

**FLINTSHIRE COUNTY COUNCIL**

**Workforce Information Report**

Period Up To : 31/12/2011

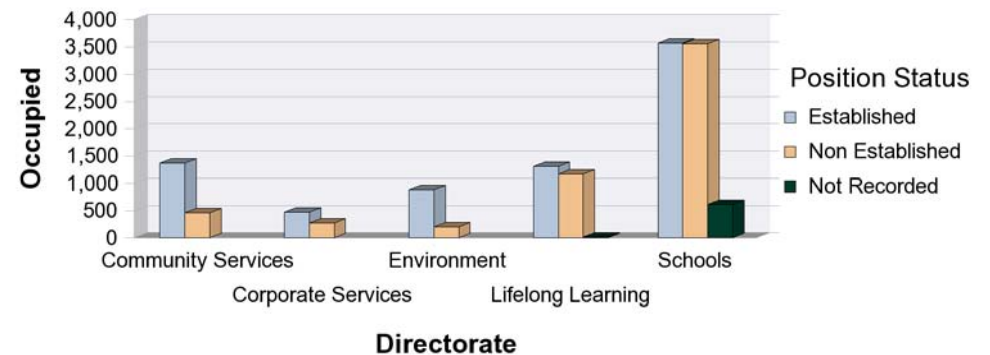
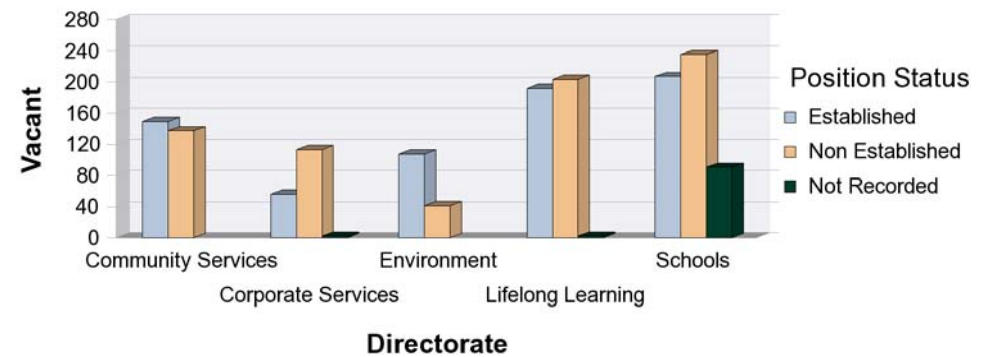
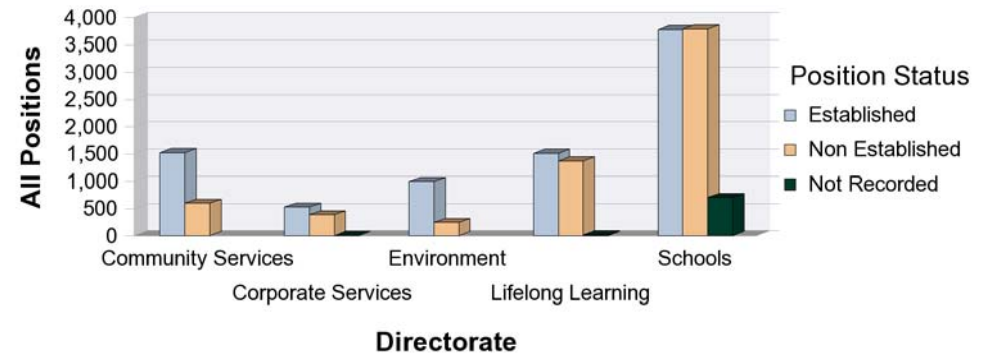
Not Recorded - those positions that have not yet been categorised as either Established or Non Established. For further details please refer to question one on the Frequently Asked Questions sheet

## Establishment Summary By Directorate

Data effective as at : 31/12/2011

Last Refreshed On : 09/01/2012

Directorate	Position Status	POSITIONS		
		Total	Vacant	Occupied
Community Services	Established	1,512	149	1,363
	Non Established	592	137	455
	<b>Sum:</b>	<b>2,104</b>	<b>286</b>	<b>1,818</b>
Corporate Services	Established	523	56	467
	Non Established	381	113	268
	Not Recorded	2	2	
	<b>Sum:</b>	<b>906</b>	<b>171</b>	<b>735</b>
Environment	Established	992	107	885
	Non Established	239	41	198
	<b>Sum:</b>	<b>1,231</b>	<b>148</b>	<b>1,083</b>
Lifelong Learning	Established	1,500	192	1,308
	Non Established	1,362	203	1,159
	Not Recorded	11	2	9
	<b>Sum:</b>	<b>2,873</b>	<b>397</b>	<b>2,476</b>
Schools	Established	3,771	207	3,564
	Non Established	3,787	235	3,552
	Not Recorded	698	90	608
	<b>Sum:</b>	<b>8,256</b>	<b>532</b>	<b>7,724</b>
<b>Overall Total:</b>		<b>15,370</b>	<b>1,534</b>	<b>13,836</b>



# Headcount Summary By Directorate

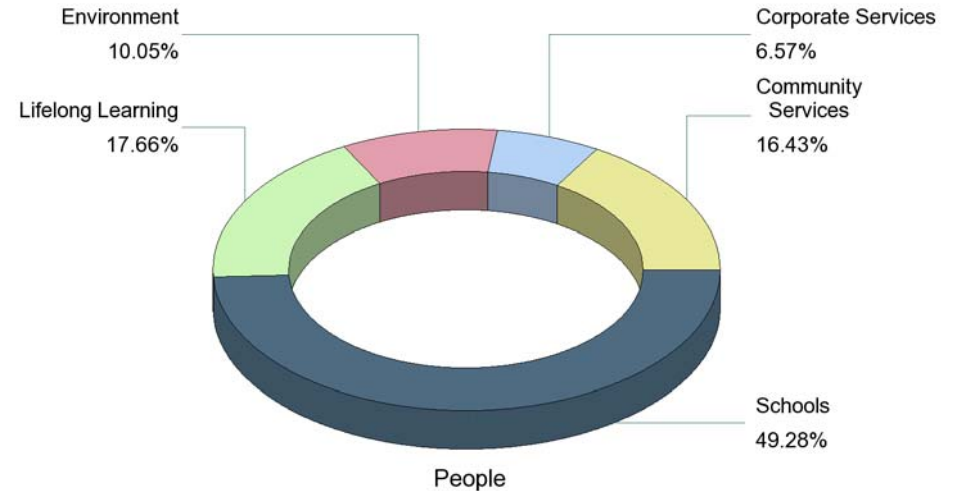
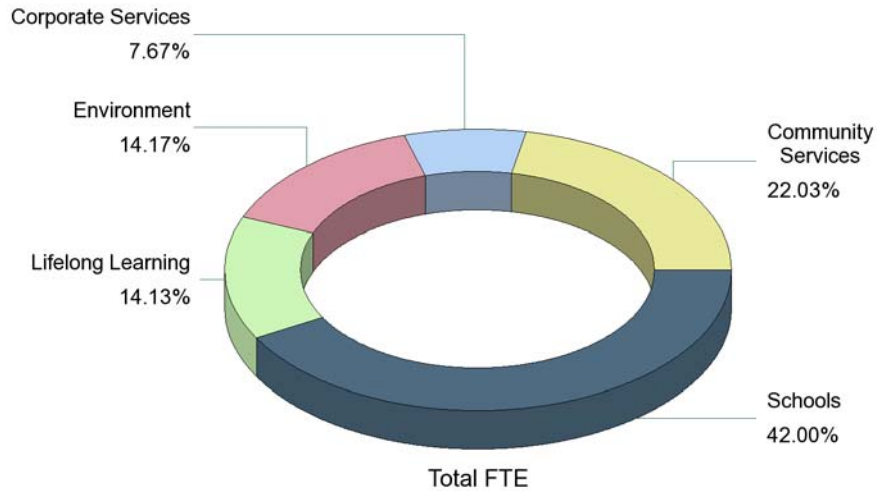
Data on this page is effective as at : 31/12/2011

Last Refreshed On : 09/01/2012

**Flintshire County Council Actual Total Headcount : 8,569**

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	1,487	1,709	1,286	213	210	0	70	0	902	0	654	1	152
Corporate Services	415	595	691	418	125	139	0	14	9	382	4	147	1	157
Environment	767	910	945	748	33	164	0	158	0	705	1	203	11	25
Lifelong Learning	765	1,599	2,361	1,211	986	161	3	4	0	401	8	1,004	40	908
Schools	2274	4,461	7,657	3,610	3,664	383	0	0	0	1,299	78	2,348	1,105	2,827
<b>Sum:</b>	<b>5415</b>	<b>9,052</b>	<b>13,363</b>	<b>7,273</b>	<b>5,021</b>	<b>1,057</b>	<b>3</b>	<b>246</b>	<b>9</b>	<b>3,689</b>	<b>91</b>	<b>4,356</b>	<b>1,158</b>	<b>4,069</b>



## Turnover Summary by Directorate

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 : 09/01/2012

### Flintshire County Council Annual Total

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
8,517		4,258.5	677	15.90%	

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	8,517	8,553	8,535	131	1.53%	91.05%
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%	95.47%
Corporate Services	578	572	575	20	3.48%	91.83%
Environment	933	935	934	8	0.86%	92.29%
Lifelong Learning	1,665	1,668	1,666.5	26	1.56%	92.41%
Schools	4,333	4,391	4,362	52	1.19%	89.55%

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	8,565	8,518	8,541.5	383	4.48%	90.98%
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	571	594	582.5	22	3.78%	90.47%
Environment	934	920	927	22	2.37%	91.91%
Lifelong Learning	1,673	1,608	1,640.5	135	8.23%	91.37%
Schools	4,403	4,390	4,396.5	188	4.28%	89.18%

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	8,542	8,569	8,555.5	163	1.91%	91.71%
Directorate	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
Community Services	1,484	1,487	1,485.5	23	1.55%	96.33%
Corporate Services	594	595	594.5	42	7.06%	91.00%
Environment	918	910	914	16	1.75%	96.83%
Lifelong Learning	1,602	1,599	1,600.5	31	1.94%	92.60%
Schools	4,423	4,461	4,442	54	1.22%	89.67%

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 : 09/01/2012

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community Services	27	21	23	0	71
Corporate Services	20	22	42	0	84
Environment	8	22	16	0	46
Lifelong Learning	26	135	31	0	192
Schools	52	188	54	0	294
Sum:	133	388	166	0	687

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community Services	1.80%	1.41%	1.55%	0%
Corporate Services	3.48%	3.78%	7.06%	0%
Environment	0.86%	2.37%	1.75%	0%
Lifelong Learning	1.56%	8.23%	1.94%	0%
Schools	1.19%	4.28%	1.22%	0%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community Services	95.47%	96.71%	96.33%	0%
Corporate Services	91.83%	90.47%	91.00%	0%
Environment	92.29%	91.91%	96.83%	0%
Lifelong Learning	92.41%	91.37%	92.60%	0%
Schools	89.55%	89.18%	89.67%	0%

# Turnover Leaver Analysis

Last Refreshed On : 09/01/2012

## 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	8	6	5	0	1	0	20
	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
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	18	23	33	20	19	13	131

## 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	68	23	17	7	185
	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
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	125	54	32	50	383

# Turnover Leaver Analysis

Last Refreshed On : 09/01/2012

## 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	0	0	0	0	0	0	0	0
	Male	0	0	0	1	0	0	0	1
Left Voluntarily	Female	22	4	34	13	11	6	0	90
	Male	12	3	10	4	2	0	1	32
Not Worked in Previous 12 Months	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	4	7	0	14
Transferred To Another Employer	Female	0	0	0	0	0	1	0	1
	Male	0	0	0	0	0	0	0	0
Sum:		34	7	47	24	22	28	1	163

## Quarter 4

January to March			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
Not Worked in Previous 12 Months	Female	0	0
	Male	0	0
Retirement	Female	0	0
	Male	0	0
Transferred To Another Employer	Female	0	0
	Male	0	0
Sum:			

## Directorate Leaver Analysis

Last Refreshed On : 09/01/2012

### 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	
	Retirement	0	0	0	2	0	3	4	9	
	Transferred To Another Employer	0	0	0	0	0	2	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	4	7	4	0	0	0	15	
	Left Voluntarily	0	1	2	0	1	0	0	4	
	Retirement	0	0	0	0	0	0	1	1	
		Sum:	0	5	9	4	1	0	1	20
	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	
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	
	Retirement	0	0	0	1	0	3	1	5	
	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	2	0	1	0	15	
	Left Voluntarily	1	3	7	10	3	0	2	26	
	Not Worked In Previous 12 Months	0	0	0	0	0	0	0	0	
	Retirement	0	0	0	0	3	1	2	6	
	Sum:	1	10	12	13	6	5	5	52	



## Directorate Leaver Analysis

Last Refreshed On : 09/01/2012

### 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	
	Retirement	0	0	0	0	0	0	0	0	
	Transferred To Another Employer	0	0	0	0	1	1	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	
	Retirement	0	0	0	1	0	0	0	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	
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	17	9	3	0	109	
	Not Worked In Previous 12 Months	0	0	0	11	3	0	0	14	
	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	31	15	5	2	135	
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	58	20	14	10	117	
	Not Worked In Previous 12 Months	0	0	0	0	1	0	0	1	
	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	70	32	23	38	188	

## Directorate Leaver Analysis

Last Refreshed On : 09/01/2012

### 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	2	1	13	
	Not Worked In Previous 12 Months	0	0	0	0	0	0	0	0	
	Retirement	0	0	0	1	1	2	4	7	
	Transferred To Another Employer	0	0	0	0	0	0	1	1	
	Sum:	0	0	8	5	4	6	0	23	
Corporate Services	Dismissal	0	0	0	0	0	0	1	1	
	End of Contract Term	0	0	0	0	0	0	0	0	
	Left Voluntarily	25	4	5	3	1	1	0	39	
	Retirement	0	0	0	0	0	0	2	2	
		Sum:	25	4	5	3	1	3	1	42
	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	1	7	
Retirement		0	0	0	2	2	4	0	8	
Transferred To Another Employer		0	0	0	0	0	0	0	0	
	Sum:	0	1	4	3	3	5	0	16	
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	11	7	2	3	0	23	
	Not Worked In Previous 12 Months	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	11	8	5	7	0	31	
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	0	0	0	1	0	0	0	1	
	Left Voluntarily	9	2	17	6	7	2	0	43	
	Not Worked In Previous 12 Months	0	0	0	0	0	0	0	0	
	Retirement	0	0	1	0	0	2	6	9	
Transferred To Another Employer	0	0	0	0	0	0	0	0		
	Sum:	9	2	19	7	9	8	0	54	

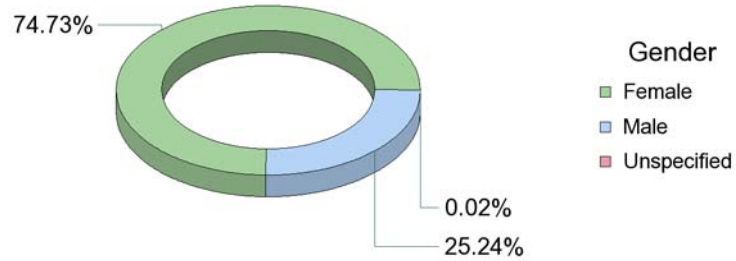
# Diversity Summary

Data on this page is effective as at : 31/12/2011

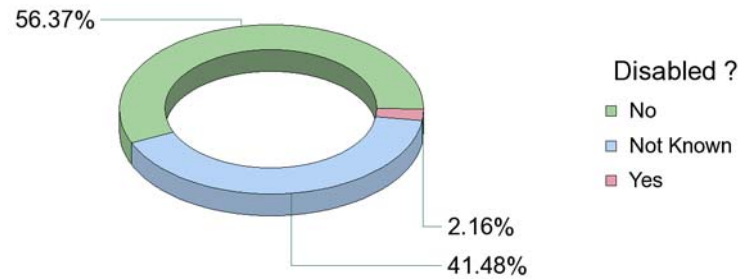
Last Refreshed On : 09/01/2012

## Flintshire County Council Diversity Summary

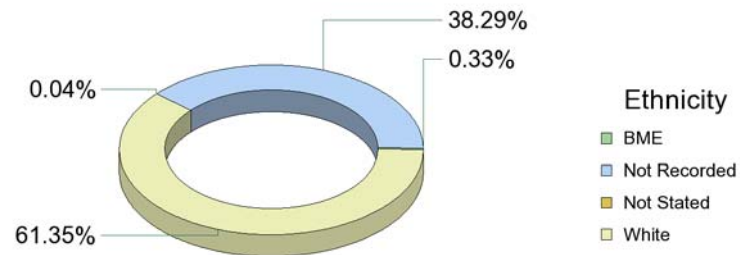
Gender	Total	%
Female	6,404	74.73%
Male	2,163	25.24%
Unspecified	2	0.02%
<b>Sum:</b>	<b>8,569</b>	



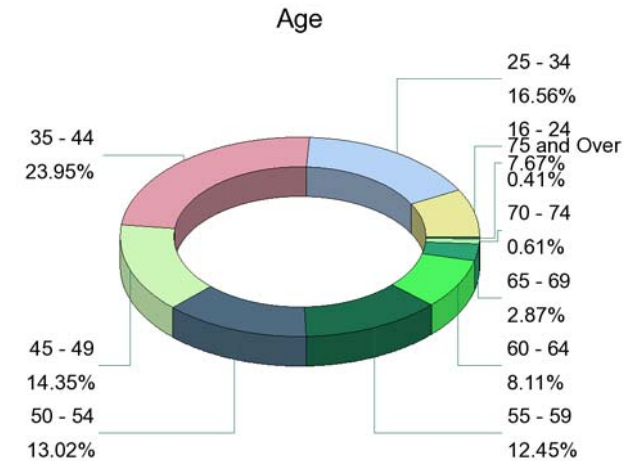
Disabled ?	Total	%
No	4,830	56.37%
Not Known	3,554	41.48%
Yes	185	2.16%
<b>Sum:</b>	<b>8,569</b>	



Ethnicity	Total	%
BME	28	0.33%
Not Recorded	3,281	38.29%
Not Stated	3	0.04%
White	5,257	61.35%
<b>Sum:</b>	<b>8,569</b>	



Age	Total	%
16 - 24	657	7.67%
25 - 34	1,419	16.56%
35 - 44	2,052	23.95%
45 - 49	1,230	14.35%
50 - 54	1,116	13.02%
55 - 59	1,067	12.45%
60 - 64	695	8.11%
65 - 69	246	2.87%
70 - 74	52	0.61%
75 and Over	35	0.41%
<b>Sum:</b>	<b>8,569</b>	



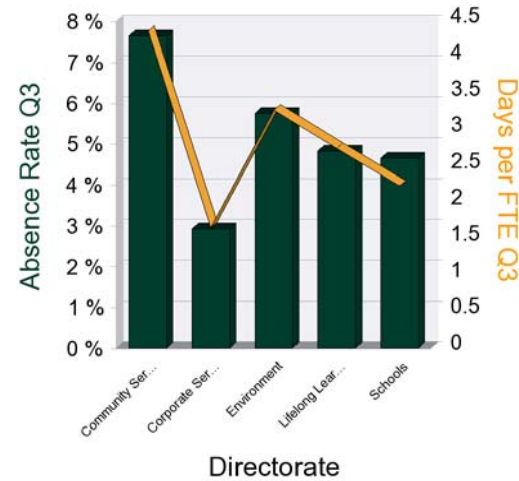
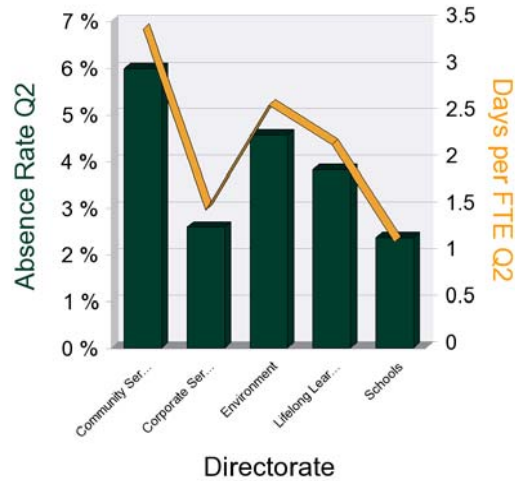
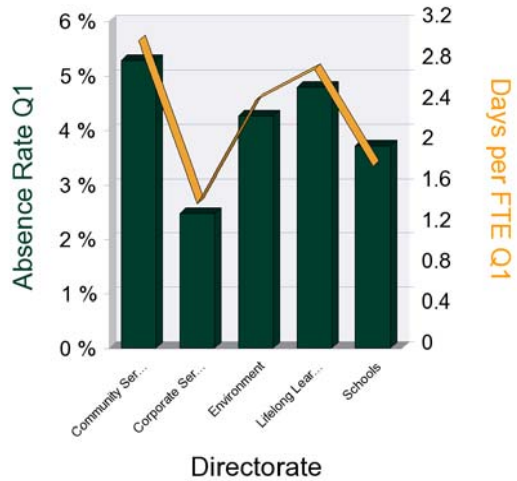
### Absence Rate Summary By Directorate

Last Refreshed On : 21/02/2012

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE
866,632	38,777	4.47 %	9.53

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	
<b>Community Services</b>	3,619	68,517	5.28 %	3.01	4,059	67,775	5.99 %	3.41	5,186	67,797	7.65 %	4.36	0					10.78
<b>Corporate Services</b>	588	23,757	2.48 %	1.41	610	23,535	2.59 %	1.48	686	23,526	2.92 %	1.66	0					4.55
<b>Environment</b>	1,931	45,306	4.26 %	2.43	2,051	44,896	4.57 %	2.6	2,540	44,174	5.75 %	3.28	0					8.31
<b>Lifelong Learning</b>	2,057	42,938	4.79 %	2.73	1,653	43,298	3.82 %	2.18	2,092	43,367	4.82 %	2.75	0					7.66
<b>Schools</b>	4,066	109,694	3.71 %	1.78	2,576	109,085	2.36 %	1.13	5,063	108,966	4.65 %	2.23	0					5.14
	12,263	290,212	4.23 %	2.25	10,948	288,589	3.79 %	2.02	15,566	287,831	5.41 %	2.88	0					



## Absence Rate Summary By Directorate

Last Refreshed On : 21/02/2012

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
<b>Community Services</b>	3.01	3.41	4.36	
<b>Corporate Services</b>	1.41	1.48	1.66	
<b>Environment</b>	2.43	2.6	3.28	
<b>Lifelong Learning</b>	2.73	2.18	2.75	
<b>Schools</b>	1.78	1.13	2.23	

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
<b>Community Services</b>	5.28 %	5.99 %	7.65 %	
<b>Corporate Services</b>	2.48 %	2.59 %	2.92 %	
<b>Environment</b>	4.26 %	4.57 %	5.75 %	
<b>Lifelong Learning</b>	4.79 %	3.82 %	4.82 %	
<b>Schools</b>	3.71 %	2.36 %	4.65 %	

