

**SUMMARY OF SICKNESS 2005-06**

	<b>Q1</b>	<b>Q1 Target</b>	<b>Q2</b>	<b>Q2 Target</b>	<b>Q3</b>	<b>Q3 Target</b>	<b>Q4</b>
	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					
Benefits	16.83	0.73					
Building Control (inc DSO)	4.5	0.2					
Chief Executives Office	0.83	0.14					
Contact Services	10.67	0.38					
Democratic Services	2.33	0.14					
Emergency Planning	0	0					
Environmental Health	33.17	1.12					
Finance	49.17	2.08					
Housing & Community Safety	11.17	0.49					
Human Resources	1.83	0.28					
Legal Services	0.83	0.1					
Leisure	17.17	0.41					
Planning	78.17	1.89					
Property & Estates	2.33	0.26					
Steve Bishop	3	1.5					
Tim Sadler	0	0					

**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%												
Benefits	0.33	1.39%												
Building Control (inc DSO)	0	0												
Chief Executives Office	0	0												
Contact Services	0	0												
Democratic Services	0	0												
Emergency Planning	0	0												
Environmental Health	0.33	1.11%												
Finance	0	0												
Housing & Community Safety	0.67	2.38%												
Human Resources	0	0												
Legal Services	0	0												
Leisure	0.33	0.69%												
Planning	0	0												
Property & Estates	0	0												
Steve Bishop	0	0												
Tim Sadler	0	0												

**Commentary:** These figures are not exactly comparable to those of last year due to the change in structure. However, compared to the last quarter, average sickness has reduced. This may be due to the time of year as generally sickness is at its peak in Q4 and reduces in the summer months. However, some Service Areas retain their high levels of sickness, including Finance and Planning which have actually more sickness per FTE on average than last quarter, and EH which remains at a similar level to last quarter. Service Areas that have reduced their average sickness include Contact Services, Housing and Community Safety.

In respect of Turnover - this has fallen this quarter on average, compared to last quarter, with an average of just under 2 people leaving per month, compared to over 3 in the last quarter.