

# ENC Workforce Statistics - Personnel Sub Committee - 22 March 2011

## 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)
01 February 2010 to 30 January 2011	6.48 days	3.96 days	2.52 days

#### Previous ENC sickness levels (days):

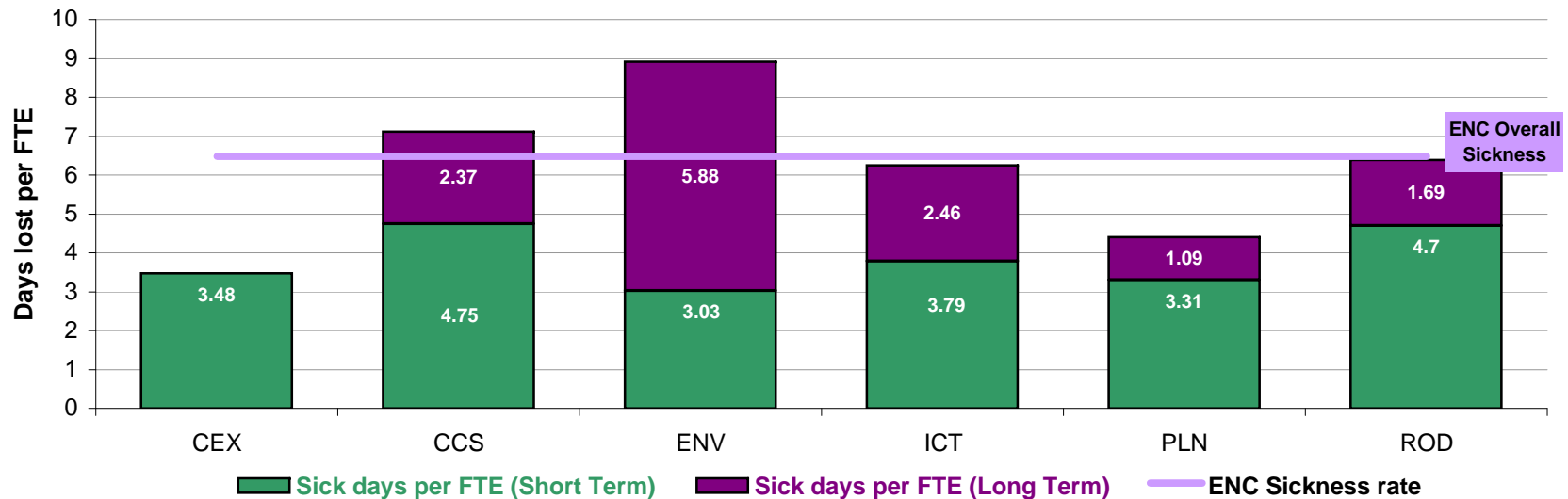
2009/10	6.83
2008/09	5.84
2007/08	9.37
2006/07	7.10
2005/06	7.30

#### In 2010 the national sickness averages (days):

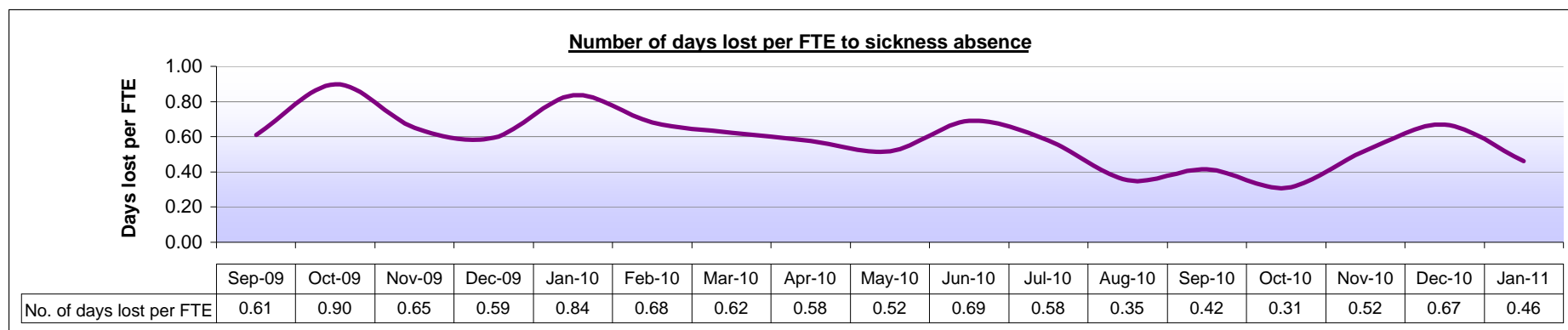
Public sector average	9.6
All sector average	7.7
Private sector average	6.6

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

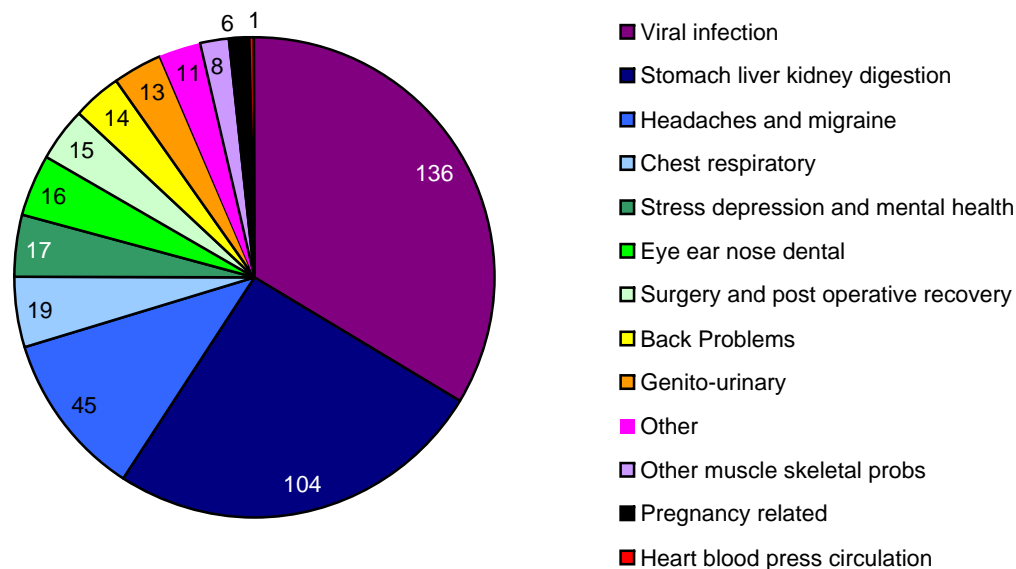
Service area sickness totals (12 month rolling total) 01/02/10 - 30/01/11



### 1.3 Number of days lost to sickness from September 2009 - January 2011:



### 1.4 Reasons for sickness - Number of incidents (short and long term sickness) from February 2010 - January 2011:



→ Long Term Sickness is periods of absence over 10 days. 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
	ENC (overall)
01 February 2010 to 30 January 2011	14.29%

In 2010 the National turnover figures were(%) \*

Public sector average	8.6
All sector average	13.5
Private sector average	14.6

Previous ENC Turnover (%):

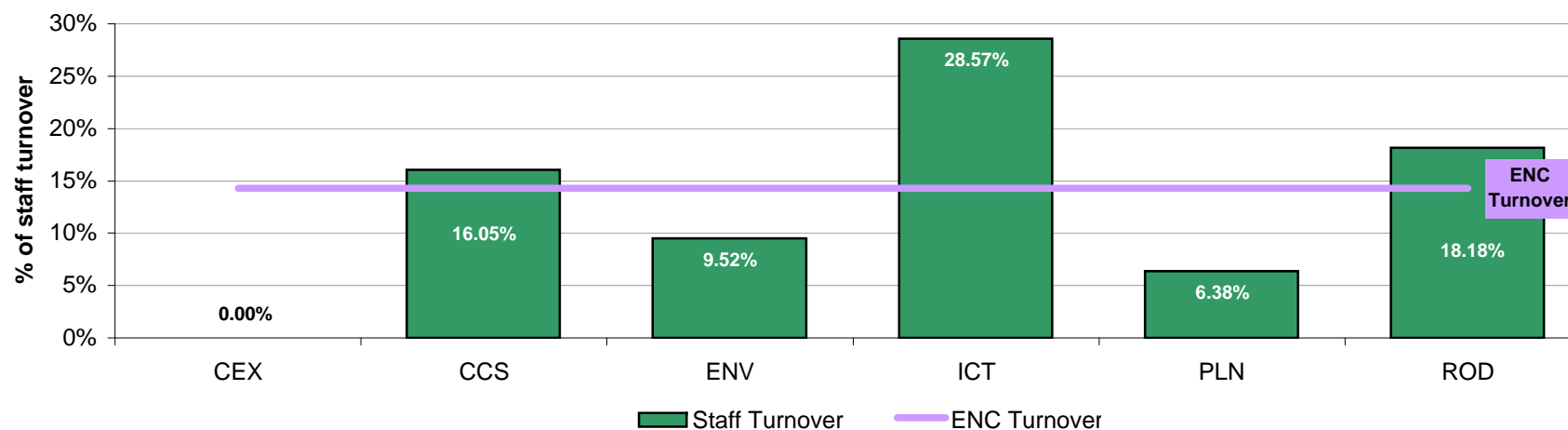
2010/11*	9.87%
2009/10	11.70%
2008/09	12.77%
2007/08	18.14%

\*up to December 2010

\*CIPD 2010 survey - small survey sample:

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

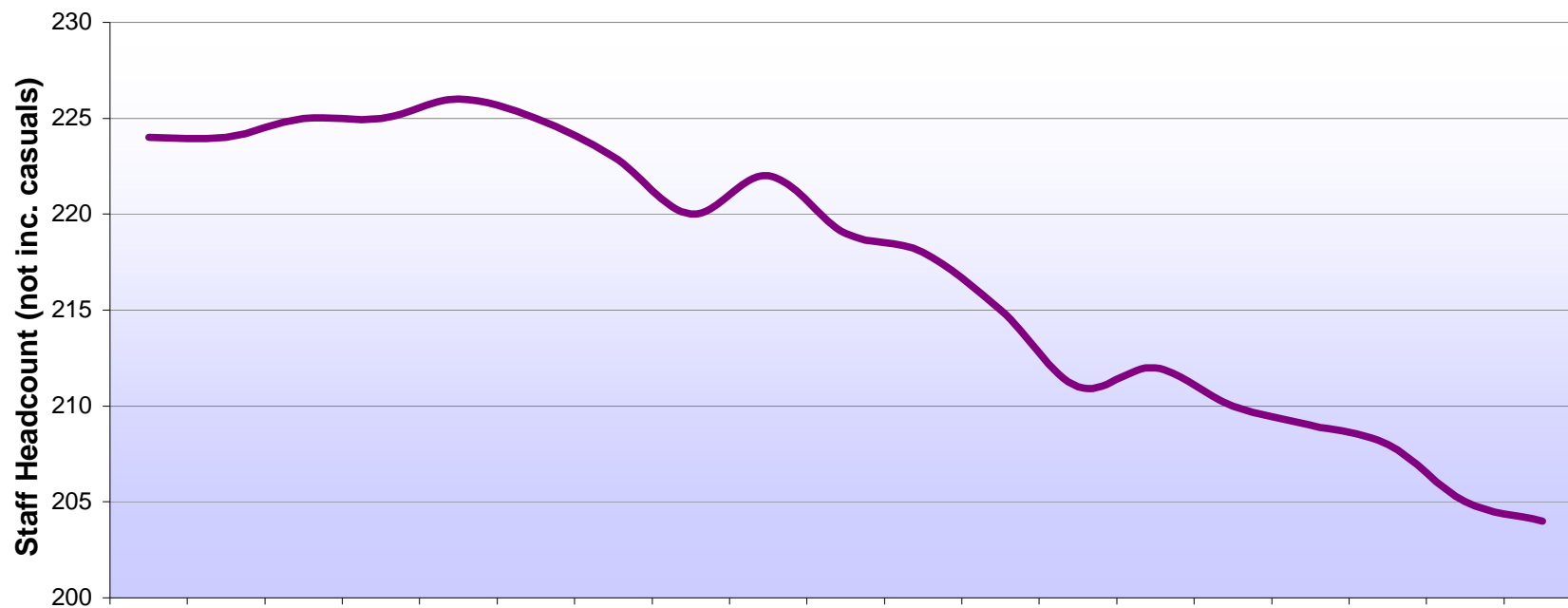
Service area staff turnover (12 month rolling total) 01/02/10 - 30/01/11



→ These figures include all leavers and include 3 members of staff who left ICT at the end of fixed term contract

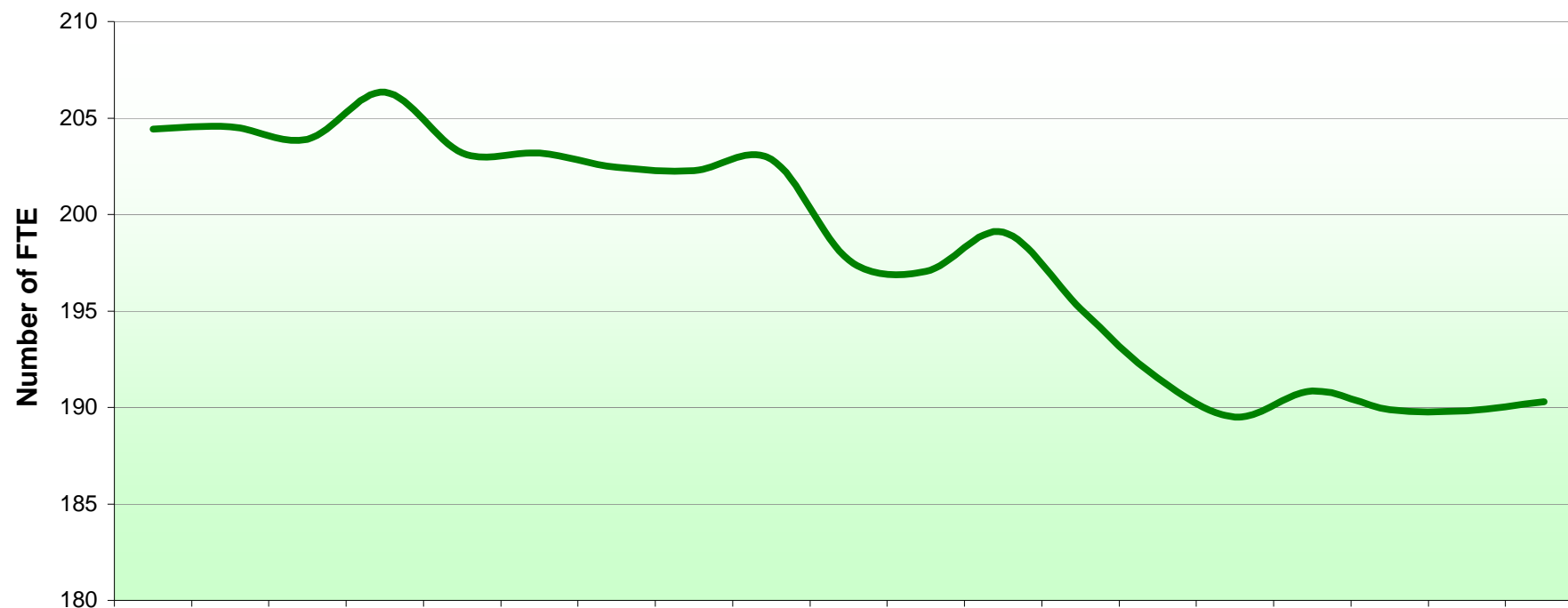
### 3. Establishment Statistics

#### 3.1 Headcount excluding Casual Staff - July 2009 to January 2011



	Jul-2009	Aug-2009	Sep-2009	Oct-2009	Nov-2009	Dec-2009	Jan-2010	Feb-2010	Mar-2010	Apr-2010	May-2010	Jun-2010	Jul-2010	Aug-2010	Sep-2010	Oct-2010	Nov-2010	Dec-2010	Jan-2011
Headcount (not casuals)	224	224	225	225	226	225	223	220	222	219	218	215	211	212	210	209	208	205	204
Number of casuals	19	20	20	20	19	18	18	18	16	14	14	13	15	17	17	17	17	16	16

### 3.2 Number of full time equivalent staff \* - July 2009 to January 2011



	Jul-2009	Aug-2009	Sep-2009	Oct-2009	Nov-2009	Dec-2009	Jan-2010	Feb-2010	Mar-2010	Apr-2010	May-2010	Jun-2010	Jul-2010	Aug-2010	Sep-2010	Oct-2010	Nov-2010	Dec-2010	Jan-2011
Number of FTE	204.43	204.55	203.88	206.34	203.2	203.2	202.46	202.26	202.85	197.63	197.05	199.09	195.09	191.53	189.51	190.87	189.87	189.83	190.29

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