

### SUMMARY OF SICKNESS 2006-07

Service Area	Q1		Q1 Target		Q2		Q2 Target		Q3		Q3 Target		Q4		Annual Totals	
	No. average days sickness/mt h	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	Total no. sick days 2006-07	Cumulative no of wkg days lost per FTE		
Audit	2.00	0.50	0	0			1.83	0.61					11.5	3.83		
Commercial Services	2.67	0.12	37.83	1.52			27.83	1.12					205	8.23		
Contract & Procurement	4.17	0.14	1.5	0.04			18	0.47					71	1.86		
Democratic Services	2.00	0.13	7.33	0.48			7.67	0.51					51	3.38		
Environmental Health	10.33	0.38	6.00	0.28			21.17	1.04					112.5	5.54		
Finance	44.50	1.03	18.33	1.19			5.67	0.36					205.5	12.92		
Housing & Community Safety	31.83	0.86	1.33	0.05			37.17	1.34					152	5.47		
Legal Services	0.00	0.00	0	0			1.67	0.33					5	0.98		
Organisational Development and St	14.33	0.30	25.83	0.53			36.33	0.71					229.5	4.49		
Planning and Community Strategy	41.33	0.89	46.83	0.98			48.83	1.13					411	9.51		
Property & Estates	1.00	0.13	0.67	0.08			1.33	0.17					9	1.13		
Strategic Directors Offices	0.00	0.00	0.33	0.05			0.5	0.07					2.5	0.36		
<b>Totals</b>	<b>154.16</b>	<b>0.55</b>	<b>145.98</b>	<b>0.56</b>			<b>208</b>	<b>0.80</b>					<b>1465.5</b>	<b>5.65</b>		
<b>Comparison figure for 2005-2006</b>	<b>235.83</b>	<b>0.68</b>	<b>170.66</b>	<b>0.51</b>			<b>223.5</b>	<b>0.67</b>					<b>287.17</b>	<b>0.89</b>		

Overall sickness is up compared to the same quarter last year based on the average days lost per fte per month. However, the average number of days sickness is down compared to last year. The reason the fte is higher even though the sickness is lower is that we have less staff fte this quarter compared to the staff fte in quarter 2 last year.

### SUMMARY OF TURNOVER 2006-2007

	Q1		Q1 Target		Q2		Q2 Target		Q3		Q3 Target		Q4		Total No Leavers	Cumulative Turnover
	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	0.00	0.00	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Commercial Services	0.00	0.00	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Contract & Procurement	0.00	0.00	0.33	0.75%	0.33	0.69%	0.33	0.69%	0.33	0.69%	0.33	0.69%	0.33	0.69%	2	4.17%
Democratic Services	0.33	1.75	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	5.56%
Environmental Health	0.33	1.19	0.33	1.50%	0.33	1.50%	0.33	1.50%	0	0.00%	0	0.00%	0	0.00%	2	9.52%
Finance	1.33	2.85	0.67	4.19%	0.67	4.19%	0.67	4.19%	0	0.00%	0	0.00%	0	0.00%	6	35.29%
Housing & Community Safety	0.00	0.00	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Legal Services	0.00	0.00	0.33	4.71%	0.33	4.71%	0.33	4.71%	0.33	5.50%	0.33	5.50%	0.33	5.50%	2	33.33%
Organisational Development and St	0.67	1.19	0.67	1.18%	0.67	1.18%	0.67	1.18%	0	0.00%	0	0.00%	0	0.00%	4	6.78%
Planning and Community Strategy	0.00	0.00	0.33	0.62%	0.33	0.62%	0.33	0.62%	2	4.08%	2	4.08%	2	4.08%	7	14.29%
Property & Estates	0.00	0.00	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Strategic Directors Offices	0.00	0.00	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Totals</b>	<b>2.66</b>	<b>0.84</b>	<b>2.66</b>	<b>0.90%</b>	<b>2.66</b>	<b>0.90%</b>	<b>2.66</b>	<b>0.90%</b>	<b>2.66</b>	<b>0.90%</b>	<b>2.66</b>	<b>0.90%</b>	<b>2.66</b>	<b>0.90%</b>	<b>24</b>	<b>8.16%</b>
<b>Comparison figure for 2005-2006</b>	<b>1.99</b>	<b>0.58%</b>	<b>4.32</b>	<b>1.28%</b>	<b>4.32</b>	<b>1.28%</b>	<b>3</b>	<b>0.90%</b>	<b>3</b>	<b>0.90%</b>	<b>5</b>	<b>1.55%</b>	<b>5</b>	<b>1.55%</b>		

Turnover is the same this quarter compared to the same quarter last year.