

Cherwell District Council

Personnel Committee

2 July 2014

<p>Employment Statistics 3rd and 4th Quarter 1 October 2013 to 31 March 2014</p>

Report of Head of Transformation

This report and appendix 1 to this report are public

Appendix 2 to this report is exempt from publication by virtue of paragraphs 1 and 2 of Schedule 12A of Local Government Act 1972)

Purpose of report

To detail employment statistics, by Directorate, for information and monitoring purposes and to compare the Cherwell District Council position against the wider employment market.

1.1 Recommendations

The meeting is recommended to:

- 1.1 Note the contents of the report.

2.0 Introduction

- 2.1 The latest benchmarking indicators for labour turnover have been published by XpertHR for 2013. Table 1 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)

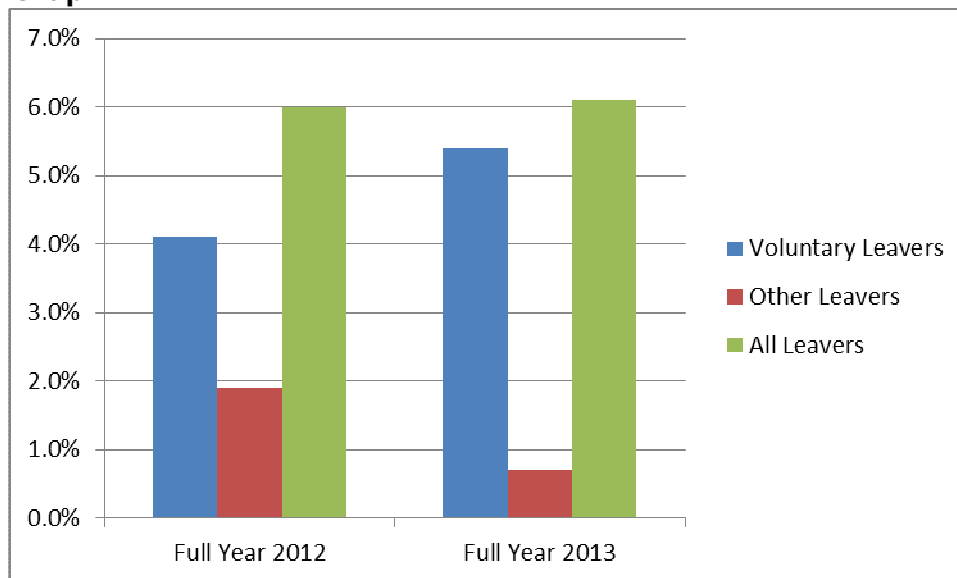
Within the public sector employers rates have remained more static, with only a 0.9% increase in all leavers, and a 2.9% increase in public sector voluntary resignations, compared to a 5.5% increase in the private sector.

2.2 Staff turnover at CDC for the full year 2013/14 for all leavers was 6.32%, whilst the voluntary leaver* rate was 3.95%.

* excludes early retirements, redundancies, ill-health dismissals and retirements, other dismissals and TUPE transfers.

2.3 The corporate turnover rates for permanent and fixed term staff for 2013 / 2014 in comparison to 2012 / 2013 are illustrated in Graph 1.

Graph 1



3.0 Report Details

3.1 Table 2 illustrates the staffing changes for the whole organisation for the period 1 April 2013 to 31 March 2014, compared to 1 April 2012 to 31 March 2013.

(see next page)

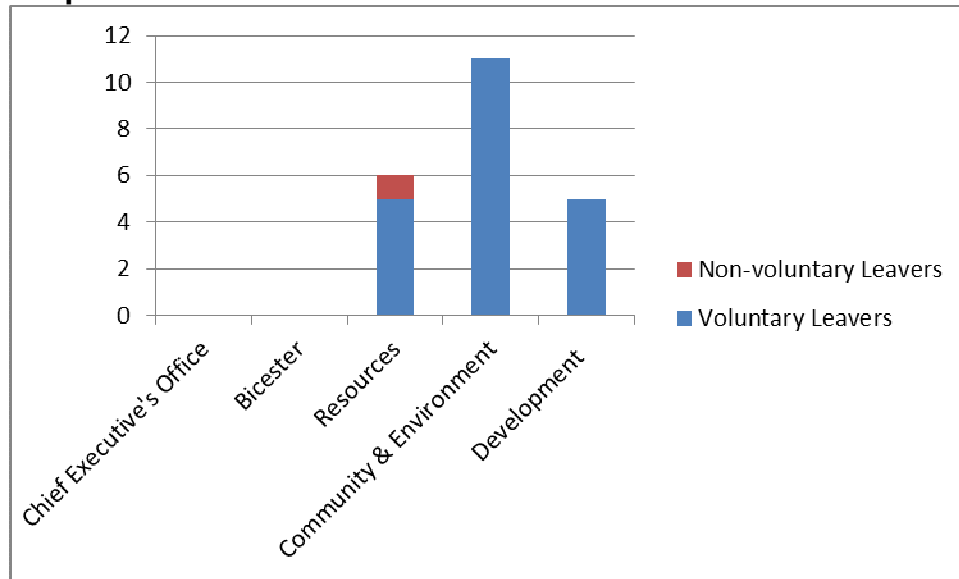
Table 2

	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 / 2013	Q1 April to June 2013	Q2 July to Sept 2013	Q3 Oct to Dec 2013	Q4 Jan to March 2014	Full Year Total 2013 / 2014
Permanent / Fixed Term Employees (more than 1 year fixed term contract)										
New starters (A)	2	1	2	3	8	6	10	10	8	34
Internal transfers (B)	1	12	9	12	34	11	4	3	1	19
All leavers (C)	3	5	7	13	28	6	9	8	14	37
Voluntary leavers (D)	2	2	5	10	19	4	7	8	13	32
Temporary Employees (less than 1 year fixed term contract)										
Temporary starters (E)	5	2	4	8	19	0	10	4	0	14
Temporary leavers (F)	2	7	7	4	20	3	4	0	0	7
Casual Workers **										
Casual starters (G)	5	12	5	2	24	3	12	1	0	16
Casual leavers (H)	6	6	9	8	29	3	5	1	1	10
Total starters (A + E + G)	12	15	11	13	51	9	32	15	8	64
Total leavers (C + F + H)	11	18	23	25	77	12	18	9	15	54

** The phrase 'casual worker' is used to describe workers who are not part of the permanent workforce, but who supply services on an irregular or flexible basis, often to meet a fluctuating demand for work.

3.2 The total number of leavers, by Directorate, for the period 1 September 2013 to 31 March 2014 are illustrated in Graph 2.

Graph 2



- 3.3 The table at Appendix 1 contains details of the total number of permanent and fixed term employees at CDC as at 31 March 2014.
- 3.4 Appendix 2 (exempt from publication) provides details of the vacant posts as at mid-June 2014 with details of the status of these posts.

4.0 Conclusion and Reasons for Recommendations

- 4.1 The employment statistics are presented to the Committee for information and noting.

5.0 Consultation

None

6.0 Alternative Options and Reasons for Rejection

- 6.1 This report is for information only

7.0 Implications

Financial and Resource Implications

- 7.1 There are no financial implications in this report.

Comments checked by:

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Legal Implications

7.2 There are no legal implications associated with the contents of this report.

Comments checked by: Kevin Lane, Head of Law and Governance
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8.0 Decision Information

Wards Affected

None

Links to Corporate Plan and Policy Framework

All

Lead Councillor

None

Document Information

Appendix No	Title
Appendix 1	Total numbers of permanent and fixed term employees
Appendix 2 - EXEMPT	Vacant posts
Background Papers	
None	
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