

# Personnel Committee

## Employment Statistics Qtr 4 – 2011/2012

6 June 2012

### Report of Head of Transformation

#### 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.

This report is public

#### Recommendations

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The Personnel Committee is recommended to:

- (1) Note the contents of this report

#### Executive Summary

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##### Introduction

##### 1.1 Labour turnover

According to the 2011 XpertHR staff turnover rates and costs survey, labour turnover rates in the public sector stood at an average of 12.6% of employees at each organisation, compared with 17.4% of workers in the private sector. The staff turnover rate for Cherwell District Council for year ending 31 March 2012 was 10.0% of workers; of this figure 5.4% were voluntary leavers.

##### 1.2 Employment Statistics April 2010 to March 2012

Table 1 illustrates the quarterly changes that took place in respect of individual employment across the whole organisation during the period April 2010 to March 2012.

Staff who were transferred to other employers under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) are excluded

from the statistics shown in this report.

**Table 1**

<b>Corporate</b>								
	2010/2011				2011/2012			
	Q1 April to June 2010	Q2 July to Sept 2010	Q3 Oct to Dec 2010	Q4 Jan to March 2011	Q1 April to June 2011	Q2 July to Sept 2011	Q3 Oct to Dec 2011	Q4 Jan to March 2012
<b>Permanent/Fixed Term Employees (more than 1 year FTC)</b>								
<b>New starters</b>	5	4	2	1	3	2	6	4
<b>Internal transfers</b>	5	0	2	7	2	4	11	17
<b>All leavers</b>	9	5	9	17	9	9	19	11
<b>Voluntary leavers *</b>	8	3	4	9	4	6	8	8
<b>Temporary Employees (less than 1 year FTC)</b>								
Temporary starters	5	3	1	0	5	5	8	3
Temporary leavers	5	4	3	0	1	6	4	4
<b>Casual Workers **</b>								
Casual starters	5	4	4	2	1	16	2	3
Casual leavers	4	11	7	3	4	14	9	7

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

\*\* 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.

The corporate turnover rates for permanent and fixed term staff for this quarter and the previous 2 years are illustrated in the graph at Appendix 1. The graph in Appendix 2 shows the number of leavers broken down by Directorate.

The table attached at Appendix 3 contains details of numbers of permanent and fixed term employees at Cherwell District Council as at 31 March 2012 by Directorate and Service area, and details staff movement and corporate capacity for the quarter.

## Implications

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<b>Financial:</b>	All financial effects of changes have been contained within existing approved budgets.  Comments checked by Karen Muir, Corporate System Accountant 01295 221559
<b>Risk Management:</b>	There are no risks associated with the contents of this report.  Comments checked by Jo Pitman, Head of Transformation, 0300 0030 0108

## Wards Affected

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Not applicable

## Document Information

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Appendix No	Title
Appendix 1	Corporate quarterly staff turnover
Appendix 2	Quarterly leavers by Directorate
Appendix 3	Establishment/turnover at end of Quarter 4 – 31/03/12
Background Papers	
None	
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