





decide which data to use and make cells link by using = and then the cell, press return if the live data is amended, it will then automatically update the data in this spreadsheet

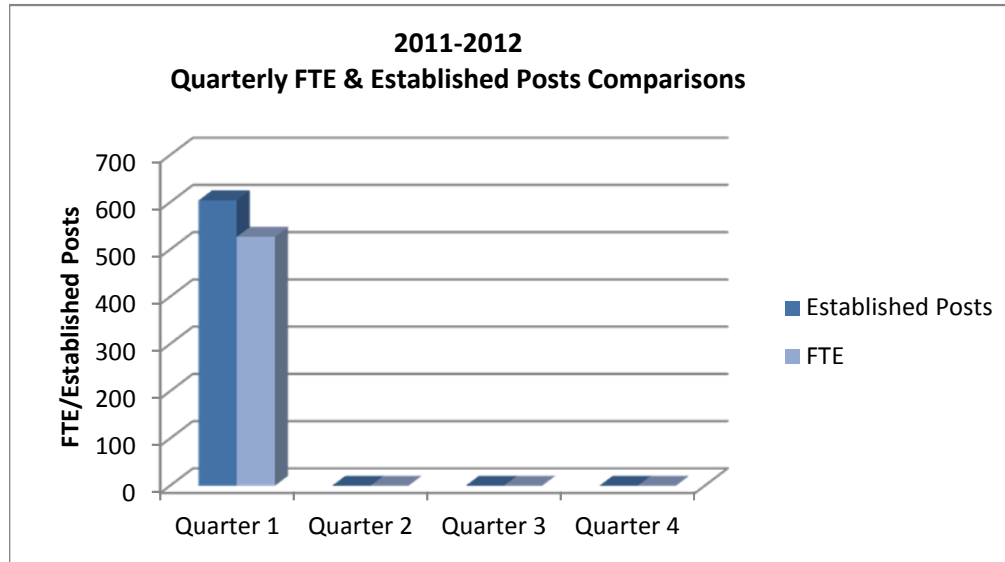
**ANNUAL DATA**

Full Year Comparisons		FTE	Headcount					
2007 - 2008		494.36	602					
2008 - 2009		529.66	624					
2009 - 2010		548.04	594					
2010 - 2011		530.46	589					
2011 - 2012		0	0					
<b>Turnover</b>		%	<b>National Average</b>					
2007 - 2008		15.90%						
2008 - 2009		10.40%						
2009 - 2010		10.20%						
2010 - 2011		8.14%						
2011 - 2012		0.00%						
<b>Sickness Absence</b>		<b>Ave No of Working Days Lost per Employee</b>	<b>Public Sector</b>	<b>Private Sector</b>	<b>Absence %</b>	<b>Local Gvt</b>	<b>Public Sector</b>	<b>ivate Sector</b>
2007 - 2008		7.95	9	5.8				
2008 - 2009		7.53			3.30%	4.40%	4.30%	3.10%
2009 - 2010		6.37	8.3	5.8			3.10%	2.30%
2010 - 2011		7.42						
2011 - 2012		0.00						
<b>Disability &amp; Ethnicity</b>		<b>No of Disabled Staff as % of workforce</b>	<b>No of Ethnic Minority Staff as % of workforce</b>	<b>total no of days lost per yr divided by headcount %</b>				
2007 - 2008		2.92%	7.47%					
2008 - 2009		3%	7.20%					
2009 - 2010		3%	8.70%					
2010 - 2011		2.94%	8.63%					
2011 - 2012		0.00%	0.00%					
<b>Disc, Griev, Grading Appeal</b>		<b>Disciplinarys</b>	<b>Grievances</b>	<b>Appeals</b>				
2007 - 2008		2	7	0				
2008 - 2009		5	4	1				
2009 - 2010		6	5	0				
2010 - 2011		3	1	1				
2011 - 2012		0	0	0				

**Quarterly Data 2011-2012**

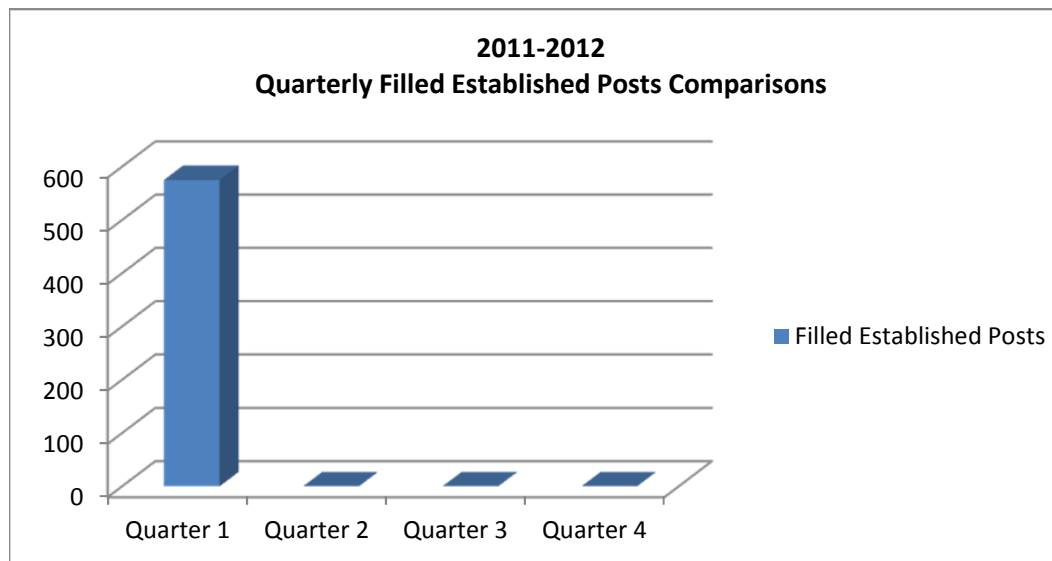
2011 - 2012		Filled Established Posts	Headcount	Vacant Posts	Agency	Fixed Term	Secondments						
Quarter 1		575	594	29	20	32	17						
Quarter 2		0	0	0	0	0	0						
Quarter 3		0	0	0	0	0	0						
Quarter 4		0	0	0	0	0	0						
<b>FTE</b>		<b>Established Posts</b>	<b>FTE</b>										
Quarter 1		604	526.92										
Quarter 2		0	0										
Quarter 3		0	0										
Quarter 4		0	0										
<b>Turnover</b>		<b>Turnover</b>	<b>Cumulative</b>										
Quarter 1		1.34%											
Quarter 2		0.00%	1/2 yr	0.00%									
Quarter 3		0.00%	3/4 yr	0.00%									
Quarter 4		0.00%	full yr	0.00%									
<b>Sickness</b>				<b>Ave No of Working Days Lost per Employ</b>	<b>Cumulative</b>								
Qtr 1 - April-June 2010-2011		1.64		1.25									
Qtr 2 - July-Sept 2010-2011		1.85		1.72	1/2 yr 0								
Qtr 3 - Oct-Dec 2010-2011		1.94		1.9	3/4 yr 0								
Qtr 4 - Jan-Mar 2010-2011		1.96		1.45	full yr 0								
Qtr 1 - April-June 2011-2012		2.06											
<b>Sickness</b>		<b>No of Long Term</b>	<b>No of Short Term</b>										
Quarter 1		15	144										
Quarter 2		0	0										
Quarter 3		0	0										
Quarter 4		0	0										
<b>Sickness</b>		<b>% of Long Term</b>	<b>% of Short Term</b>										
Quarter 1		9.40%	90.60%										
Quarter 2		0.00%	0.00%										
Quarter 3		0.00%	0.00%										
Quarter 4		0.00%	0.00%										
<b>Sickness by Service Area</b>		<b>Ave No of Working Days Lost per Employee</b>	<b>Chief Exec</b>	<b>Community Protection</b>	<b>Cultural Services</b>	<b>Corporate &amp; Communi Development Services</b>	<b>Environmental Services</b>	<b>Finance</b>	<b>Hsg &amp; Prop Services</b>	<b>Members' Services</b>	<b>Neighbourhood Services</b>	<b>SMSST</b>	
Quarter 1		0.00		2.71	2.94	1.27	1.38	2.64	1.12	2.88	0.33	2.27	0.00
Quarter 2													
Quarter 3													
Quarter 4													
<b>Disability &amp; Ethnicity</b>		<b>No of Disabled Staff as % of workforce</b>	<b>No of Ethnic Minority Staff as % of workforce</b>										
Quarter 1		2.86%	8.24%										
Quarter 2		0.00%	0.00%										
Quarter 3		0.00%	0.00%										
Quarter 4		0.00%	0.00%										

**Annual Workforce Data for SMT & Employment (produced 12 September 2011)**  
**Quarterly FTE & Established Posts Graph**

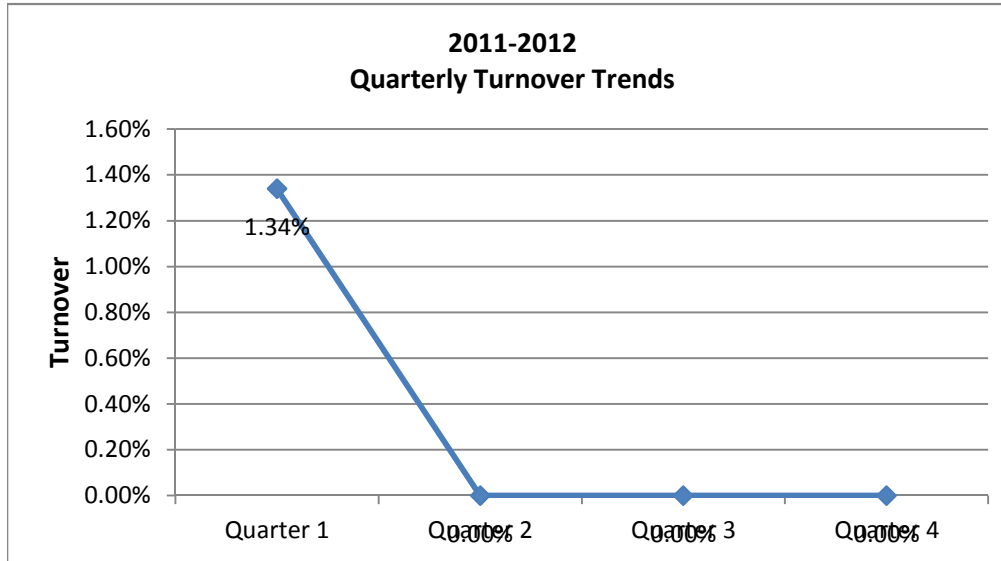


**Notes**

**Annual Workforce Data for SMT & Employment (produced 12 September 2011)**  
**Quarterly Filled Established Posts Graph**

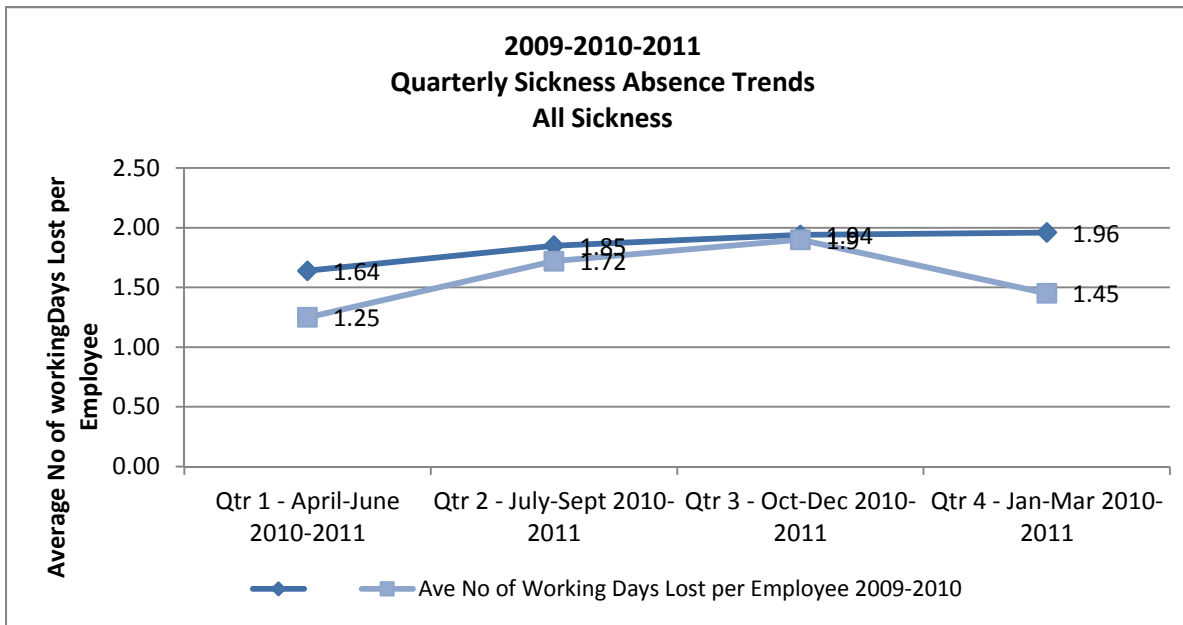


**Annual Workforce Data for SMT & Employment (produced 12 September 2011)**  
**Quarterly Turnover Graphs**



**Cumulative**

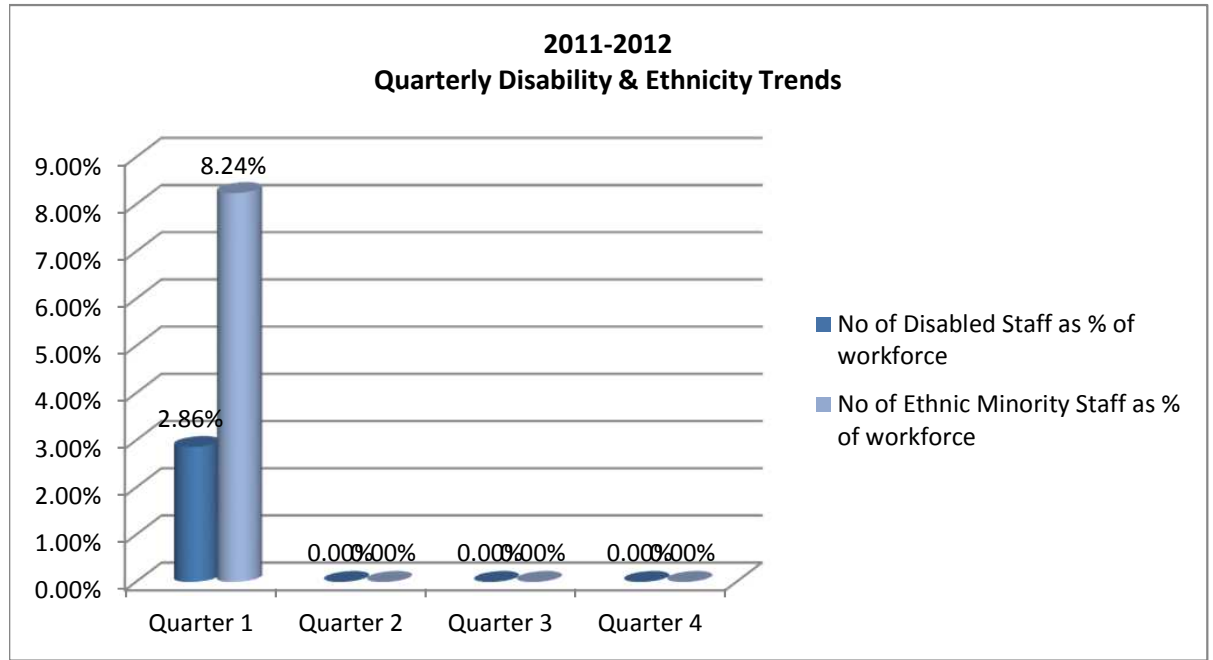
**Notes**



**Notes**

Quarterly comparisons between 2009-2010 and 2010-2011 shows that peak absence in 2009-2010 occurred in Qtr 3 (Oct-Dec) and decreased again in Qtr 4. However, the absence for 2010-2011 shows an increase in the final quarter

Annual Workforce Data for SMT & Employment (produced 12 September 2011)  
Quarterly Disability & Ethnicity Graphs



**Notes**

Annual Workforce Data for SMT & Employment (produced 25 May 2011)  
Disciplinary / Grievance / Appeal Data

