

SUMMARY OF SICKNESS 2005-06

	Q1	Q1 Target	Q2	Q2 Target	Q3	Q3 Target	Q4
	No. average days sickness/mth	Av. days lost per FTE/mth	No. average days sickness/mth	Av. days lost per FTE/mth	No. average days sickness/mth	Av. days lost per FTE/mth	No. average days sickness/mth
Audit & ICT	3.83	0.2	1.17	0.06			
Benefits	16.83	0.73	10.67	0.46			
Building Control (inc DSO)	4.5	0.2	10.83	0.48			
Contact Services	10.67	0.38	19.17	0.67			
Democratic Services	2.33	0.14	1.5	0.1			
Emergency Planning	0	0	0	0			
Environmental Health	33.17	1.12	20.83	0.72			
Finance	49.17	2.08	46.67	1.98			
Housing & Community Safety	11.17	0.49	4	0.17			
Human Resources	1.83	0.28	1.5	0.23			
Legal Services	0.83	0.1	0.33	0.04			
Leisure	17.17	0.41	12.33	0.32			
Planning	78.17	1.89	39	0.91			
Property & Estates	2.33	0.26	1.33	0.15			
Strategic Directors Offices	3.83	0.38	1.33	0.14			

Compared to last quarter average sickness has reduced by 38%. This may be due to the time of year as generally sickness is lower during the summer months. The following service areas have more sickness per fte on average this quarter compared to last quarter: Building Control and Contact Services. Service Areas that have reduced their average sickness include: Audit & ICT, Benefits, Environmental Health, Housing & Community Safety and Planning

SUMMARY OF TURNOVER 2005-06

	Q1		Q1 Target		Q2		Q2 Target		Q3		Q3 Target		Q4	
	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth
Audit & ICT	0.33	1.67%	0.33	1.75%	0.33	1.75%								
Benefits	0.33	1.39%	0.33	1.39%	0.33	1.39%								
Building Control (inc DSO)	0	0.00%	0	0.00%	0	0.00%								
Contact Services	0	0.00%	0	0.00%	0	0.00%								
Democratic Services	0	0.00%	1	1.75%	1	1.75%								
Emergency Planning	0	0.00%	0	0.00%	0	0.00%								
Environmental Health	0.33	1.11%	1.33	4.64%	1.33	4.64%								
Finance	0	0.00%	0	0.00%	0	0.00%								
Housing & Community Safety	0.67	2.38%	0.33	1.23%	0.33	1.23%								
Human Resources	0	0.00%	0	0.00%	0	0.00%								
Legal Services	0	0.00%	0	0.00%	0	0.00%								
Leisure	0.33	0.69%	0.67	1.46%	0.67	1.46%								
Planning	0	0.00%	0	0.00%	0	0.00%								
Property & Estates	0	0.00%	0	0.00%	0	0.00%								
Strategic Directors Offices	0	0.00%	0.33	0.33%	0.33	0.33%								

In respect of turnover, this has risen this quarter on average, compared to last quarter, with an average of just over four leaving per month compared to just under two in the last quarter.