

Cherwell District Council

Personnel Committee

11 December 2013

Employment Statistics 2nd Quarter July – September 2013

Report of Head of Transformation

This report is public

Purpose of report

The purpose of this report is to detail employment statistics, by Directorate, for information and monitoring purposes and to compare the Cherwell District Council position against the wider employment market.

1.0 Recommendations

The meeting is recommended to:

- 1.1 Note the contents of the report.

2.0 Introduction

- 2.1 Labour Turnover

The latest benchmarking indicators for Labour turnover have been published by XperHR for 2013. The following table shows the figures for 2012 and 2013 at a national level.

Table 1

2012			2013		
All Leavers	Private	18%	All Leavers	Private	19.1%
Voluntary Leavers	Private	6.7%	Voluntary Leavers	Private	12.2%
All Leavers	Public	13%	All Leavers	Public	13.9%
Voluntary Leavers	Public	11%	Voluntary Leavers	Public	8.1%

The narrative description from XpertHR indicates “The higher resignation rate recorded for private-sector-services employers could reflect the higher levels of confidence among employees in these organisations to seek new job opportunities. This suggests that there is greater buoyancy in the jobs market relating to this section of the economy, compared with manufacturing-and-production firms and public-sector organisations. The private sector, overall, has been quicker to recover from the difficult economic conditions following the recession that started in 2008.”

(Labour turnover rates: 2013 XpertHR survey. 16 July 2013)

Within public sector employers rates have remained more static, with only a 0.9% increase in all leavers, and a 2.9% increase in public sector voluntary resignations, compared to a 5.5% increase in the private sector.

Staff turnover at CDC for the full year 2012/13 for all leavers was 6%, whilst voluntary leavers rate was 4.1%.

3.0 Report Details

- 3.1 Table 2 illustrates the changes for the whole organisation in respect of individual employment for the first two quarters of 2013/14, compared to 2012/13.

The number of internal transfers remains consistently high, which indicates opportunities continue to be made available for staff to either be promoted or move sideways into other roles to improve their career prospects internally.

There are an increased number of temporary appointments, in part due to temporary contracts being created to cover permanent posts whilst restructures are pending.

Table 2

	2012-2013					2013- 2014	
	Q1 April to June 2012	Q2 July to Sept 2012	Q3 Oct to Dec 2012	Q4 Jan to March 2013	Full Year Total 2012 / 13	Q1 April to June 2013	Q2 July to September 2013
Permanent/Fixed Term Employees (more than 1 year FTC)							
New starters (A)	2	1	2	3	8	6	10
Internal transfers (B)	1	12	9	12	34	11	
All leavers (C)	3	5	7	13	28	6	9
Voluntary leavers * (D)	2	2	5	10	19	4	7
Temporary Employees (less than 1 year FTC)							
Temporary starters (E)	5	2	4	8	19	0	10
Temporary leavers (F)	2	7	7	4	20	3	4
Casual Workers **							
Casual starters (G)	5	12	5	2	24	3	12
Casual leavers (H)	6	6	9	8	29	3	5
Total starters (A + E + G)	12	15	11	13	51	9	32
Total leavers (C + F + H)	11	18	23	25	77	12	19

4.0 Conclusion and Reasons for Recommendations

- 4.1 The corporate turnover rates for permanent and fixed term staff for the previous year (2012/13) and quarters 1 and 2 of 2013/14 are illustrated in the graph at Appendix 1.

Reasons for leaving are also shown on this graph. The graph at appendix 2 shows the number of leavers by Directorate.

The tables attached at Appendix 3 contain details of a number of permanent and fixed term employees at CDC as at 30 September 2013. Appendix 4 provides details of the 54 vacant posts as at 29 November 2013 with details of the status of these posts.

5.0 Implications

Financial and Resource Implications

5.1 There are no financial implications in this report.

Comments checked by:

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Legal Implications

5.2 There are no risks or legal implications associated with the contents of this report

Comments checked by:

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Document Information

Appendix No	Title
Appendix 1	<i>Turnover Rates</i>
Appendix 2	<i>Leavers by Directorate</i>
Appendix 3	<i>Permanent and Fixed Term employees</i>
Appendix 4	<i>Vacancy List</i>
Background Papers	
None	
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