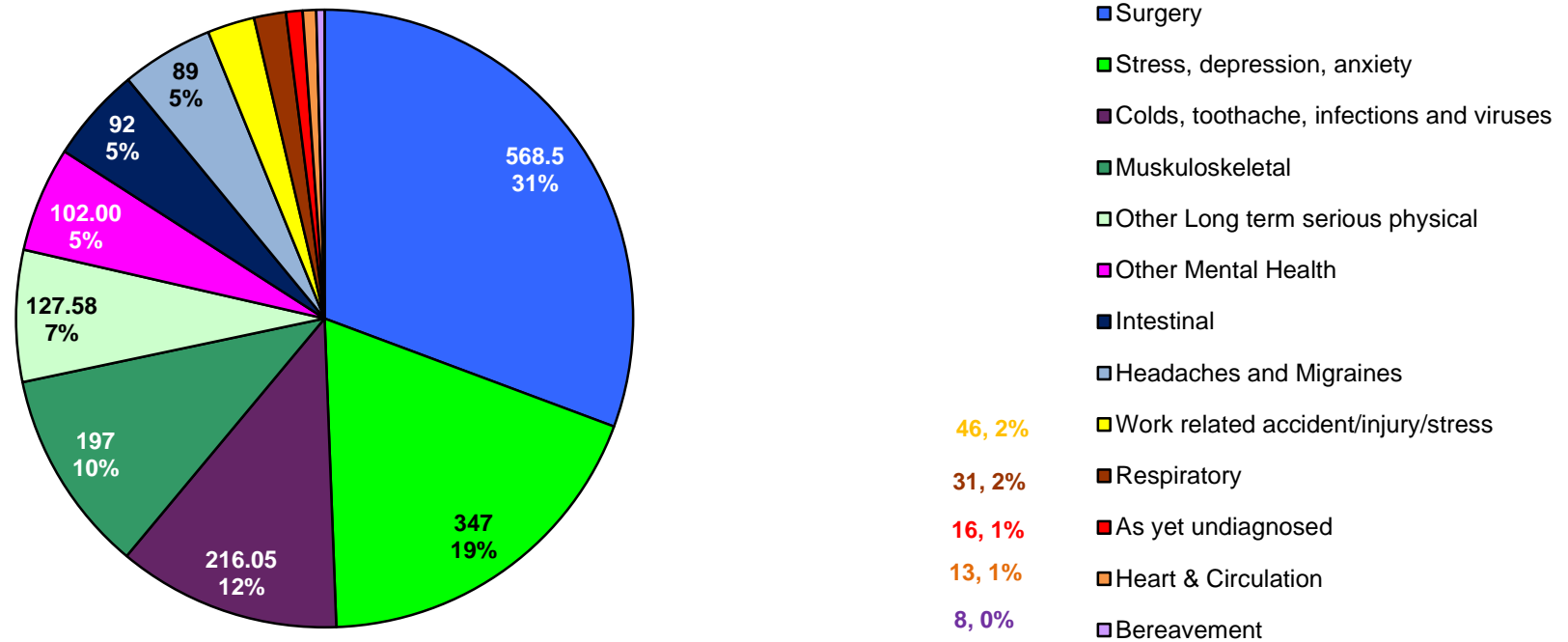
1.3 Number of days lost per FTE to sickness absence: April 2014 - September 2017



1.4 Reasons for sickness - Number of INCIDENTS (short and long term sickness) from October 2016 - September 2017:



1.5 Reasons for sickness - Number of DAYS lost (short and long term sickness) from October 2016 - September 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 1853 days to sickness from October 2016 to September 2017. This is the equivalent of 8.3 FTE.
 (Based on calculation of working days excluding bank holidays, closed days and 25 days annual leave)

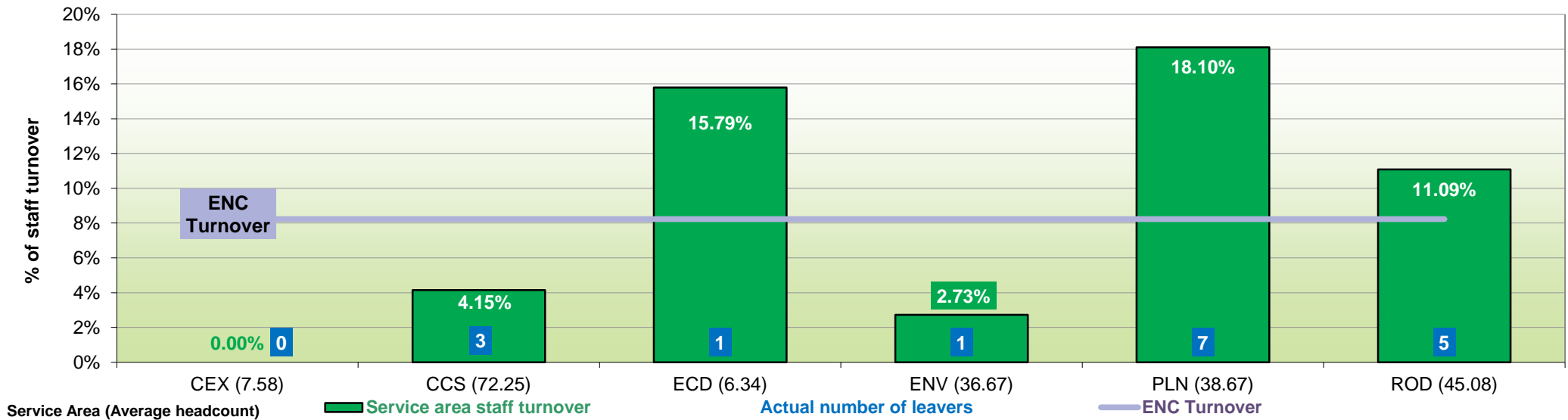
2. Staff Turnover

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

Staff Turnover		Percentage of leavers
1 October 2016 - 30 September 2017		ENC (Overall)
		8.23%

Previous ENC Turnover	2016/17	10.63%
	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%

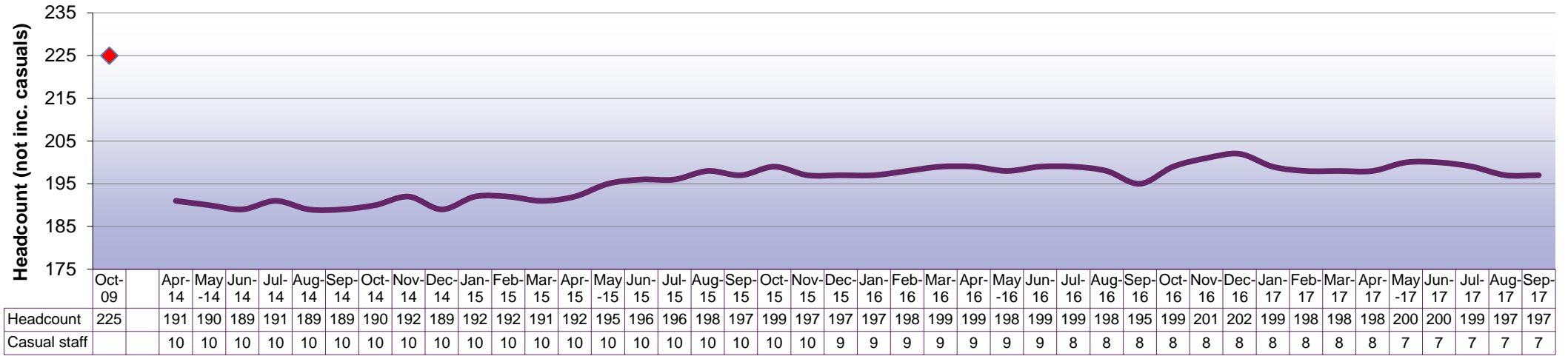
2.2 Percentage of staff leaving in each Service Area out of the total number of staff in the service area (1 October 2016 - 30 September 2017):



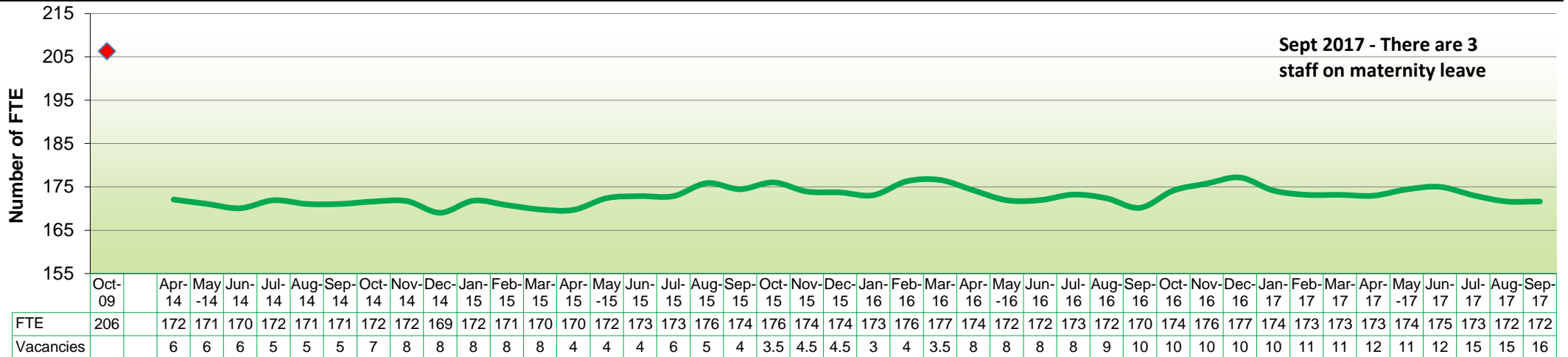
→ These figures include all leavers and include members of staff who left at the end of fixed term contracts. This does not include internal transfers.

3. Establishment Statistics

3.1 Headcount excluding Casual Staff: April 2014 - September 2017



3.2 Number of full time equivalent staff *: April 2014 - September 2017



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