

FLINTSHIRE COUNTY COUNCIL

Workforce Information Report

Period Up To : 31/03/2012

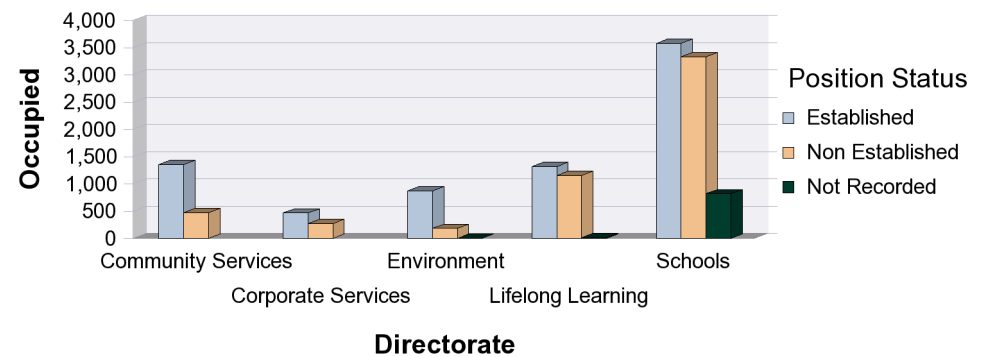
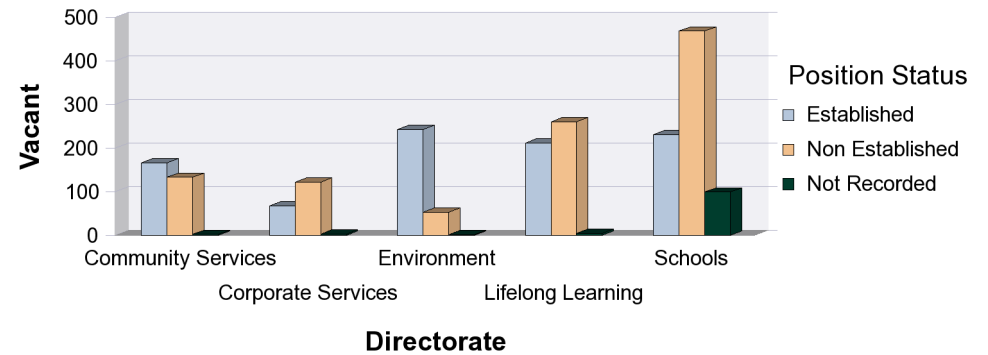
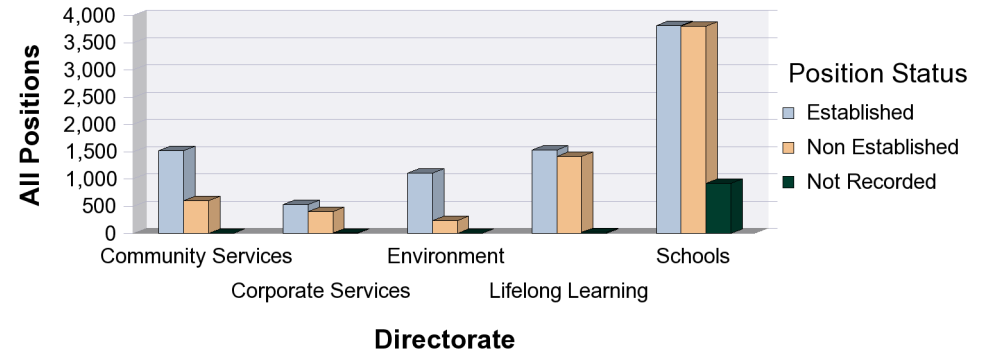
Not Recorded - those positions that have not yet been categorised as either Established or Non Established. For further details please refer to question one on the Frequently Asked Questions sheet

Establishment Summary By Directorate

Data effective as at : 31/03/2012

Last Refreshed On : 23/04/2012

Directorate	Position Status	POSITIONS		
		Total	Vacant	Occupied
Community Services	Established	1,517	166	1,351
	Non Established	600	133	467
	Not Recorded	2	2	
	Sum:	2,119	301	1,818
Corporate Services	Established	530	67	463
	Non Established	395	122	273
	Not Recorded	3	3	
	Sum:	928	192	736
Environment	Established	1,108	242	866
	Non Established	233	53	180
	Not Recorded	2	1	1
	Sum:	1,343	296	1,047
Lifelong Learning	Established	1,527	212	1,315
	Non Established	1,408	260	1,148
	Not Recorded	15	4	11
	Sum:	2,950	476	2,474
Schools	Established	3,807	231	3,576
	Non Established	3,795	468	3,327
	Not Recorded	915	99	816
	Sum:	8,517	798	7,719
Overall Total:	15,857	2,063	13,794	



Headcount Summary By Directorate

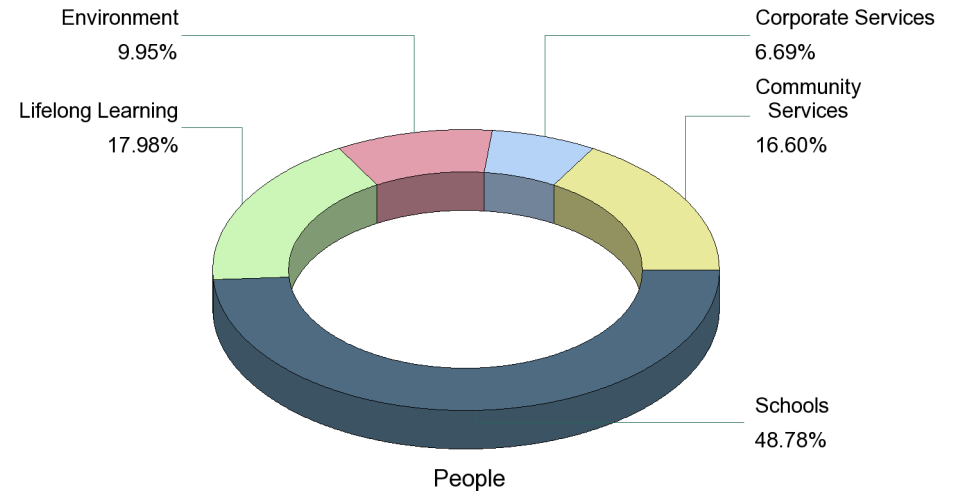
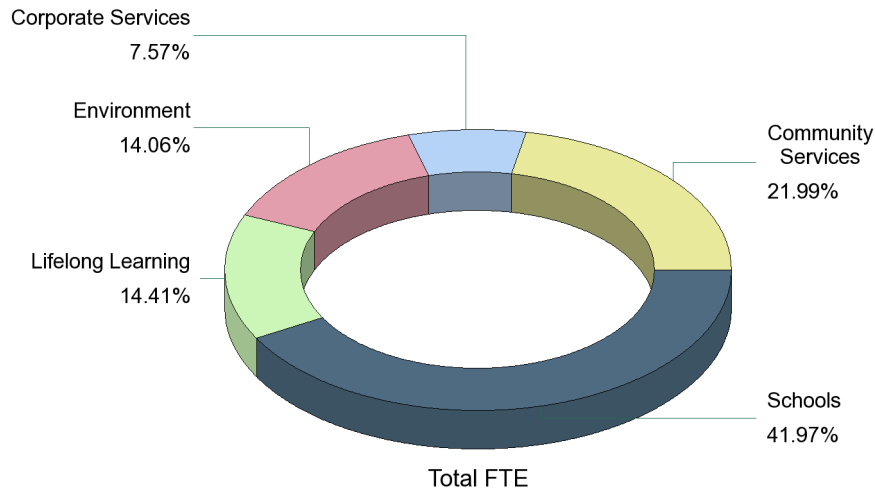
Data on this page is effective as at : 31/03/2012

Last Refreshed On : 23/04/2012

Flintshire County Council Actual Total Headcount : 8,463

The FCC Actual Total Headcount will usually be lower than the Directorate people headcount. This is because of individuals with more than one position in more than one Directorate. For further details please refer to question two on the Frequently Asked Questions sheet.

Directorate	HEADCOUNT			POSITION TYPE						POSITION BASIS				
	Total FTE	People	Positions	Permanent	Relief	Temporary Fixed Term	Seasonal Fixed Term	* Via Managed Agency Service	Contract For Services	Full Time	Full Time Term Time	Part Time	Part Time Term Time	No Basis
Community Services	1193	1,485	1,713	1,276	221	216	0	18	0	907	0	643	1	162
Corporate Services	411	598	693	414	135	139	0	7	5	372	4	170	1	146
Environment	763	890	926	744	21	161	0	71	0	700	1	198	12	15
Lifelong Learning	782	1,608	2,370	1,232	965	170	3	0	0	410	7	886	174	893
Schools	2277	4,363	7,653	3,615	3,648	390	0	0	0	1,293	80	2,552	1,152	2,576
Sum:	5425	8,944	13,355	7,281	4,990	1,076	3	96	5	3,682	92	4,449	1,340	3,792



Turnover Summary by Directorate

Flintshire County Council Annual Total

The FCC headcount and number of leavers figure(s) will usually be lower than the Directorate totals. This is due to individuals having more than one position in more than one Directorate. For further details please refer to question three on the Frequently Asked Questions sheet

Last Refreshed On : 23/04/2012

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
8,515	8,463	8,489	1,066	12.56%	89.90%

Flintshire County Council Total						
Quarter 1	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
April to June	8,515	8,549	8,532	133	1.56%	91.53%
Directorate	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
Community Services	1,507	1,497	1,502	27	1.80%	95.61%
Corporate Services	578	570	574	21	3.66%	92.33%
Environment	933	935	934	8	0.86%	92.72%
Lifelong Learning	1,663	1,666	1,664.5	26	1.56%	92.88%
Schools	4,333	4,390	4,361.5	53	1.22%	90.08%

Flintshire County Council Total						
Quarter 2	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
July to September	8,561	8,513	8,537	386	4.52%	91.24%
Directorate	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
Community Services	1,494	1,484	1,489	21	1.41%	96.71%
Corporate Services	569	592	580.5	22	3.79%	90.78%
Environment	934	919	926.5	22	2.37%	92.28%
Lifelong Learning	1,671	1,605	1,638	136	8.30%	91.45%
Schools	4,402	4,388	4,395	191	4.35%	89.51%

Flintshire County Council Total						
Quarter 3	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
October to December	8,539	8,579	8,559	195	2.28%	91.56%
Directorate	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
Community Services	1,484	1,486	1,485	22	1.48%	96.30%
Corporate Services	592	596	594	46	7.74%	90.74%
Environment	917	913	915	17	1.86%	96.72%
Lifelong Learning	1,599	1,597	1,598	32	2.00%	92.55%
Schools	4,423	4,468	4,445.5	80	1.80%	89.48%

Flintshire County Council Total						
Quarter 4	HC Q4 From	HC Q4 To	Q4 Average Head Count	Q4 Leavers	Q4 Turnover	Q4 Stability
January to March	8,590	8,463	8,526.5	352	4.13%	89.51%
Directorate	HC Q4 From	HC Q4 To	Q4 Average Head Count	Q4 Leavers	Q4 Turnover	Q4 Stability
Community Services	1,486	1,485	1,485.5	30	2.02%	94.92%
Corporate Services	611	598	604.5	45	7.44%	86.52%
Environment	896	890	893	33	3.70%	96.30%
Lifelong Learning	1,597	1,608	1,602.5	60	3.74%	90.23%
Schools	4,473	4,363	4,418	188	4.26%	87.32%

Turnover Summary

Last Refreshed On : 23/04/2012

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community Services	27	21	22	30	100
Corporate Services	21	22	46	45	134
Environment	8	22	17	33	80
Lifelong Learning	26	136	32	60	254
Schools	53	191	80	188	512
Sum:	135	392	197	356	1,080

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community Services	1.80%	1.41%	1.48%	2.02%
Corporate Services	3.66%	3.79%	7.74%	7.44%
Environment	0.86%	2.37%	1.86%	3.70%
Lifelong Learning	1.56%	8.30%	2.00%	3.74%
Schools	1.22%	4.35%	1.80%	4.26%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community Services	95.61%	96.71%	96.30%	94.92%
Corporate Services	92.33%	90.78%	90.74%	86.52%
Environment	92.72%	92.28%	96.72%	96.30%
Lifelong Learning	92.88%	91.45%	92.55%	90.23%
Schools	90.08%	89.51%	89.48%	87.32%

Turnover Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 1

April to June		<1 Mth	<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	0	0	1	0	1
	Male	0	0	0	1	0	0	0	1
Dismissal	Female	0	0	0	3	3	6	1	13
	Male	0	1	0	0	5	0	1	7
End of Contract Term	Female	0	9	6	6	0	1	0	22
	Male	0	3	6	2	0	0	0	11
Left Voluntarily	Female	4	5	8	17	5	2	2	43
	Male	1	1	3	3	2	1	0	11
Not Worked in Previous 12 Months	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Not Worked in Previous Financial Year	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Retirement	Female	0	0	0	2	2	6	7	17
	Male	0	0	0	0	1	1	1	3
Transferred To Another Employer	Female	0	0	0	0	2	0	1	3
	Male	0	0	0	0	0	1	0	1
Sum:		5	19	23	34	20	19	13	133

Quarter 2

July to September		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	1	0	0	0	1
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	0	4	5	3	6	18
	Male	0	0	0	0	3	1	2	6
End of Contract Term	Female	0	5	6	10	0	0	0	21
	Male	0	3	6	1	1	1	0	12
Left Voluntarily	Female	2	52	16	71	23	17	7	188
	Male	0	28	2	25	10	3	4	72
Not Worked in Previous 12 Months	Female	0	0	1	3	4	0	0	8
	Male	0	0	0	9	0	0	0	9
Not Worked in Previous Financial Year	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Retirement	Female	0	0	0	1	2	4	20	27
	Male	0	0	0	1	5	3	11	20
Transferred To Another Employer	Female	0	0	1	2	1	0	0	4
	Male	0	0	0	0	0	0	0	0
Sum:		2	88	32	128	54	32	50	386

Turnover Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 3

October to December		<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	<1 Mth	Sum:
Death In Service	Female	0	0	1	0	0	0	0	1
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	0	3	0	2	0	5
	Male	0	0	1	0	0	0	0	1
End of Contract Term	Female	4	0	0	0	0	0	0	4
	Male	3	0	0	1	0	0	0	4
Left Voluntarily	Female	23	10	39	18	14	7	0	111
	Male	12	4	11	4	2	0	1	34
Not Worked in Previous 12 Months	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Not Worked in Previous Financial Year	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Retirement	Female	0	0	0	1	5	12	0	18
	Male	0	0	1	2	5	8	0	16
Transferred To Another Employer	Female	0	0	0	0	0	1	0	1
	Male	0	0	0	0	0	0	0	0
Sum:		42	14	53	29	26	30	1	195

Quarter 4

January to March		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Death In Service	Female	0	0	0	0	1	0	1	2
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	2	0	1	2	1	6
	Male	0	0	0	0	0	3	1	4
End of Contract Term	Female	0	10	4	0	0	0	0	14
	Male	0	16	1	4	0	0	0	21
Left Voluntarily	Female	0	8	2	20	7	3	2	42
	Male	1	2	1	6	4	2	1	17
Not Worked in Previous 12 Months	Female	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0
Not Worked in Previous Financial Year	Female	0	0	0	125	16	8	1	150
	Male	0	0	0	41	7	0	0	48
Retirement	Female	0	0	0	0	1	4	9	14
	Male	0	0	0	5	1	3	13	22
Transferred To Another Employer	Female	0	0	0	2	1	3	0	6
	Male	0	0	0	1	2	3	0	6
Sum:		1	36	10	204	41	31	29	352

Directorate Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 1

April to June

		<1 Mth	<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	0	2	3	0	0	5
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	1	1	1	4	2	0	0	9
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	2	0	3	4	9
	Transferred To Another Employer	0	0	0	0	2	1	1	4
	Sum:	1	1	1	8	7	4	5	27
Corporate Services	Dismissal	0	0	0	0	0	0	0	0
	End of Contract Term	0	5	7	4	0	0	0	16
	Left Voluntarily	0	1	2	0	1	0	0	4
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	0	0	1	1
	Sum:	0	6	9	4	1	0	1	21
Environment	Death In Service	0	0	0	1	0	0	0	1
	Dismissal	0	1	0	0	1	0	0	2
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	0	0	3	1	1	0	5
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	0	0	0	0
	Transferred To Another Employer	0	0	0	0	0	0	0	0
	Sum:	0	1	0	4	2	1	0	8
Lifelong Learning	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	4	4	1	9
	End of Contract Term	0	0	0	1	0	0	0	1
	Left Voluntarily	3	2	1	3	0	2	0	11
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	1	0	3	1	5
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	3	2	1	5	4	9	2	26	
Schools	Death In Service	0	0	0	0	0	1	0	1
	Dismissal	0	0	0	1	0	2	1	4
	End of Contract Term	0	7	5	3	0	1	0	16
	Left Voluntarily	1	3	7	10	3	0	2	26
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	3	1	2	6
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	1	10	12	14	6	5	5	53	

Directorate Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 2

July to September

		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	0	0	0	0	1	1
	End of Contract Term	0	0	0	2	0	0	0	2
	Left Voluntarily	0	1	1	12	0	1	0	15
	Not Worked in Previous 12 Months	0	0	1	1	0	0	0	2
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	0	0	0	0
	Transferred To Another Employer	0	0	0	0	1	0	0	1
	Sum:	0	1	2	15	1	1	1	21
Corporate Services	Dismissal	0	0	0	1	1	0	0	2
	End of Contract Term	0	2	4	1	0	0	0	7
	Left Voluntarily	0	1	1	4	4	0	0	10
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Retirement	0	0	0	1	0	0	2	3
	Sum:	0	3	5	7	5	0	2	22
Environment	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	1	0	1	2
	End of Contract Term	0	0	2	2	0	0	0	4
	Left Voluntarily	0	0	1	3	1	2	1	8
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	0	2	5	7
	Transferred To Another Employer	0	0	1	0	0	0	0	1
Sum:	0	0	4	5	2	4	7	22	
Lifelong Learning	Death In Service	0	0	0	1	0	0	0	1
	Dismissal	0	0	0	0	1	1	0	2
	End of Contract Term	0	2	0	0	0	0	0	2
	Left Voluntarily	0	72	8	18	9	3	0	110
	Not Worked in Previous 12 Months	0	0	0	11	3	0	0	14
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	1	2	1	2	6
	Transferred To Another Employer	0	0	0	1	0	0	0	1
Sum:	0	74	8	32	15	5	2	136	
Schools	Death In Service	0	0	0	1	0	0	0	1
	Dismissal	0	0	0	3	5	4	6	18
	End of Contract Term	0	4	6	6	1	1	0	18
	Left Voluntarily	2	6	7	61	20	14	10	120
	Not Worked in Previous 12 Months	0	0	0	0	1	0	0	1
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	1	5	4	22	32
	Transferred To Another Employer	0	0	0	1	0	0	0	1
Sum:	2	10	13	73	32	23	38	191	

Directorate Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 3

October to December

		<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	<1 Mth	Sum:
Community Services	Dismissal	0	0	0	2	0	0	0	2
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	0	8	2	2	0	0	12
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	1	2	4	0	7
	Transferred To Another Employer	0	0	0	0	0	1	0	1
	Sum:	0	0	8	5	4	5	0	22
Corporate Services	Dismissal	0	0	0	0	0	1	0	1
	End of Contract Term	4	0	0	0	0	0	0	4
	Left Voluntarily	25	4	5	3	1	0	1	39
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	0	2	0	2
Sum:	29	4	5	3	1	3	1	46	
Environment	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	1	0	0	0	0	1
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	1	3	1	1	1	0	7
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	2	2	5	0	9
Sum:	0	1	4	3	3	6	0	17	
Lifelong Learning	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	1	0	1	0	2
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	0	12	7	2	3	0	24
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	0	0	3	3	0	6
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	0	0	12	8	5	7	0	32	
Schools	Death In Service	0	0	1	0	0	0	0	1
	Dismissal	0	0	0	0	0	0	0	0
	End of Contract Term	3	0	0	1	0	0	0	4
	Left Voluntarily	10	9	22	11	10	3	0	65
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	0	0	0	0	0
	Retirement	0	0	1	0	3	6	0	10
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	13	9	24	12	13	9	0	80	

Directorate Leaver Analysis

Last Refreshed On : 23/04/2012

Quarter 4

January to March

		<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	1	0	0	2	0	3
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	0	0	6	4	1	1	12
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	2	2	1	0	5
	Retirement	0	0	0	0	1	2	3	6
	Transferred To Another Employer	0	0	0	1	1	2	0	4
Sum:	0	0	1	9	8	8	4	30	
Corporate Services	Dismissal	0	0	0	0	0	1	0	1
	End of Contract Term	0	26	4	4	0	0	0	34
	Left Voluntarily	0	0	0	2	0	0	0	2
	Not Worked in Previous 12 Months	0	0	0	5	1	1	0	7
	Retirement	0	0	0	0	0	0	1	1
Sum:	0	26	4	11	1	2	1	45	
Environment	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	1	0	1	2	1	5
	End of Contract Term	0	0	1	0	0	0	0	1
	Left Voluntarily	0	0	0	1	3	0	1	5
	Not Worked in Previous 12 Months	0	0	0	0	0	1	0	1
	Retirement	0	0	0	3	0	3	15	21
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	0	0	2	4	4	6	17	33	
Lifelong Learning	Death In Service	0	0	0	0	1	0	1	2
	Dismissal	0	0	0	0	0	0	1	1
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	0	4	1	6	1	3	0	15
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	27	2	2	0	31
	Retirement	0	0	0	0	1	1	1	3
Transferred To Another Employer	0	0	0	2	2	4	0	8	
Sum:	0	4	1	35	7	10	3	60	
Schools	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	0	0	0
	End of Contract Term	0	0	0	0	0	0	0	0
	Left Voluntarily	1	6	2	12	3	1	1	26
	Not Worked in Previous 12 Months	0	0	0	0	0	0	0	0
	Not Worked in Previous Financial Year	0	0	0	135	18	3	1	157
	Retirement	0	0	0	2	0	1	2	5
Transferred To Another Employer	0	0	0	0	0	0	0	0	
Sum:	1	6	2	149	21	5	4	188	

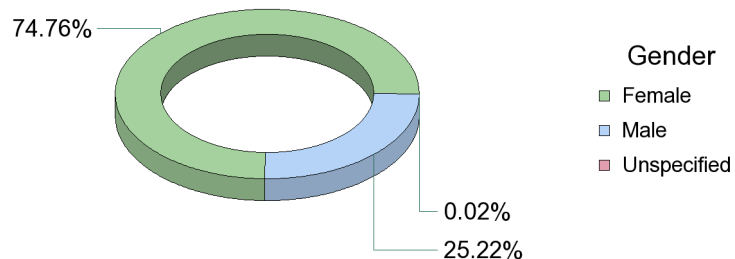
Diversity Summary

Data on this page is effective as at : 31/03/2012

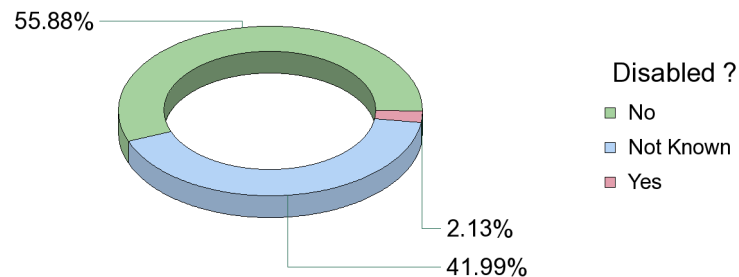
Last Refreshed On : 23/04/2012

Flintshire County Council Diversity Summary

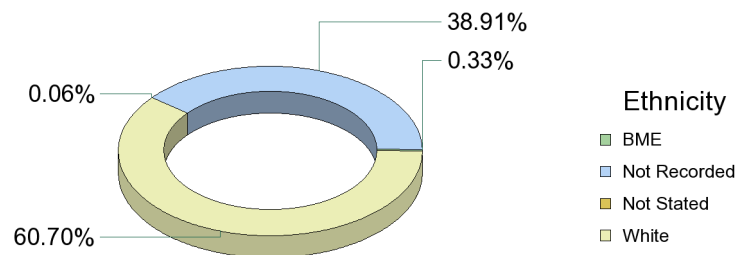
Gender	Total	%
Female	6,327	74.76%
Male	2,134	25.22%
Unspecified	2	0.02%
Sum:	8,463	



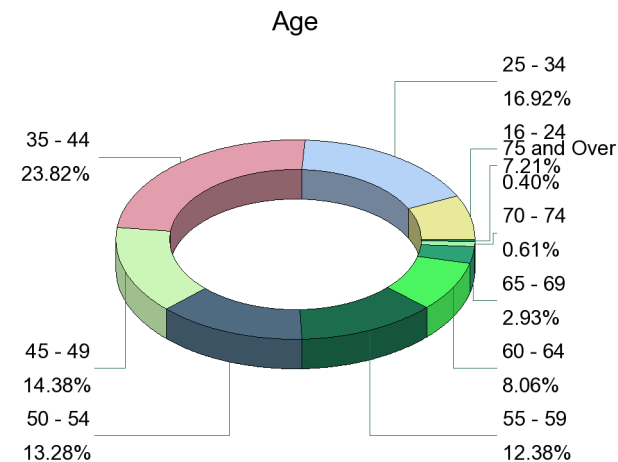
Disabled ?	Total	%
No	4,729	55.88%
Not Known	3,554	41.99%
Yes	180	2.13%
Sum:	8,463	



Ethnicity	Total	%
BME	28	0.33%
Not Recorded	3,293	38.91%
Not Stated	5	0.06%
White	5,137	60.70%
Sum:	8,463	



Age	Total	%
16 - 24	610	7.21%
25 - 34	1,432	16.92%
35 - 44	2,016	23.82%
45 - 49	1,217	14.38%
50 - 54	1,124	13.28%
55 - 59	1,048	12.38%
60 - 64	682	8.06%
65 - 69	248	2.93%
70 - 74	52	0.61%
75 and Over	34	0.40%
Sum:	8,463	



Cumulative Totals

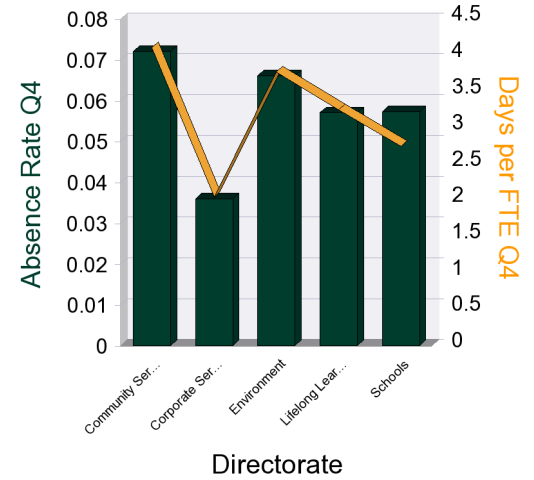
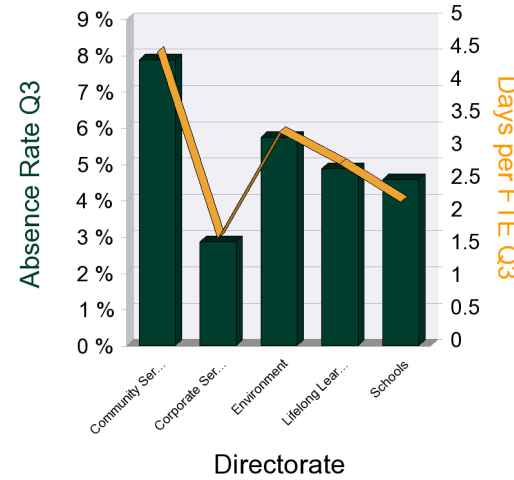
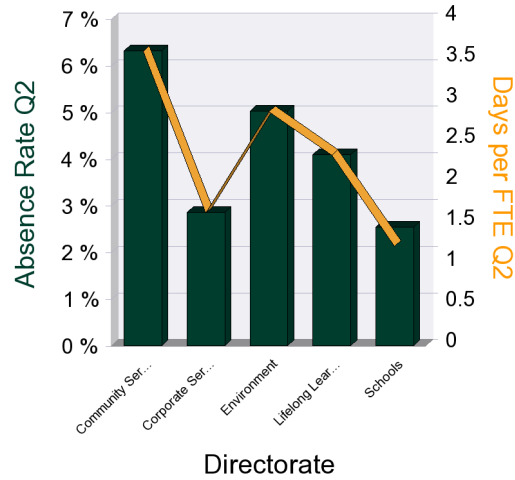
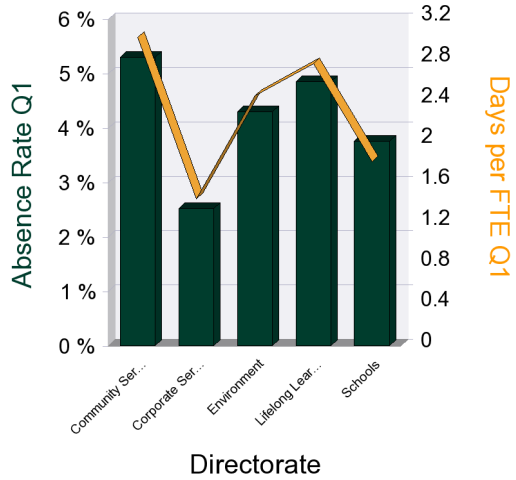
Absence Rate Summary By Directorate

Last Refreshed On : 21/05/2012

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE
1,154,654	57,158	4.95 %	10.54

This "Days lost per FTE" figure is an annual forecast figure until the final end of year report is produced.

Directorate	FTE Days Lost Q1	Average Days Available Q1	Absence Rate Q1	Days per FTE Q1	FTE Days Lost Q2	Average Days Available Q2	Absence Rate Q2	Days per FTE Q2	FTE Days Lost Q3	Average Days Available Q3	Absence Rate Q3	Days per FTE Q3	FTE Days Lost Q4	Average Days Available Q4	Absence Rate Q4	Days per FTE Q4	Days Lost Per FTE
Community Services	3,635	68,528	5.30 %	3.02	4,282	67,775	6.32 %	3.6	5,345	67,798	7.88 %	4.49	4,893	67,885	7.21 %	4.11	15.23
Corporate Services	599	23,757	2.52 %	1.44	672	23,535	2.85 %	1.63	675	23,526	2.87 %	1.64	843	23,437	3.60 %	2.05	6.75
Environment	1,946	45,306	4.29 %	2.45	2,256	44,896	5.02 %	2.86	2,536	44,174	5.74 %	3.27	2,881	43,542	6.62 %	3.77	12.36
Lifelong Learning	2,082	42,954	4.85 %	2.76	1,774	43,318	4.10 %	2.33	2,113	43,388	4.87 %	2.78	2,512	44,013	5.71 %	3.25	11.13
Schools	4,120	109,690	3.76 %	1.8	2,767	109,072	2.54 %	1.22	4,983	108,939	4.57 %	2.2	6,246	109,123	5.72 %	2.75	7.96
	12,381	290,234	4.27 %	2.27	11,751	288,596	4.07 %	2.17	15,651	287,824	5.44 %	2.89	17,375	288,000	6.03 %	3.21	



Absence Rate Summary By Directorate

Last Refreshed On : 21/05/2012

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
Community Services	3.02	3.6	4.49	4.11
Corporate Services	1.44	1.63	1.64	2.05
Environment	2.45	2.86	3.27	3.77
Lifelong Learning	2.76	2.33	2.78	3.25
Schools	1.8	1.22	2.2	2.75

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
Community Services	5.30 %	6.32 %	7.88 %	7.21 %
Corporate Services	2.52 %	2.85 %	2.87 %	3.60 %
Environment	4.29 %	5.02 %	5.74 %	6.62 %
Lifelong Learning	4.85 %	4.10 %	4.87 %	5.71 %
Schools	3.76 %	2.54 %	4.57 %	5.72 %

