

Cherwell District Council

Personnel Committee

10 September 2014

<p>Employment Statistics 1st Quarter: 1 April 2014 to 30 June 2014</p>

Report of Head of Transformation

This report is public

Appendix 3 to this report is exempt from publication by virtue of paragraph 3 of Schedule 12A of Local Government Act 1972

Purpose of report

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

1.0 Recommendations

The meeting is recommended:

- 1.1 To note the contents of the report.

2.0 Introduction

- 2.1 The median voluntary resignation rate in the UK was 9.9% in 2013, according to XperthHR findings. The median falls at the exact midpoint in the range of resignation rates, thereby reducing the impact of exceptionally high or low figures in the overall calculation.
- 2.2 Another way of interpreting the data is that an average of one employee in 12 (12.5%) resigned from their job in the UK during the 2013 calendar year.
- 2.3 Benchmarking indicators for labour turnover have been published, where possible, by XperthHR for 2014. Table 1 captures these with comparison against the figures for both 2012 and 2013 at a national level.

Table 1

		2012	2013	2014
All Leavers	Private	18%	19.1%	23.2%
Voluntary Leavers	Private	6.7%	12.2%	14.2%
All Leavers	Public	13%	13.9%	11.4%
Voluntary Leavers	Public	11%	8.1%	n/a*

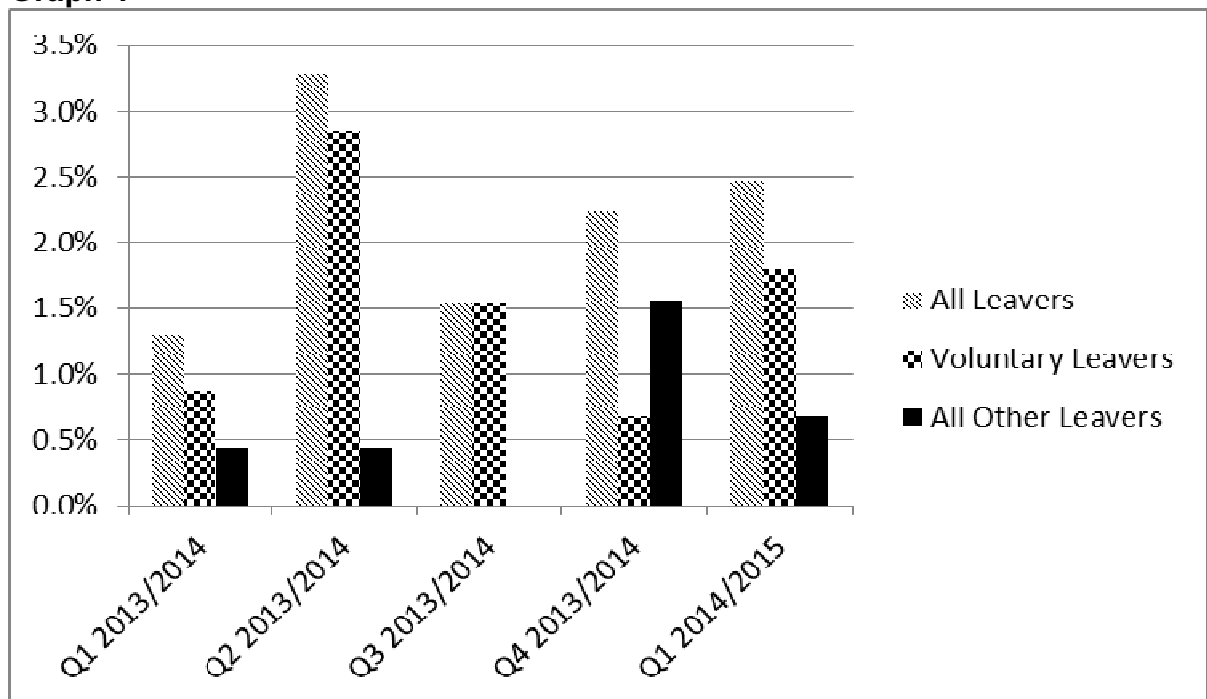
*unfortunately the survey sample size was not sufficient to accurately indicate an average percentage of voluntary leavers within the public sector.

- 2.4 Total labour turnover is a "crude wastage" rate and does not distinguish the reasons why individuals leave an organisation. It covers all types of employee departures including voluntary resignations, redundancies, dismissals and retirements. It is calculated by taking the total number of leavers in a specified period and expressing the number as a percentage of the number of people employed during that period.
- 2.5 The labour turnover has again increased within the private sector. XpertHR have indicated this could reflect the higher levels of confidence among employees in private sector organisations to seek new job opportunities. The private sector being quicker overall to recover from the difficult economic conditions following the recession that started in 2008.
- 2.6 Within the public sector employers rates have reduced with a 2.5% decrease in all leavers.
- 2.7 Staff turnover at CDC for the first quarter of the year (1 April 2014 through to 30 June 2014) for all leavers was 2.46%, whilst the voluntary leaver* rate was 1.79%. A continuation of this rate throughout the remainder of the year would result in an annual labour turnover lower than the national average.

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

- 2.8 The labour turnover rates for permanent and fixed term staff for 1 April 2014 to 30 June 2014 in comparison to 2013 / 2014 are illustrated in Graph 1.

Graph 1



3.0 Report Details

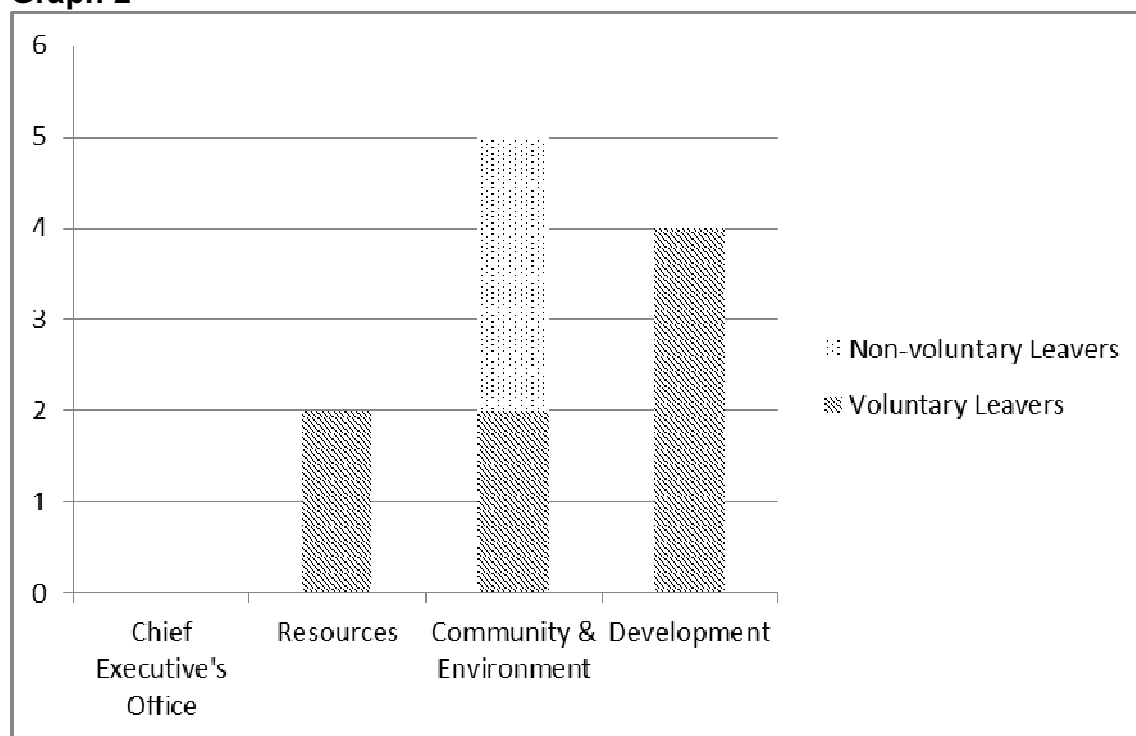
3.1 Table 2 illustrates the staffing changes for the whole organisation for the period 1 April 2014 to 30 June 2014 in comparison to the previous financial year.

Table 2

	1 April 2013 to 31 March 2014					1 April 2014 to 31 March 2015				
	Q1 Apr to June	Q2 July to Sept	Q3 Oct to Dec	Q4 Jan to March	Full Year Total 2013 / 2014	Q1 Apr to June	Q2 July to Sept	Q3 Oct to Dec	Q4 Jan to March	Full Year Total 2014 / 2015
Permanent / Fixed Term Employees										
New starters (A)	6	10	10	8	34	5				5
Internal transfers (B)	11	4	3	1	19	4				4
All leavers (C)	6	9	8	14	37	11				11
Voluntary leavers (D)	4	7	8	13	32	8				8
Temporary Employees (employees in a non-established post with less than a 1 year fixed term contract)										
Temporary starters (E)	0	10	4	0	14	1				1
Temporary leavers (F)	3	4	0	0	7	0				0
Total starters (A + E)	9	32	15	8	64	6				6
Total leavers (C + F)	12	18	9	15	54	11				11

3.2 The total number of permanent / fixed term leavers, by Directorate, for the period 1 April 2014 to 30 June 2014 are illustrated in Graph 2.

Graph 2



3.3 Table 3 details the total number of temporary and fixed term contracts, by Directorate and Division, currently in place at CDC. It also provides equivalent information for South Northamptonshire Council (SNC) for comparison.

Table 3

Directorate	Division	CDC	SNC
Chief Executive's Office	Chief Executive's Office	1	1
	Total	1	1
Community & Environment	Community Services	13	7
	Environmental Services	5	3
	Total	18	10
Development	Development Management	7	8
	Regeneration & Housing	8	4
	Strategic Planning & the Economy	1	3
	Total	16	15
Resources	Finance & Procurement	4	7
	Law & Governance	4	2
	Transformation	13	14
	Total	21	23
Total		56	49

- 3.4 The table at Appendix 1 contains details of the total number of permanent and fixed term employees at CDC as at 30 June 2014.
- 3.5 The table at Appendix 2 contains details of the total number of permanent and fixed term employees at SDC as at 30 June 2014 for comparison.
- 3.6 Appendix 3 (exempt from publication) provides details of the vacant posts as at mid-August 2014 with details of the status of each post where this is known.

4.0 Conclusion and Reasons for Recommendation

- 4.1 This report is submitted to the Committee for information and monitoring purposes. .

5.0 Consultation

None

6.0 Alternative Options and Reasons for Rejection

This report is submitted for monitoring and information purposes therefore there are no alternative options. The Committee can request further information.

7.0 Implications

Financial and Resource Implications

- 7.1 There are no financial implications in this report.

Comments checked by: Tim Madden, Head of Finance and Procurement
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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

N/A

Links to Corporate Plan and Policy Framework

N/A

Lead Councillor

N/A

Document Information

Appendix No	Title
Appendix 1	Total numbers of permanent and fixed term CDC employees
Appendix 2	Total numbers of permanent and fixed term SNC employees
Appendix 3	Vacant posts - EXEMPT
Background Papers	
None	
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