

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	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	Av.days lost per FTE/mth
Audit & ICT	3.83	0.20	1.17	0.06	1.83	0.10								
Benefits	16.83	0.73	10.67	0.46	22.67	0.96								
Building Control (inc DSO)	4.5	0.20	10.83	0.48	9.33	0.43								
Contact Services	10.67	0.38	19.17	0.67	15.83	0.56								
Democratic Services	2.33	0.14	1.50	0.10	11.67	0.74								
Emergency Planning	0	0	0	0	0	0								
Environmental Health	33.17	1.12	20.83	0.72	8.67	0.33								
Finance	49.17	2.08	46.67	1.98	45.83	2.04								
Housing & Community Safety	11.17	0.49	4	0.17	27	1.02								
Human Resources	1.83	0.28	1.50	0.23	0.67	0.10								
Legal Services	0.83	0.10	0.33	0.04	0	0								
Leisure	17.17	0.41	12.33	0.32	27	0.73								
Planning	78.17	1.89	39	0.91	49.50	1.18								
Property & Estates	2.33	0.26	1.33	0.15	2.83	0.31								
Strategic Directors Offices	3.83	0.38	1.33	0.14	0.67	0.07								

Commentary:

Compared to Quarter 2 average sickness has increased by 30%. However, average sickness for Quarter 2 (July - September) was particularly low. This is probably due to the time of year as generally sickness is lower during the summer months. The following areas have more sickness per fte on average this quarter compared to last quarter: Benefits, Democratic Services, Housing & Community Safety, Leisure, Planning & Property & Estates. Service areas that have reduced their average sickness include: Contact Services, Environmental Health & Human Resources.

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	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Benefits	0.33	1.39%	0.33	1.39%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Building Control (inc DSO)	0	0.00%	0	0.00%	0.33	1.39%	0.33	1.39%	0.33	1.39%	0	0.00%	0	0.00%
Contact Services	0	0.00%	0	0.00%	0.67	1.88%	0.67	1.88%	0.67	1.88%	0	0.00%	0	0.00%
Democratic Services	0	0.00%	1	1.75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Emergency Planning	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Environmental Health	0.33	1.11%	1.33	4.64%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Finance	0	0.00%	0	0.00%	0.67	2.57%	0.67	2.57%	0.67	2.57%	0	0.00%	0	0.00%
Housing & Community Safety	0.67	2.38%	0.33	1.23%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Human Resources	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Legal Services	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Leisure	0.33	0.69%	0.67	1.46%	1	2.26%	1	2.26%	1	2.26%	0	0.00%	0	0.00%
Planning	0	0.00%	0	0.00%	0.33	0.68%	0.33	0.68%	0.33	0.68%	0	0.00%	0	0.00%
Property & Estates	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Strategic Directors Offices	0	0.00%	0.33	0.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Commentary:

Turnover has reduced this quarter on average compared with last quarter, with an average of 3 people leaving per month compared to just over 4 in the last quarter