

FLINTSHIRE COUNTY COUNCIL

Workforce Information Report

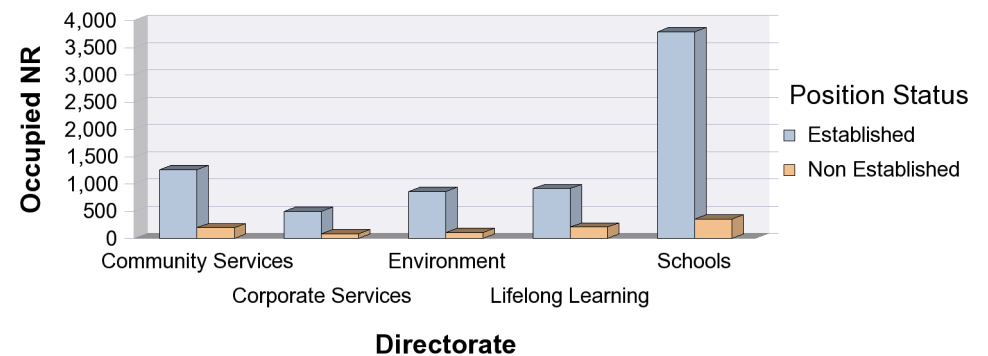
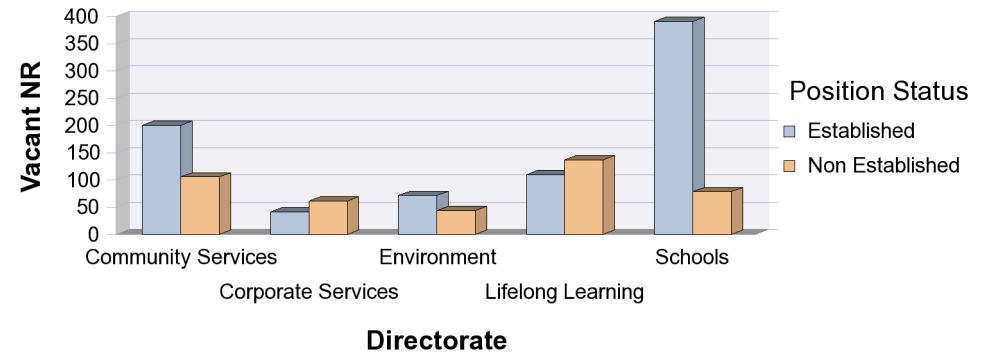
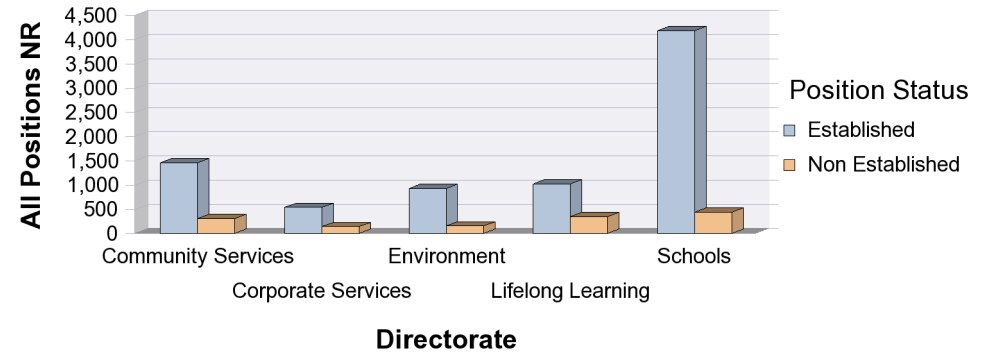
Period Up To : 30/09/2013

Establishment Summary Without Relief and School Supply Workers By Directorate

Data effective as at : 30/09/2013

Last Refreshed On : 02/10/2013

Directorate	Position Status	POSITIONS		
		Total	Vacant NR	Occupied NR
Community Services	Established	1,454	200	1,254
	Non Established	299	105	194
	Sum:	1,753	305	1,448
Corporate Services	Established	536	41	495
	Non Established	138	61	77
	Sum:	674	102	572
Environment	Established	927	71	856
	Non Established	149	43	106
	Sum:	1,076	114	962
Lifelong Learning	Established	1,019	109	910
	Non Established	342	136	206
	Sum:	1,361	245	1,116
Schools	Established	4,179	390	3,789
	Non Established	431	78	353
	Sum:	4,610	468	4,142
Overall Total:		9,474	1,234	8,240



Headcount Summary By Directorate

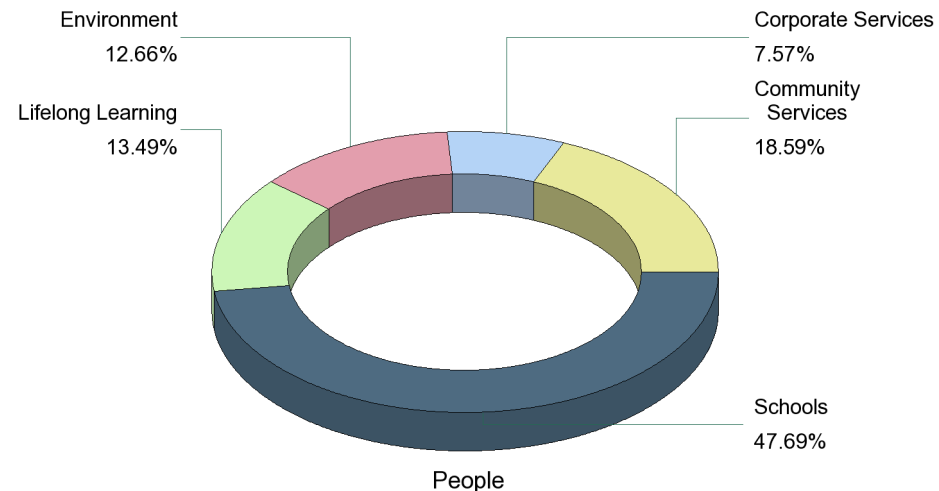
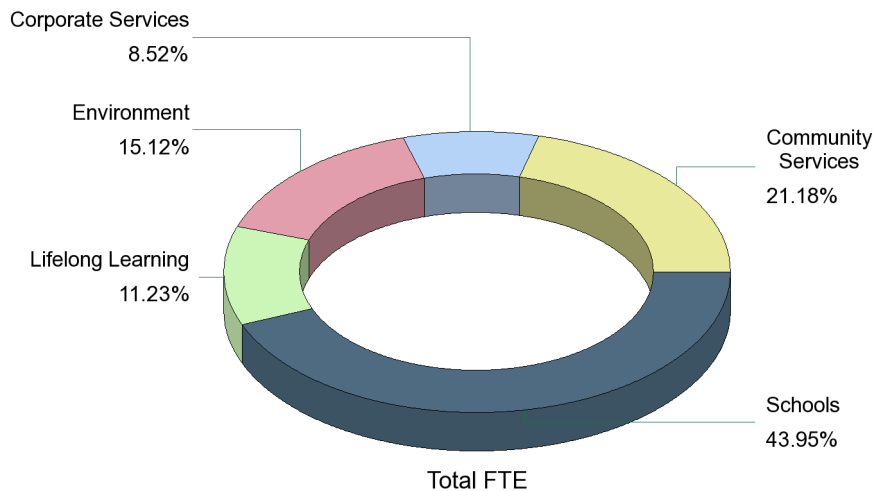
Data on this page is effective as at : 30/09/2013

Last Refreshed On : 02/10/2013

Flintshire County Council Actual Total Headcount : 7,193

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	1162	1,359	1,448	1,247	0	201	0	32	897	0	550	1	
Corporate Services	468	553	572	481	0	88	1	14	388	5	155	0	24
Environment	830	925	962	842	0	120	0	69	776	1	175	10	
Lifelong Learning	616	986	1,115	919	0	165	31	0	360	5	703	41	6
Schools	2412	3,486	4,142	3,864	0	278	0	0	1,289	94	1,189	1,569	1
Sum:	5487	7,309	8,239	7,353	0	852	32	115	3,710	105	2,772	1,621	31



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 : 02/10/2013

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
7,123		3,561.5	322	9.04%	

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	7,123	7,126	7,124.5	103	1.45%	93.61%

Directorate	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
Community Services	1,345	1,352	1,348.5	23	1.71%	94.33%
Corporate Services	530	548	539	11	2.04%	91.65%
Environment	931	923	927	15	1.62%	93.64%
Lifelong Learning	938	931	934.5	8	0.86%	96.09%
Schools	3,493	3,488	3,490.5	46	1.32%	93.14%

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	7,127	7,193	7,160	219	3.06%	93.46%

Directorate	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
Community Services	1,350	1,359	1,354.5	26	1.92%	93.32%
Corporate Services	547	553	550	27	4.91%	91.09%
Environment	923	925	924	12	1.30%	94.70%
Lifelong Learning	924	986	955	23	2.41%	93.30%
Schools	3,499	3,486	3,492.5	132	3.78%	93.83%

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 : 02/10/2013

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community Services	23	26	0	0	49
Corporate Services	11	27	0	0	38
Environment	15	12	0	0	27
Lifelong Learning	8	23	0	0	31
Schools	46	132	0	0	178
Sum:	103	220	0	0	323

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community Services	1.71%	1.92%	0%	0%
Corporate Services	2.04%	4.91%	0%	0%
Environment	1.62%	1.30%	0%	0%
Lifelong Learning	0.86%	2.41%	0%	0%
Schools	1.32%	3.78%	0%	0%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community Services	94.33%	93.32%	0%	0%
Corporate Services	91.65%	91.09%	0%	0%
Environment	93.64%	94.70%	0%	0%
Lifelong Learning	96.09%	93.30%	0%	0%
Schools	93.14%	93.83%	0%	0%

Turnover Leaver Analysis

Last Refreshed On : 02/10/2013

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	0	0	1	0	0	0	1
Left Voluntarily	Female	5	3	14	10	9	1	42
	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		<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	0	1
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	0	0	3	4	4	11
	Male	0	1	1	5	2	1	3	13
End of Contract Term	Female	0	3	9	3	1	0	0	16
	Male	0	1	3	1	0	0	0	5
Left Voluntarily	Female	1	4	12	35	15	13	3	83
	Male	2	8	2	15	4	2	3	36
Retirement	Female	0	0	0	2	3	7	17	29
	Male	0	0	0	2	2	7	6	17
Transfer - Internal	Female	0	0	0	0	0	0	0	0
Transferred To Another Employer	Female	0	0	0	1	1	0	0	2
	Male	0	1	0	4	0	1	0	6
Sum:		3	18	27	68	32	35	36	219

Directorate Leaver Analysis

Last Refreshed On : 02/10/2013

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
	Dismissal	0	0	0	0	0	0	0
	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
	End of Contract Term	0	0	0	0	0	0	0
	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
	End of Contract Term	0	0	0	0	0	0	0
	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	2	0	0	0	0	0	2
	Left Voluntarily	5	3	9	7	6	1	31
	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	

Directorate Leaver Analysis

Last Refreshed On : 02/10/2013

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	1	2	3
	End of Contract Term	0	1	0	1	0	0	0	2
	Left Voluntarily	0	0	0	2	4	0	1	7
	Retirement	0	0	0	0	3	2	3	8
	Transferred To Another Employer	0	1	0	3	1	1	0	6
	Sum:	0	2	0	6	8	4	6	26
Corporate Services	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	0	1	1
	End of Contract Term	0	1	0	0	0	0	0	1
	Left Voluntarily	2	10	3	5	2	1	0	23
	Retirement	0	0	0	0	0	2	0	2
	Transferred To Another Employer	0	0	0	0	0	0	0	0
Sum:	2	11	3	5	2	3	1	27	
Environment	Dismissal	0	0	0	3	0	0	1	4
	End of Contract Term	0	0	0	1	0	0	0	1
	Left Voluntarily	0	0	0	2	1	1	0	4
	Retirement	0	0	0	0	0	1	0	1
	Transferred To Another Employer	0	0	0	2	0	0	0	2
	Sum:	0	0	0	8	1	2	1	12
Lifelong Learning	Dismissal	0	0	0	2	2	1	0	5
	End of Contract Term	0	1	0	0	0	0	0	1
	Left Voluntarily	0	0	1	8	0	2	0	11
	Retirement	0	0	0	1	1	3	1	6
	Sum:	0	1	1	11	3	6	1	23
Schools	Death In Service	0	0	0	0	1	0	0	1
	Dismissal	0	1	1	0	3	3	3	11
	End of Contract Term	0	1	12	2	1	0	0	16
	Left Voluntarily	1	2	10	34	12	11	5	75
	Retirement	0	0	0	3	1	6	19	29
	Transfer - Internal	0	0	0	0	0	0	0	0
Sum:	1	4	23	39	18	20	27	132	

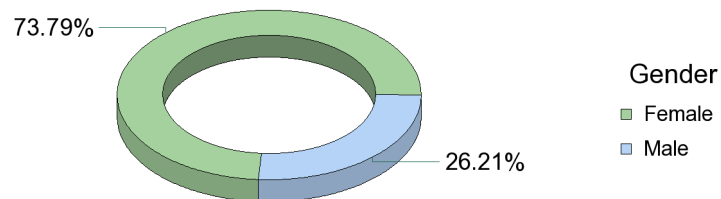
Diversity Summary

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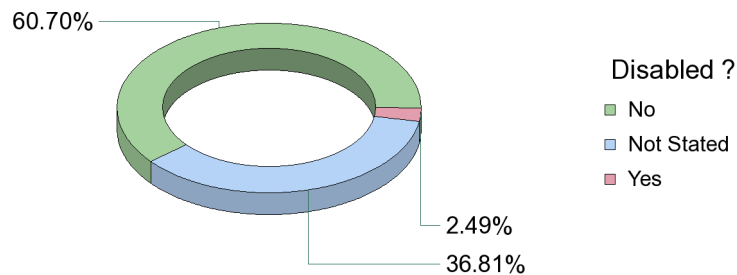
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Flintshire County Council Diversity Summary

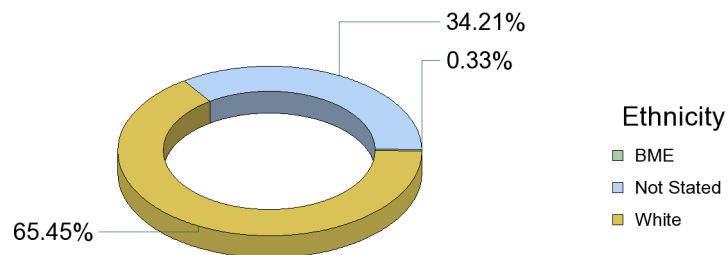
Gender	Total	%
Female	5,308	73.79%
Male	1,885	26.21%
Sum:	7,193	



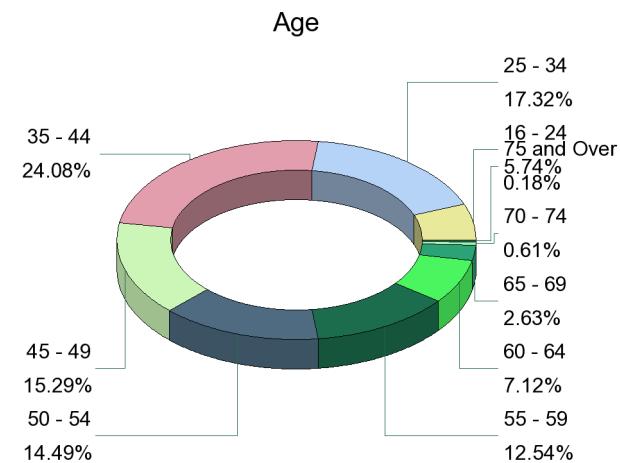
Disabled ?	Total	%
No	4,366	60.70%
Not Stated	2,648	36.81%
Yes	179	2.49%
Sum:	7,193	



Ethnicity	Total	%
BME	24	0.33%
Not Stated	2,461	34.21%
White	4,708	65.45%
Sum:	7,193	



Age	Total	%
16 - 24	413	5.74%
25 - 34	1,246	17.32%
35 - 44	1,732	24.08%
45 - 49	1,100	15.29%
50 - 54	1,042	14.49%
55 - 59	902	12.54%
60 - 64	512	7.12%
65 - 69	189	2.63%
70 - 74	44	0.61%
75 and Over	13	0.18%
Sum:	7,193	



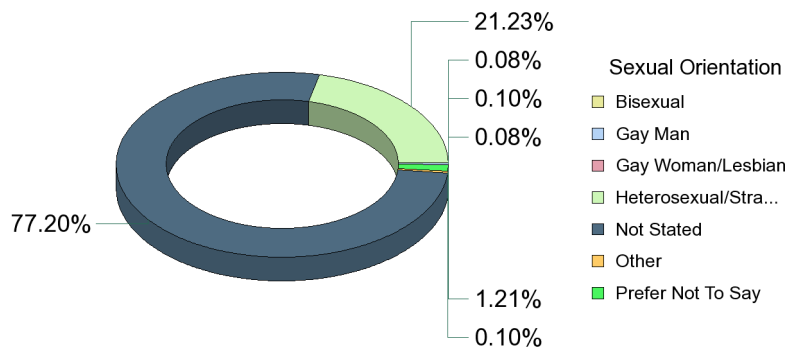
Diversity Summary

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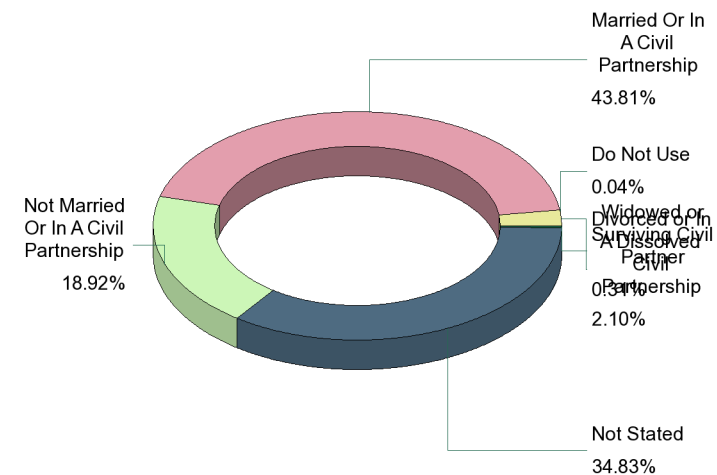
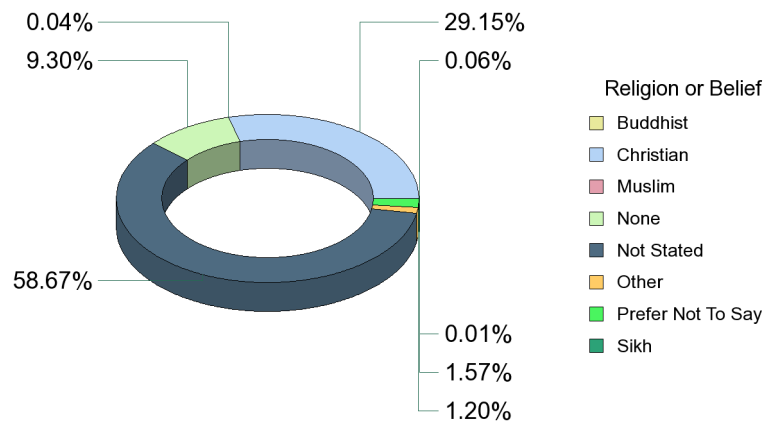
Flintshire County Council Diversity Summary Continued ...

Sexual Orientation	Total	%
Bisexual	6	0.08%
Gay Man	7	0.10%
Gay Woman/Lesbian	6	0.08%
Heterosexual/Straight	1,527	21.23%
Not Stated	5,553	77.20%
Other	7	0.10%
Prefer Not To Say	87	1.21%
Sum:	7,193	



Marital Status	Total	%
Divorced or In A Dissolved Civil Partnership	151	2.10%
Do Not Use	3	0.04%
Married Or In A Civil Partnership	3,151	43.81%
Not Married Or In A Civil Partnership	1,361	18.92%
Not Stated	2,505	34.83%
Widowed or Surviving Civil Partner	22	0.31%
Sum:	7,193	

Religion or Belief	Total	%
Buddhist	4	0.06%
Christian	2,097	29.15%
Muslim	3	0.04%
None	669	9.30%
Not Stated	4,220	58.67%
Other	86	1.20%
Prefer Not To Say	113	1.57%
Sikh	1	0.01%
Sum:	7,193	



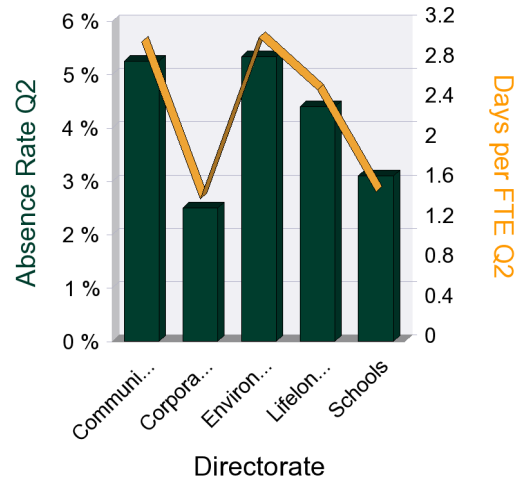
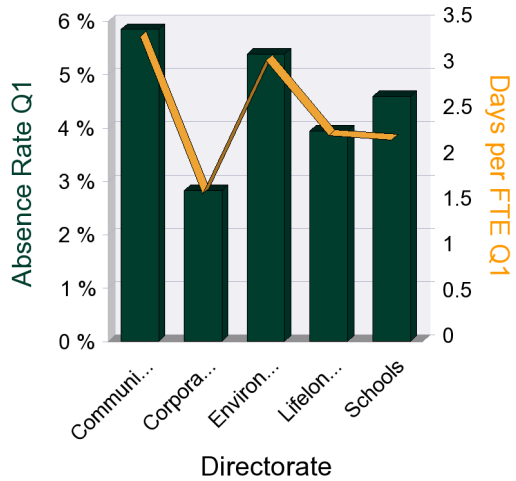
Absence Rate Summary By Directorate

Last Refreshed On : 06/11/2013

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE
582,102	25,655	4.41 %	9.35

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	3,871	66,255	5.84 %	3.33	3,488	66,499	5.24 %	2.99	0				0				6.32
Corporate Services	746	26,385	2.83 %	1.61	668	26,748	2.50 %	1.42	0				0				3.03
Environment	2,543	47,266	5.38 %	3.07	2,512	47,148	5.33 %	3.04	0				0				6.1
Lifelong Learning	1,411	35,820	3.94 %	2.25	1,563	35,515	4.40 %	2.51	0				0				4.75
Schools	5,270	114,980	4.58 %	2.2	3,584	115,485	3.10 %	1.49	0				0				3.69
	13,840	290,707	4.76 %	2.53	11,814	291,396	4.05 %	2.15	0				0				

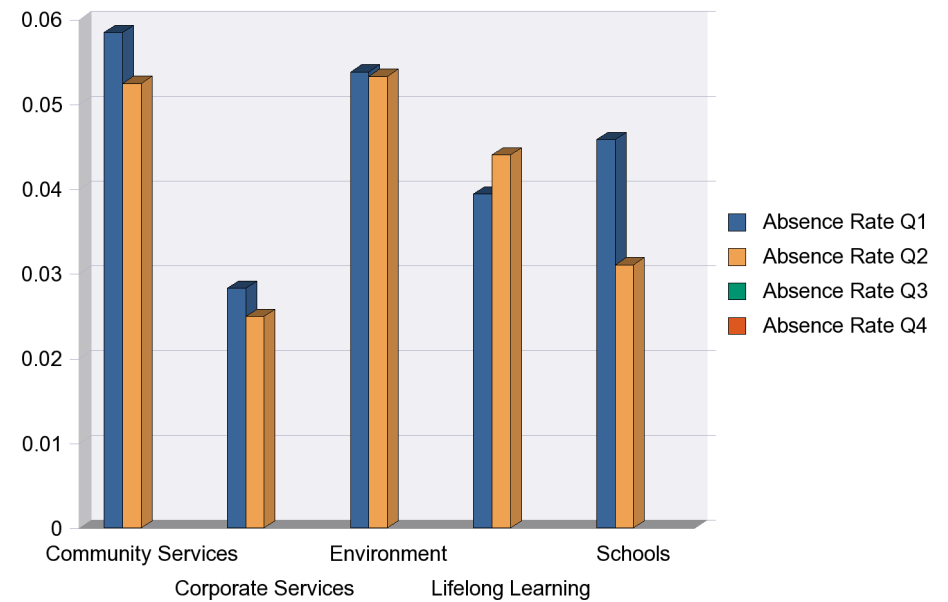
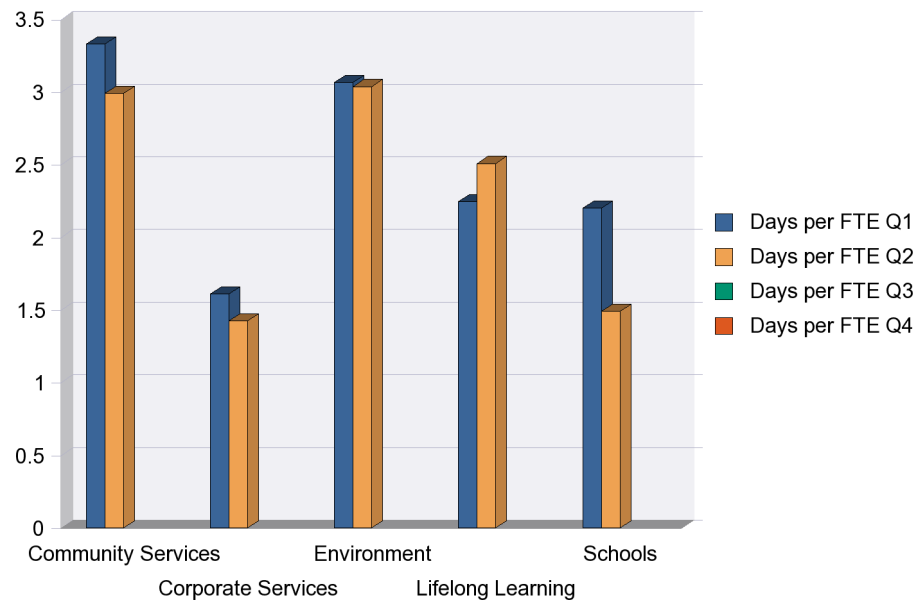


Absence Rate Summary By Directorate

Last Refreshed On : 06/11/2013

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
Community Services	3.33	2.99		
Corporate Services	1.61	1.42		
Environment	3.07	3.04		
Lifelong Learning	2.25	2.51		
Schools	2.2	1.49		

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
Community Services	5.84 %	5.24 %		
Corporate Services	2.83 %	2.50 %		
Environment	5.38 %	5.33 %		
Lifelong Learning	3.94 %	4.40 %		
Schools	4.58 %	3.10 %		



Absence Short and Long Term Summary For Quarters One and Two

Last Refreshed On : 31/10/2013

Q1 Absence Reason	Short Term	Long Term	Total
A Back Problems	224.63	251.75	476
B Other musculoskeletal	566.44	1,348.16	1915
C Stress depression; anxiety; mental health & fatigue	555.63	1,561.64	2117
D Infections	816.02	213.45	1029
DNU H Pregnancy Related	112.31	42	154
E Neurological; headaches & migraines	198.47	142.38	341
F Eye; ear; nose & mouth/dental; sinusitis	296.53	236.65	533
G Genito-urinary; menstrual problems	88.62	89	178
I Stomach; liver; kidney; digestion & vomiting	609.44	518.17	1128
J Blood; heart; circulation	68.61	143.7	212
K Chest; lungs; respiratory	226.23	348.71	575
L Other (ESC use only)	1,575.34	3,080.53	4656
	209.82	378.95	589
TOTAL	5,548.1	8,355.08	13903

Q2 Absence Reason	Short Term	Long Term	Total
A Back Problems	243.68	322.2	566
B Other musculoskeletal	537.17	1,036.15	1573
C Stress depression; anxiety; mental health & fatigue	371.66	1,848.87	2221
D Infections	698.72	320.6	1019
DNU H Pregnancy Related	95.76	46	142
E Neurological; headaches & migraines	152.17	123.72	276
F Eye; ear; nose & mouth/dental; sinusitis	195.13	284.92	480
G Genito-urinary; menstrual problems	92.31	107.35	200
I Stomach; liver; kidney; digestion & vomiting	586.06	506.29	1092
J Blood; heart; circulation	84.29	90	174
K Chest; lungs; respiratory	121.21	199.13	320
L Other (ESC use only)	1,241.79	2,332.76	3575
N Diabetes; thyroid & endocrine	2.65	0	3
O Skin related disorder & burns	3	0	3
	52.2	196.86	249
TOTAL	4,477.79	7,414.86	11893