

FLINTSHIRE COUNTY COUNCIL

Workforce Information Report

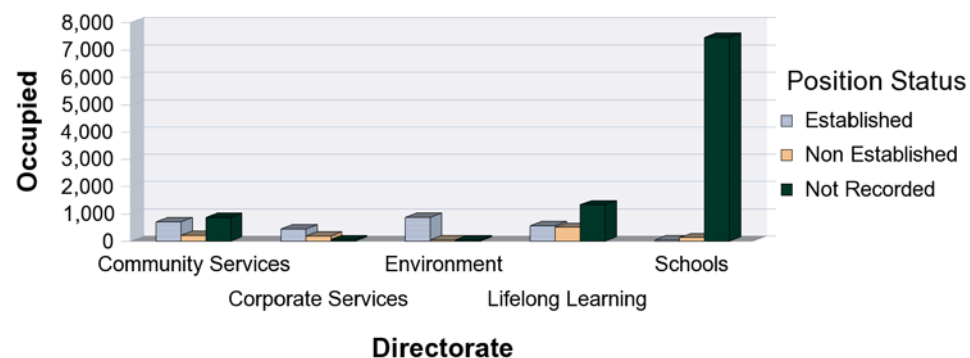
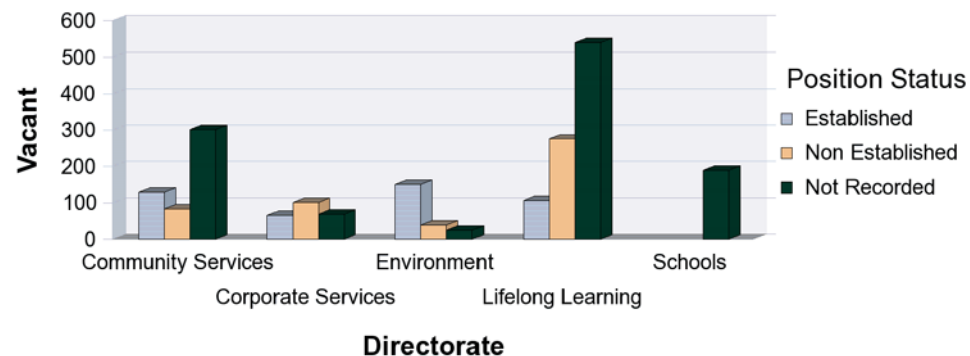
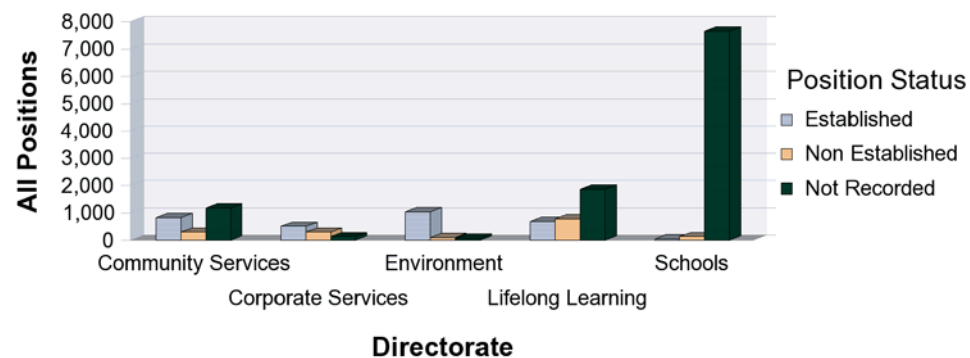
Period Up To : 31/12/2010

Establishment Summary By Directorate

Data effective as at : 31/12/2010

Last Refreshed On : 06/01/2011

Directorate	Position Status	POSITIONS		
		Total	Vacant	Occupied
Community Services	Established	829	129	700
	Non Established	292	83	209
	Not Recorded	1,171	302	869
	Total:	2,292	514	1,778
Corporate Services	Established	504	65	439
	Non Established	290	100	190
	Not Recorded	127	68	59
	Total:	921	233	688
Environment	Established	1,026	150	876
	Non Established	90	38	52
	Not Recorded	68	25	43
	Total:	1,184	213	971
Lifelong Learning	Established	673	106	567
	Non Established	777	274	503
	Not Recorded	1,864	540	1,324
	Total:	3,314	920	2,394
Schools	Established	44	0	44
	Non Established	129	0	129
	Not Recorded	7,648	188	7,460
	Total:	7,821	188	7,633
Overall Total:		15,532	2,068	13,464



Headcount Summary By Directorate

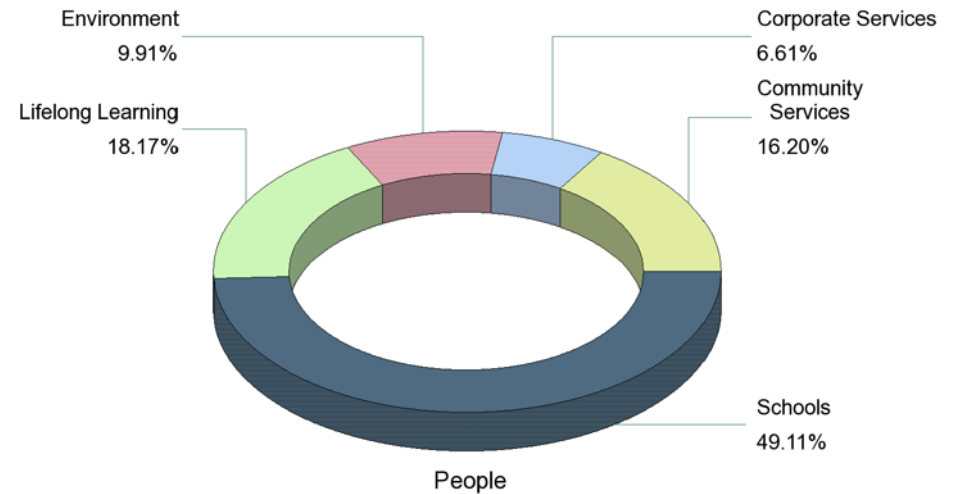
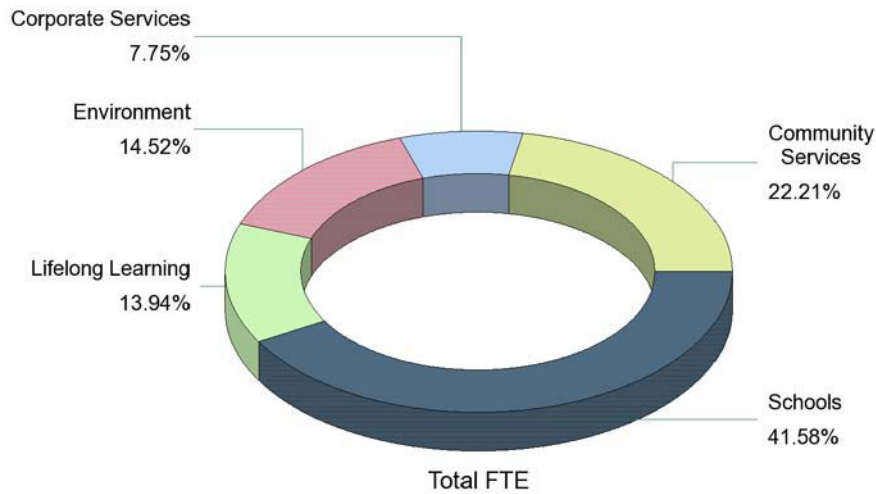
Data on this page is effective as at : 31/12/2010

Last Refreshed On : 12/01/2011

Flintshire County Council Actual Total Headcount :

8,989

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	1229	1,540	1,781	1,315	246	219	1	87	0	951	0	709	0	121
Corporate Services	429	628	690	435	156	81	0	9	18	391	2	174	1	122
Environment	803	942	971	761	26	184	0	92	0	724	1	238	4	4
Lifelong Learning	772	1,727	2,389	1,158	897	329	3	3	2	447	10	1,285	17	630
Schools	2301	4,667	7,641	3,594	2,345	1,702	0	0	0	1,374	88	5,200	926	53
Sum:	5533	9,504	13,472	7,263	3,670	2,515	4	191	20	3,887	101	7,606	948	930



Turnover Summary by Directorate

Last Refreshed On : 06/01/2011

Flintshire County Council Annual Total

HC Q1 From	HC Q4 To	Head Count For Year	Leavers For Year	Turnover For Year	Stability For Year
9,070		4,535	859	18.94%	

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	9,070	8,912	8,991	357	3.97%	88.28%
Directorate	HC Q1 From	HC Q1 To	Q1 Average Head Count	Q1 Leavers	Q1 Turnover	Q1 Stability
Community and Housing	44	43	43.5	1	2.30%	94.25%
Community Services	1,556	1,547	1,551.5	31	2.00%	92.04%
Corporate Services	785	609	697	190	27.26%	79.48%
Environment	907	897	902	18	2.00%	91.57%
Lifelong Learning	1,782	1,748	1,765	60	3.40%	90.14%
Schools	4,514	4,591	4,552.5	59	1.30%	87.95%

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	9,000	8,932	8,966	386	4.31%	89.39%
Directorate	HC Q2 From	HC Q2 To	Q2 Average Head Count	Q2 Leavers	Q2 Turnover	Q2 Stability
Community Services	1,572	1,564	1,568	42	2.68%	93.05%
Corporate Services	606	613	609.5	22	3.61%	90.07%
Environment	913	907	910	19	2.09%	92.09%
Lifelong Learning	1,841	1,751	1,796	129	7.18%	88.59%
Schools	4,604	4,620	4,612	178	3.86%	88.66%

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	9,014	9,009	9,011.5	116	1.29%	89.92%
Directorate	HC Q3 From	HC Q3 To	Q3 Average Head Count	Q3 Leavers	Q3 Turnover	Q3 Stability
Community Services	1,565	1,547	1,556	25	1.61%	93.64%
Corporate Services	615	629	622	8	1.29%	88.42%
Environment	952	944	948	15	1.58%	90.51%
Lifelong Learning	1,752	1,739	1,745.5	34	1.95%	91.15%
Schools	4,653	4,665	4,659	36	0.77%	89.14%

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 : 06/01/2011

Directorate	Q1 Leavers	Q2 Leavers	Q3 Leavers	Q4 Leavers	Sum
Community and Housing	1	0	0	0	1
Community Services	31	42	25	0	98
Corporate Services	190	22	8	0	220
Environment	18	19	15	0	52
Lifelong Learning	60	129	34	0	223
Schools	59	178	36	0	273
Sum:	359	390	118	0	867

Directorate	Q1 Turnover	Q2 Turnover	Q3 Turnover	Q4 Turnover
Community and Housing	2.30%	0%	0%	0%
Community Services	2.00%	2.68%	1.61%	0%
Corporate Services	27.26%	3.61%	1.29%	0%
Environment	2.00%	2.09%	1.58%	0%
Lifelong Learning	3.40%	7.18%	1.95%	0%
Schools	1.30%	3.86%	0.77%	0%

Directorate	Q1 Stability	Q2 Stability	Q3 Stability	Q4 Stability
Community and Housing	94.25%	0%	0%	0%
Community Services	92.04%	93.05%	93.64%	0%
Corporate Services	79.48%	90.07%	88.42%	0%
Environment	91.57%	92.09%	90.51%	0%
Lifelong Learning	90.14%	88.59%	91.15%	0%
Schools	87.95%	88.66%	89.14%	0%

Turnover Leaver Analysis

Last Refreshed On : 06/01/2011

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	0	0	0
	Male	0	0	0	0	1	0	0	1
Dismissal	Female	0	0	0	1	4	3	3	11
	Male	0	0	0	2	0	2	3	7
End of Contract Term	Female	0	17	4	57	4	0	0	82
	Male	0	16	5	69	8	0	0	98
	Unspecified	0	1	0	0	0	0	0	1
Left Voluntarily	Female	2	12	6	45	14	8	6	93
	Male	1	5	2	21	4	4	2	39
Retirement	Female	0	0	0	1	1	1	8	11
	Male	0	0	0	1	4	2	3	10
Transferred To Another Employer	Female	0	1	0	1	0	0	0	2
	Male	0	0	0	1	0	1	0	2
Sum:		3	52	17	199	40	21	25	357

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	2	0	3
	Male	0	0	0	0	1	0	1	2
Dismissal	Female	0	0	1	5	4	5	6	21
	Male	0	0	0	2	1	0	3	6
End of Contract Term	Female	0	53	5	6	0	0	0	64
	Male	1	20	1	3	0	0	0	25
	Unspecified	0	0	0	0	0	0	0	0
Left Voluntarily	Female	3	13	23	69	25	19	5	157
	Male	1	2	5	23	6	4	5	46
Retirement	Female	0	0	1	1	5	13	22	42
	Male	0	0	0	1	1	4	11	17
Transferred To Another Employer	Female	0	0	0	2	0	0	0	2
	Male	0	0	0	1	0	0	0	1
Sum:		5	88	36	114	43	47	53	386

Turnover Leaver Analysis

Last Refreshed On : 06/01/2011

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	0	1	0	0	0	1
	Male	0	0	0	0	0	0	0	0
Dismissal	Female	0	0	0	1	2	0	0	3
	Male	0	0	1	1	2	0	0	4
End of Contract Term	Female	5	0	2	1	0	0	0	8
	Male	0	0	11	0	0	0	0	11
	Unspecified	0	0	0	0	0	0	0	0
Left Voluntarily	Female	2	2	27	12	0	3	2	48
	Male	3	3	14	10	1	0	0	31
Retirement	Female	0	0	0	0	1	1	0	2
	Male	0	0	1	2	1	1	0	5
Transferred To Another Employer	Female	0	0	1	0	0	0	0	1
	Male	0	0	2	0	0	0	0	2
Sum:		10	5	59	28	7	5	2	116

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
	Unspecified	0	0
Left Voluntarily	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 : 06/01/2011

Quarter 1

April to June

		<1 Mth	<1 Yr	<6 Mth	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community and Housing	Dismissal	0	0	0	0	1	0	0	1
	Death In Service	0	0	0	0	1	0	0	1
	Dismissal	0	0	0	0	0	0	0	0
	End of Contract Term	0	0	0	2	1	2	1	6
	Left Voluntarily	0	1	0	0	0	0	0	1
Community Services	Left Voluntarily	0	0	0	8	3	3	0	14
	Retirement	0	0	0	1	1	1	7	10
	Transferred To Another Employer	0	0	0	0	0	0	0	0
	Sum:	0	1	0	11	5	6	8	31
	Death In Service	0	0	0	0	0	0	0	0
Corporate Services	Dismissal	0	0	0	1	1	1	0	3
	End of Contract Term	0	31	9	123	12	0	0	175
	Left Voluntarily	0	0	1	6	2	1	0	10
	Retirement	0	0	0	0	1	1	0	2
	Sum:	0	31	10	130	16	3	0	190
Environment	Dismissal	0	0	0	0	0	1	3	4
	End of Contract Term	0	0	0	1	0	0	0	1
	Left Voluntarily	0	1	1	3	0	0	3	8
	Retirement	0	0	0	0	3	0	0	3
	Transferred To Another Employer	0	0	0	1	0	1	0	2
Sum:	0	1	1	5	3	2	6	18	
Lifelong Learning	Death In Service	0	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	1	1	2	4
	End of Contract Term	0	0	0	1	0	0	0	1
	Left Voluntarily	0	11	2	23	8	3	3	50
	Retirement	0	0	0	1	0	1	1	3
Schools	Transferred To Another Employer	0	1	0	1	0	0	0	2
	Sum:	0	12	2	26	9	5	6	60
	Death In Service	0	0	0	0	1	0	0	1
	Dismissal	0	0	0	0	0	0	0	0
	End of Contract Term	0	2	0	1	0	0	0	3
Schools	Left Voluntarily	3	5	4	27	6	5	2	52
	Retirement	0	0	0	0	0	0	3	3
	Sum:	3	7	4	28	7	5	5	59

Directorate Leaver Analysis

Last Refreshed On : 06/01/2011

Quarter 2

July to September

	<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Sum:
Community Services	Death In Service	0	0	0	0	1	0	1
	Dismissal	0	0	0	2	1	2	5
	End of Contract Term	0	1	0	1	0	0	2
	Left Voluntarily	0	0	0	14	4	4	22
	Retirement	0	0	0	1	1	3	5
	Transferred To Another Employer	0	0	0	2	0	0	0
Sum:	0	1	0	20	7	9	5	42
Corporate Services	Death In Service	0	0	0	0	0	1	1
	Dismissal	0	0	0	0	0	0	0
	End of Contract Term	1	1	1	1	0	0	4
	Left Voluntarily	0	0	4	10	1	0	15
	Retirement	0	0	0	0	0	0	0
	Sum:	1	1	5	11	1	1	2
Environment	Dismissal	0	0	0	0	0	0	1
	End of Contract Term	0	0	1	0	0	0	1
	Left Voluntarily	0	0	0	5	0	3	8
	Retirement	0	0	0	0	1	1	6
	Transferred To Another Employer	0	0	0	1	0	0	0
	Sum:	0	0	1	6	1	4	7
Lifelong Learning	Death In Service	0	0	0	1	0	1	3
	Dismissal	0	0	0	1	1	0	2
	End of Contract Term	0	70	1	5	0	0	76
	Left Voluntarily	1	2	9	17	9	4	43
	Retirement	0	0	0	0	3	1	5
	Transferred To Another Employer	0	0	0	0	0	0	0
Sum:	1	72	10	24	13	6	3	129
Schools	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	1	4	3	3	19
	End of Contract Term	0	1	4	2	0	0	7
	Left Voluntarily	3	13	15	47	17	12	116
	Retirement	0	0	1	1	2	13	19
	Sum:	3	14	21	54	22	28	36

Directorate Leaver Analysis

Last Refreshed On : 06/01/2011

Quarter 3

October to December

	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	<1 Mth	Sum:
Community Services	Death In Service	0	0	0	1	0	0	1
	Dismissal	0	0	1	1	0	0	2
	End of Contract Term	2	0	0	0	0	0	2
	Left Voluntarily	0	0	12	5	0	0	17
	Retirement	0	0	0	0	1	0	1
	Transferred To Another Employer	0	0	2	0	0	0	2
Sum:	2	0	15	7	1	0	25	
Corporate Services	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	0	0	0
	End of Contract Term	1	0	0	0	0	0	1
	Left Voluntarily	0	1	2	1	0	1	6
	Retirement	0	0	1	0	0	0	1
	Sum:	1	1	3	1	0	1	8
Environment	Dismissal	0	0	0	1	1	0	2
	End of Contract Term	0	0	1	0	0	0	1
	Left Voluntarily	1	1	4	3	0	0	9
	Retirement	0	0	0	1	1	1	3
	Transferred To Another Employer	0	0	0	0	0	0	0
	Sum:	1	1	5	5	2	1	15
Lifelong Learning	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	1	0	1
	End of Contract Term	2	0	2	0	0	0	4
	Left Voluntarily	2	3	13	7	1	1	27
	Retirement	0	0	0	1	0	0	1
	Transferred To Another Employer	0	0	1	0	0	0	1
Sum:	4	3	16	8	2	1	34	
Schools	Death In Service	0	0	0	0	0	0	0
	Dismissal	0	0	0	0	2	0	2
	End of Contract Term	0	0	10	1	0	0	11
	Left Voluntarily	2	0	11	7	0	1	22
	Retirement	0	0	0	0	0	1	1
	Sum:	2	0	21	8	2	2	36

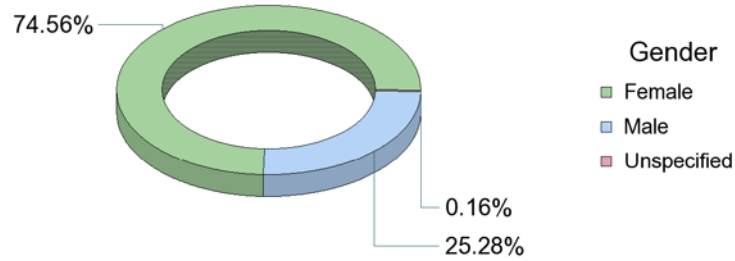
Diversity Summary

Data on this page is effective as at : 31/12/2010

Last Refreshed On : 06/01/2011

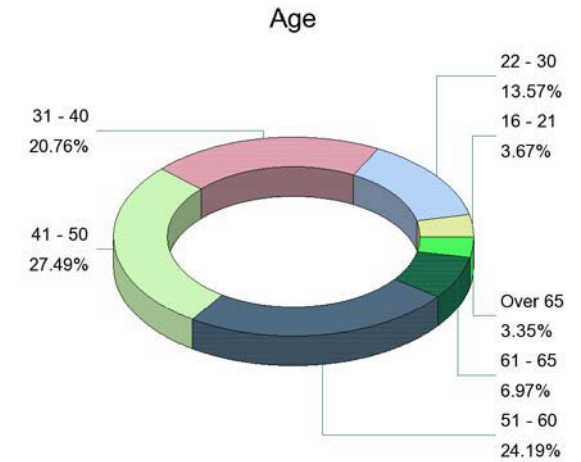
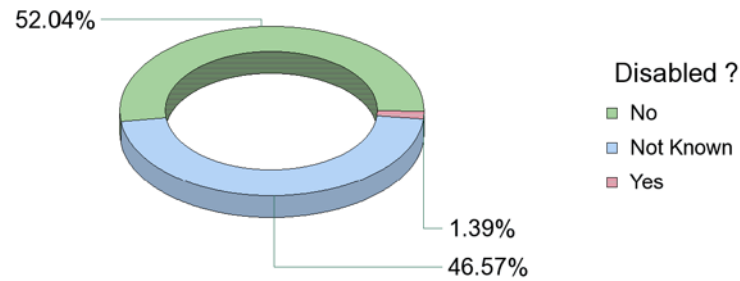
Flintshire County Council Diversity Summary

Gender	Total	%
Female	6,703	74.56%
Male	2,273	25.28%
Unspecified	14	0.16%
Sum:	8,990	

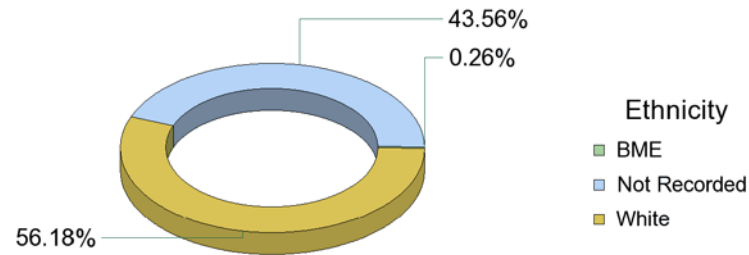


Age	Total	%
16 - 21	330	3.67%
22 - 30	1,220	13.57%
31 - 40	1,866	20.76%
41 - 50	2,471	27.49%
51 - 60	2,175	24.19%
61 - 65	627	6.97%
Over 65	301	3.35%
Sum:	8,990	

Disabled ?	Total	%
No	4,678	52.04%
Not Known	4,187	46.57%
Yes	125	1.39%
Sum:	8,990	



Ethnicity	Total	%
BME	23	0.26%
Not Recorded	3,916	43.56%
White	5,051	56.18%
Sum:	8,990	



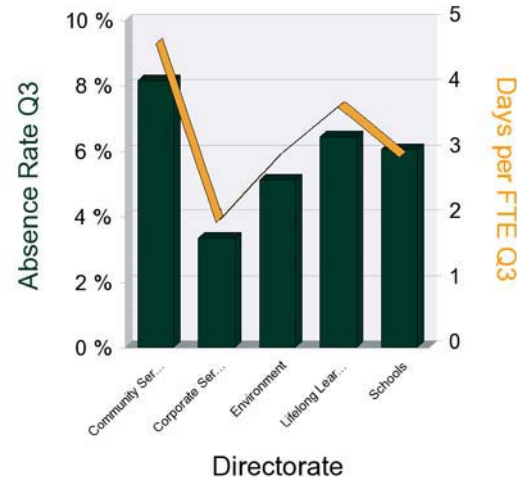
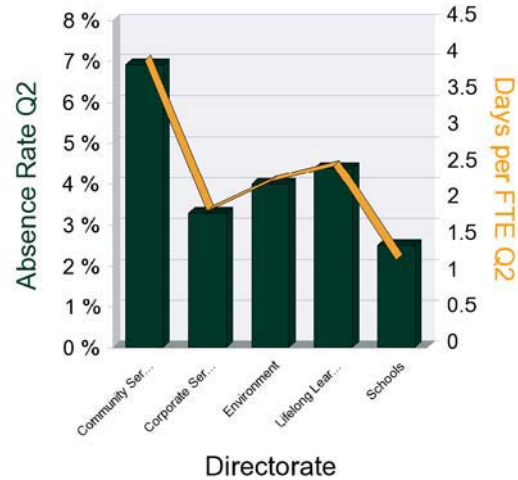
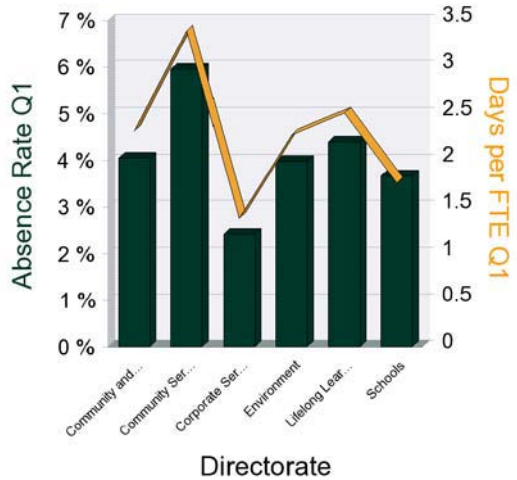
Absence Rate Summary By Directorate

Last Refreshed On : 20/01/2011

Cumulative Totals

Average Days Available	FTE Days Lost	Absence Rate	Days Lost Per FTE
879,122	42,908	4.88 %	10.4

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 and Housing	77	1,909	4.05 %	2.31	0				0				0				2.31
Community Services	4,152	69,891	5.94 %	3.39	4,865	70,483	6.90 %	3.93	5,716	70,216	8.14 %	4.64	0				11.96
Corporate Services	598	24,800	2.41 %	1.37	813	24,745	3.28 %	1.87	822	24,591	3.34 %	1.91	0				5.15
Environment	1,721	43,265	3.98 %	2.27	1,743	43,689	3.99 %	2.27	2,346	45,921	5.11 %	2.91	0				7.45
Lifelong Learning	1,935	44,028	4.39 %	2.5	1,925	44,021	4.37 %	2.49	2,827	43,940	6.43 %	3.67	0				8.66
Schools	3,972	108,483	3.66 %	1.76	2,731	109,070	2.50 %	1.2	6,664	110,070	6.05 %	2.91	0				5.87
	12,455	292,376	4.26 %	2.27	12,078	292,009	4.14 %	2.2	18,374	294,737	6.23 %	3.32	0				



Absence Rate Summary By Directorate

Last Refreshed On : 20/01/2011

Directorate	Days per FTE Q1	Days per FTE Q2	Days per FTE Q3	Days per FTE Q4
Community and Housing	2.31			
Community Services	3.39	3.93	4.64	
Corporate Services	1.37	1.87	1.91	
Environment	2.27	2.27	2.91	
Lifelong Learning	2.5	2.49	3.67	
Schools	1.76	1.2	2.91	

Directorate	Absence Rate Q1	Absence Rate Q2	Absence Rate Q3	Absence Rate Q4
Community and Housing	4.05 %			
Community Services	5.94 %	6.90 %	8.14 %	
Corporate Services	2.41 %	3.28 %	3.34 %	
Environment	3.98 %	3.99 %	5.11 %	
Lifelong Learning	4.39 %	4.37 %	6.43 %	
Schools	3.66 %	2.50 %	6.05 %	

