

FLINTSHIRE COUNTY COUNCIL

Workforce Information Report

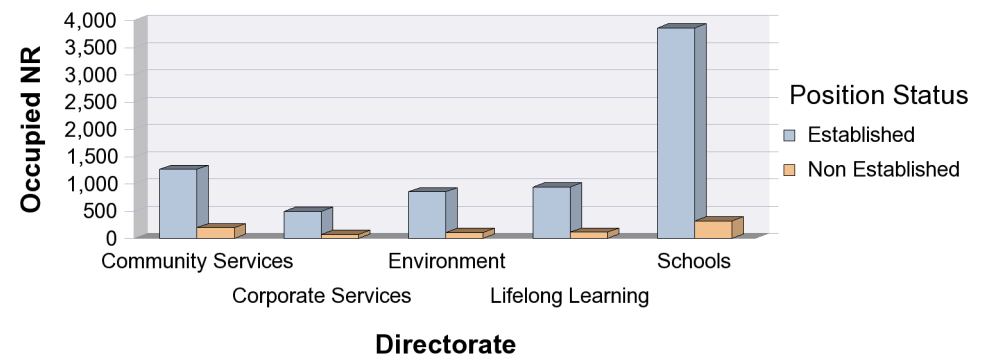
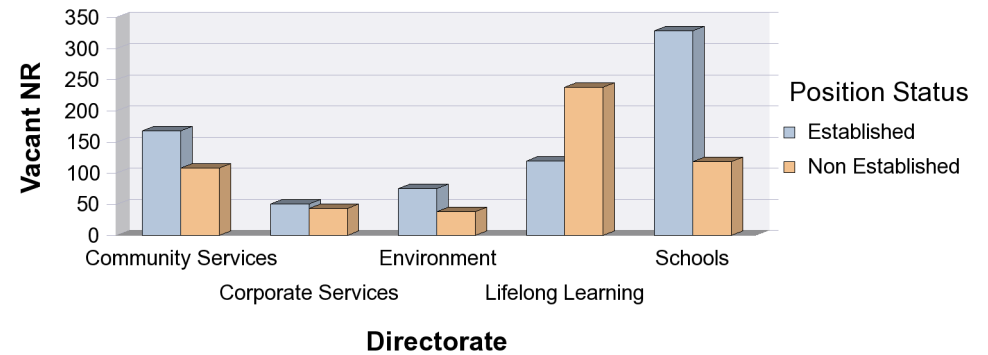
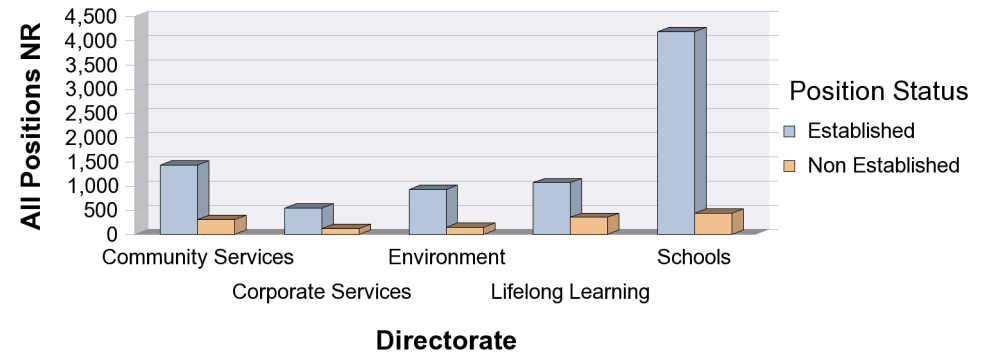
Period Up To : 30/06/2013

Establishment Summary Without Relief and School Supply Workers By Directorate

Data effective as at : 30/06/2013

Last Refreshed On : 31/07/2013

Directorate	Position Status	POSITIONS		
		Total	Vacant NR	Occupied NR
Community Services	Established	1,432	168	1,264
	Non Established	301	108	193
	Sum:	1,733	276	1,457
Corporate Services	Established	545	50	495
	Non Established	113	43	70
	Sum:	658	93	565
Environment	Established	926	75	851
	Non Established	145	38	107
	Sum:	1,071	113	958
Lifelong Learning	Established	1,062	119	943
	Non Established	350	238	112
	Sum:	1,412	357	1,055
Schools	Established	4,182	328	3,854
	Non Established	434	118	316
	Sum:	4,616	446	4,170
Overall Total:		9,490	1,285	8,205



Headcount Summary By Directorate

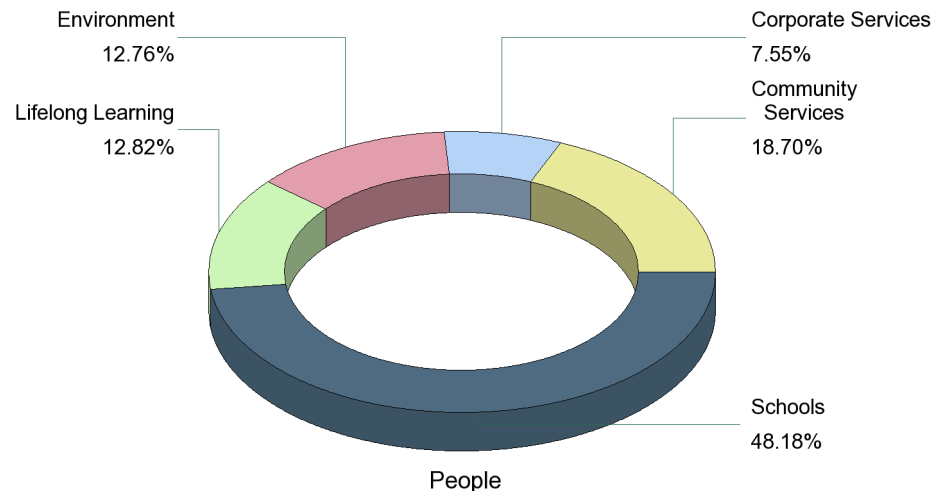
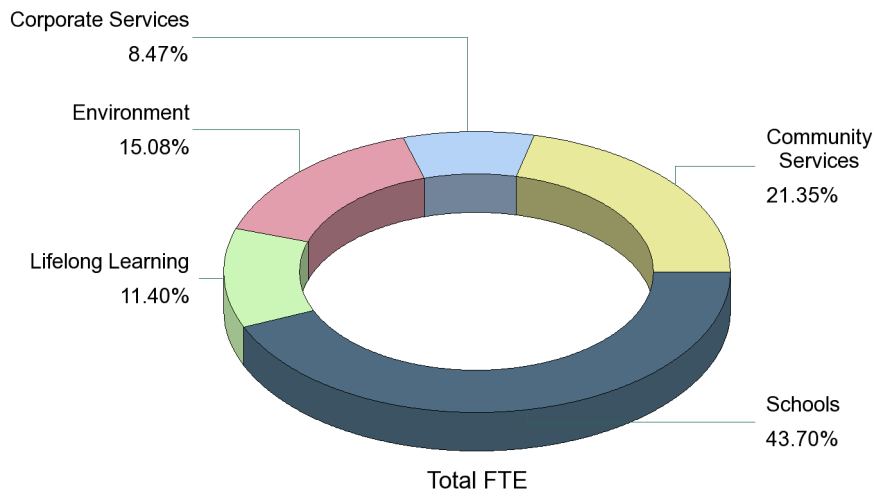
Data on this page is effective as at : 30/06/2013

Last Refreshed On : 31/07/2013

Flintshire County Council Actual Total Headcount : 7,122

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	Full Time	Full Time Term Time	Part Time	Part Time Term Time	No Basis
Community Services	1170	1,353	1,459	1,255	0	204	0	19	910	0	548	1	
Corporate Services	464	546	565	490	0	72	1	12	390	5	147	0	23
Environment	827	923	958	839	0	119	0	87	769	1	178	10	
Lifelong Learning	625	928	1,054	946	0	106	2	1	363	7	644	38	2
Schools	2395	3,486	4,170	3,922	0	248	0	0	1,279	92	1,220	1,578	1
Sum:	5481	7,236	8,206	7,452	0	749	3	119	3,711	105	2,737	1,627	26



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 : 31/07/2013

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
7,124		3,562	103	2.89%	

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	7,124	7,122	7,123	103	1.45%	93.53%

Directorate	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
Community Services	1,347	1,353	1,350	23	1.70%	94.22%
Corporate Services	528	546	537	11	2.05%	91.25%
Environment	931	923	927	15	1.62%	93.64%
Lifelong Learning	938	928	933	8	0.86%	96.03%
Schools	3,493	3,486	3,489.5	46	1.32%	93.08%

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				0	0%	

Directorate	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
				0	0%	

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				0	0%	

Directorate	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
				0	0%	

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				0	0%	

Directorate	HC Q4 From	HC Q4 To	Q4 Average Head Count	Q4 Leavers	Q4 Turnover	Q4 Stability
				0	0%	

Turnover Summary

Last Refreshed On : 31/07/2013

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community Services	23	0	0	0	23
Corporate Services	11	0	0	0	11
Environment	15	0	0	0	15
Lifelong Learning	8	0	0	0	8
Schools	46	0	0	0	46
Sum:	103	0	0	0	103

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community Services	1.70%	0%	0%	0%
Corporate Services	2.05%	0%	0%	0%
Environment	1.62%	0%	0%	0%
Lifelong Learning	0.86%	0%	0%	0%
Schools	1.32%	0%	0%	0%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community Services	94.22%	0%	0%	0%
Corporate Services	91.25%	0%	0%	0%
Environment	93.64%	0%	0%	0%
Lifelong Learning	96.03%	0%	0%	0%
Schools	93.08%	0%	0%	0%

Turnover Leaver Analysis

Last Refreshed On : 31/07/2013

Quarter 1

April to June		<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	1
	Male	0	0	0	1	0	0	1
Dismissal	Female	0	0	1	1	0	2	4
	Male	1	0	2	0	0	2	5
End of Contract Term	Female	3	2	2	0	0	0	7
	Male	1	0	1	0	0	0	2
Left Voluntarily	Female	4	3	14	10	9	1	41
	Male	3	0	4	1	1	1	10
Retirement	Female	0	0	2	1	5	13	21
	Male	1	0	0	2	0	1	4
Transfer - Internal	Female	1	0	0	0	0	0	1
Transferred To Another Employer	Female	0	1	3	0	0	0	4
	Male	1	0	0	1	0	0	2
Sum:		15	6	29	17	15	21	103

Quarter 2

July to September			Sum:
Death In Service	Female	0	0
	Male	0	0
Dismissal	Female	0	0
	Male	0	0
End of Contract Term	Female	0	0
	Male	0	0
Left Voluntarily	Female	0	0
	Male	0	0
Retirement	Female	0	0
	Male	0	0
Transfer - Internal	Female	0	0
Transferred To Another Employer	Female	0	0
	Male	0	0
Sum:			

Directorate Leaver Analysis

Last Refreshed On : 31/07/2013

Quarter 1

April to June

		<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Dismissal	0	0	1	0	0	1	2
	End of Contract Term	1	0	1	0	0	0	2
	Left Voluntarily	0	0	2	1	3	0	6
	Retirement	0	0	1	1	3	5	10
	Transferred To Another Employer	0	1	1	1	0	0	3
	Sum:	1	1	6	3	6	6	23
Corporate Services	Death In Service	0	0	0	1	0	0	1
	End of Contract Term	0	2	2	0	0	0	4
	Left Voluntarily	0	0	1	1	0	1	3
	Retirement	0	0	0	1	0	0	1
	Transferred To Another Employer	0	0	2	0	0	0	2
	Sum:	0	2	5	3	0	1	11
Environment	Dismissal	1	0	1	0	0	1	3
	Left Voluntarily	3	0	4	0	0	0	7
	Retirement	1	0	1	0	0	2	4
	Transferred To Another Employer	1	0	0	0	0	0	1
	Sum:	6	0	6	0	0	3	15
Lifelong Learning	Dismissal	0	0	1	0	0	0	1
	Left Voluntarily	0	0	2	2	1	0	5
	Retirement	0	0	0	0	0	2	2
	Sum:	0	0	3	2	1	2	8
Schools	Death In Service	0	0	0	0	0	1	1
	Dismissal	0	0	0	1	0	2	3
	End of Contract Term	3	0	0	0	0	0	3
	Left Voluntarily	4	3	9	7	6	1	30
	Retirement	0	0	0	1	2	5	8
	Transfer - Internal	1	0	0	0	0	0	1
	Sum:	8	3	9	9	8	9	46

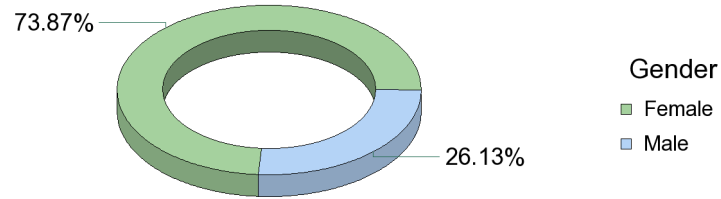
Diversity Summary

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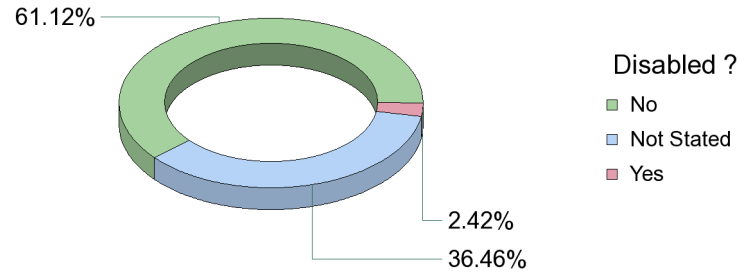
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Flintshire County Council Diversity Summary

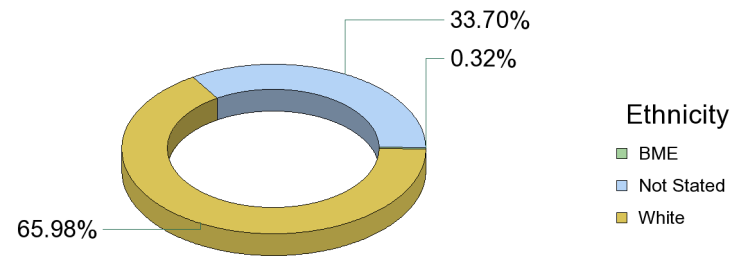
Gender	Total	%
Female	5,261	73.87%
Male	1,861	26.13%
Sum:	7,122	



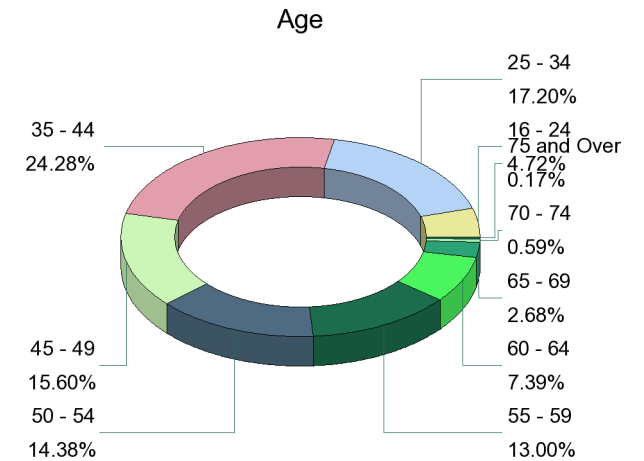
Disabled ?	Total	%
No	4,353	61.12%
Not Stated	2,597	36.46%
Yes	172	2.42%
Sum:	7,122	



Ethnicity	Total	%
BME	23	0.32%
Not Stated	2,400	33.70%
White	4,699	65.98%
Sum:	7,122	



Age	Total	%
16 - 24	336	4.72%
25 - 34	1,225	17.20%
35 - 44	1,729	24.28%
45 - 49	1,111	15.60%
50 - 54	1,024	14.38%
55 - 59	926	13.00%
60 - 64	526	7.39%
65 - 69	191	2.68%
70 - 74	42	0.59%
75 and Over	12	0.17%
Sum:	7,122	



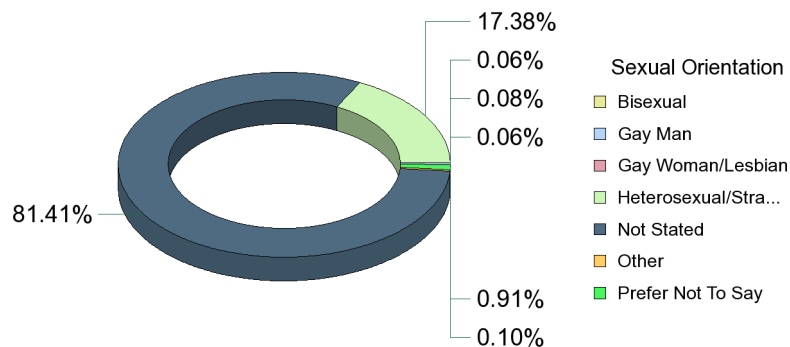
Diversity Summary

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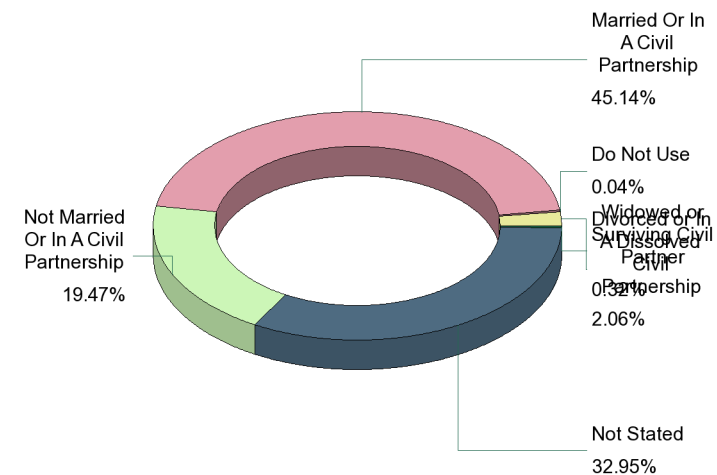
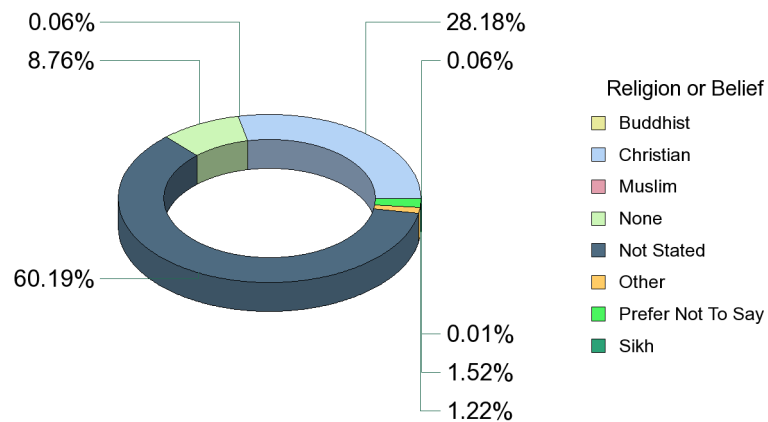
Flintshire County Council Diversity Summary Continued ...

Sexual Orientation	Total	%
Bisexual	4	0.06%
Gay Man	6	0.08%
Gay Woman/Lesbian	4	0.06%
Heterosexual/Straight	1,238	17.38%
Not Stated	5,798	81.41%
Other	7	0.10%
Prefer Not To Say	65	0.91%
Sum:	7,122	



Marital Status	Total	%
Divorced or In A Dissolved Civil Partnership	147	2.06%
Do Not Use	3	0.04%
Married Or In A Civil Partnership	3,215	45.14%
Not Married Or In A Civil Partnership	1,387	19.47%
Not Stated	2,347	32.95%
Widowed or Surviving Civil Partner	23	0.32%
Sum:	7,122	

Religion or Belief	Total	%
Buddhist	4	0.06%
Christian	2,007	28.18%
Muslim	4	0.06%
None	624	8.76%
Not Stated	4,287	60.19%
Other	87	1.22%
Prefer Not To Say	108	1.52%
Sikh	1	0.01%
Sum:	7,122	



Cumulative Totals

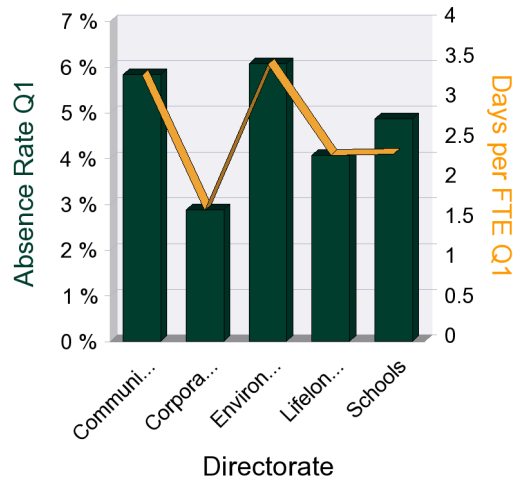
Absence Rate Summary By Directorate

Last Refreshed On : 31/07/2013

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE	Target per FTE
290,837	14,550	5.00 %	10.62	9.8

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	3,876	66,450	5.83 %	3.32	0				0				0				3.32
Corporate Services	753	26,237	2.87 %	1.64	0				0				0				1.64
Environment	2,871	47,352	6.06 %	3.46	0				0				0				3.46
Lifelong Learning	1,456	35,790	4.07 %	2.32	0				0				0				2.32
Schools	5,595	115,008	4.86 %	2.33	0				0				0				2.33
	14,550	290,837	5.00 %	2.65	0				0				0				

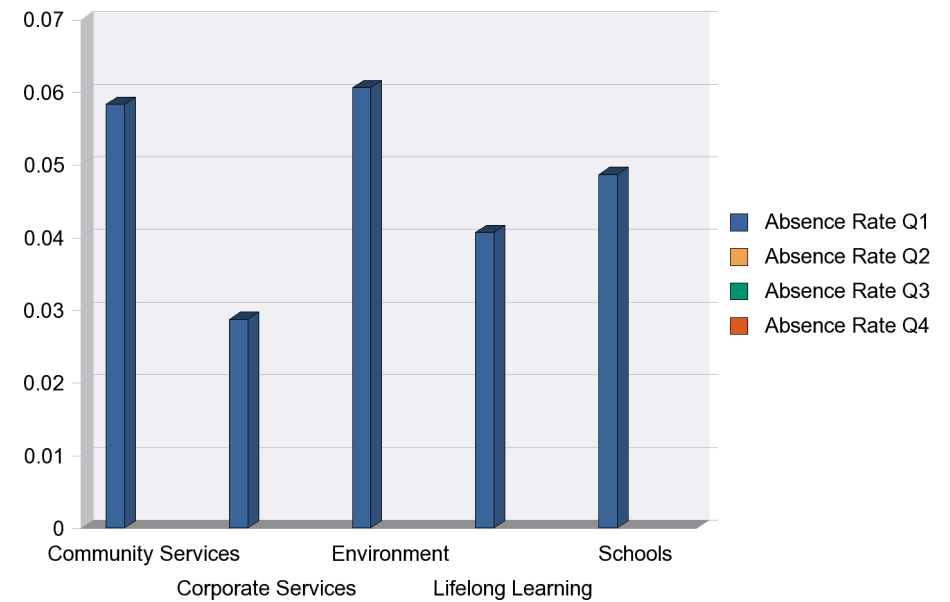
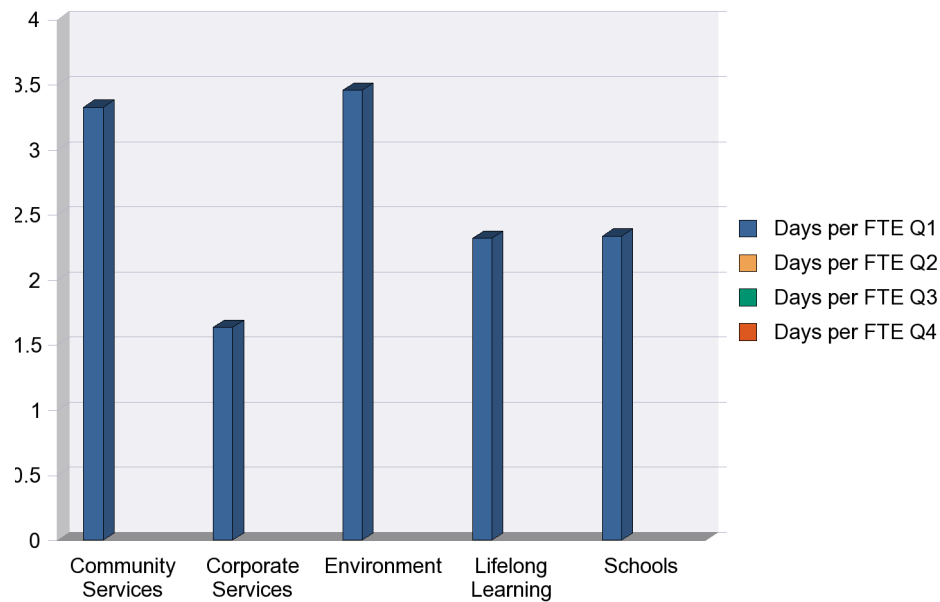


Absence Rate Summary By Directorate

Last Refreshed On : 31/07/2013

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
Community Services	3.32			
Corporate Services	1.64			
Environment	3.46			
Lifelong Learning	2.32			
Schools	2.33			

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
Community Services	5.83 %			
Corporate Services	2.87 %			
Environment	6.06 %			
Lifelong Learning	4.07 %			
Schools	4.86 %			



Absence Short and Long Term Summary For Quarters One and Two

Last Refreshed On : 31/07/2013

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	228.63	275.75	504
B Other Musculo-Skeletal Problems	540.9	1,392.97	1934
C Stress/Depression Mental Health & Fatigue Syndrome	487.93	1,495.64	1984
D Infection	822.02	239.57	1062
E Neurological	205.8	196	402
F Eye Ear Nose & Mouth/Dental	293.22	236.65	530
G Genito-urinary	76.62	185	262
H Pregnancy Related	110.62	42	153
I Stomach Liver Kidney Digestion	608.31	554.85	1163
J Heart Blood Pressure Circulation	62.11	143.7	206
K Chest Respiratory	218.23	403.71	622
L Other	1,613.93	3,202.26	4816
	263.86	649.85	914
TOTAL	5,532.18	9,017.94	14550

Short Term	Long Term	Total
0	0	0

Absence Short & Long Term Summary

Last Refreshed On : 31/07/2013

Community Services

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	52.11	91	143
B Other Musculo-Skeletal Problems	111.03	279.22	390
C Stress/Depression Mental Health & Fatigue S	109.08	493.26	602
D Infection	153.58	61	215
E Neurological	39.43	0	39
F Eye Ear Nose & Mouth/Dental	71.46	54	125
G Genito-urinary	10.49	27	37
H Pregnancy Related	8	42	50
I Stomach Liver Kidney Digestion	83.47	91	174
K Chest Respiratory	45.4	54	99
L Other	504.07	1,324.16	1828
	57.66	113.24	171
TOTAL	1,245.78	2,629.89	3876

Q2 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			

Absence Short & Long Term Summary

Last Refreshed On : 31/07/2013

Corporate Services

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	6.81	0	7
B Other Musculo-Skeletal Problems	23.31	162.41	186
C Stress/Depression Mental Health & Fatigue S	32.17	0	32
D Infection	43.2	0	43
E Neurological	4	0	4
F Eye Ear Nose & Mouth/Dental	18.81	0	19
G Genito-urinary	20.38	0	20
H Pregnancy Related	9.73	0	10
I Stomach Liver Kidney Digestion	49.14	0	49
J Heart Blood Pressure Circulation	23.2	20	43
K Chest Respiratory	3	0	3
L Other	82.43	231.8	314
	22.5	0	23
TOTAL	338.68	414.21	753

Q2 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			

Absence Short & Long Term Summary

Last Refreshed On : 31/07/2013

Environment

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	58.06	44	102
B Other Musculo-Skeletal Problems	218	407.75	626
C Stress/Depression Mental Health & Fatigue S	134.6	263.43	398
D Infection	176.92	76.74	254
E Neurological	29.62	56	86
F Eye Ear Nose & Mouth/Dental	29.8	159	189
G Genito-urinary	3.24	49	52
H Pregnancy Related	9	0	9
I Stomach Liver Kidney Digestion	95	168	263
J Heart Blood Pressure Circulation	22	30	52
K Chest Respiratory	48.96	87	136
L Other	57.93	365	423
	64.66	217	282
TOTAL	947.81	1,922.92	2871

Q2 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			

Absence Short & Long Term Summary

Last Refreshed On : 31/07/2013

Lifelong Learning

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	22.68	65	88
B Other Musculo-Skeletal Problems	77.54	204.46	282
C Stress/Depression Mental Health & Fatigue S	36.28	141.27	178
D Infection	81.82	23.01	105
E Neurological	30.43	21	51
F Eye Ear Nose & Mouth/Dental	58.61	0	59
G Genito-urinary	5.59	27	33
H Pregnancy Related	10.38	0	10
I Stomach Liver Kidney Digestion	72.37	121.05	193
J Heart Blood Pressure Circulation	5.59	0	6
K Chest Respiratory	35.15	35	70
L Other	141.54	219.32	361
	21.22	0	21
TOTAL	599.2	857.11	1456

Q2 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			

Absence Short & Long Term Summary

Last Refreshed On : 31/07/2013

Schools

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	88.98	75.75	165
B Other Musculo-Skeletal Problems	111.02	339.14	450
C Stress/Depression Mental Health & Fatigue S	175.79	597.67	773
D Infection	366.5	78.82	445
E Neurological	102.32	119	221
F Eye Ear Nose & Mouth/Dental	114.54	23.65	138
G Genito-urinary	36.91	82	119
H Pregnancy Related	73.51	0	74
I Stomach Liver Kidney Digestion	308.34	174.8	483
J Heart Blood Pressure Circulation	11.32	93.7	105
K Chest Respiratory	85.72	227.71	313
L Other	827.96	1,061.97	1890
	97.82	319.61	417
TOTAL	2,400.71	3,193.81	5595

Q2 Absence Reason	Short Term	Long Term	Total
	0	0	0
TOTAL			