

PERSONNEL COMMITTEE

Employment Statistics Qtr 1 – 2012/2013

12 September 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

The Committee is recommended to:

- (1) Note the contents of this report

Executive Summary

Introduction

1.1 Labour turnover

According to the 2011 XperthHR 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 31st March 2012 was 10.0% of workers; of this figure 5.4% were voluntary leavers. During quarter 1 of 2012/2013 the staff turnover rate was 1.1% of workers, with 0.43% leaving on a voluntary basis.

1.2 Employment Statistics July 2010 to June 2012

Table 1 illustrates the quarterly changes that took place in respect of individual employment across the whole organisation during the period July 2010 to June 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

Corporate								
	2010-2011			2011-2012				2012-2013
	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	Q1 April to June 2012
Permanent/Fixed Term Employees (more than 1 year FTC)								
New starters (A)	4	2	1	3	2	6	4	2
Internal transfers (B)	0	2	7	2	4	11	17	1
All leavers (C)	5	9	17	9	9	19	11	3
Voluntary leavers * (D)	3	4	9	4	6	8	8	2
Temporary Employees (less than 1 year FTC)								
Temporary starters (E)	3	1	0	5	5	8	3	5
Temporary leavers (F)	4	3	0	1	6	4	4	2
Casual Workers **								
Casual starters (G)	4	4	2	1	16	2	3	5
Casual leavers (H)	11	7	3	4	14	9	7	6
Total starters (A + E + G)	11	7	3	9	23	16	10	12
Total leavers (C + F + H)	20	19	20	14	29	32	22	11

* 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 two years are illustrated in the graph at Appendix 1. As requested at the last Personnel Committee the numbers of leavers are also contained on this graph. The graph in Appendix 2 shows the number of leavers broken down by Directorate. Exit interviews were completed by the two voluntary leavers during this quarter. One voluntary leaver moved abroad and the other left for career development after gaining employment in the private sector.

The table attached at Appendix 3 contains details of numbers of permanent and fixed term employees at Cherwell District Council as at 30th June 2012 by Directorate and Service area, and details staff movement and corporate capacity for the quarter.

There were 18 fixed term posts on the establishment at 30th June 2012. On 30th June 2012 there were 32 vacant posts. Of these, 3 posts were vacant pending service reviews; 3 vacancies were due to employees being on secondment, 11 posts were being covered by temporary staff (agency, staff bank and temporary contracts), 2 posts were being recruited to, 2 posts were fixed term and due to end in August and 11 posts were to remain vacant.

Implications

Financial: All financial effects of changes have been contained within existing approved budgets.

Comments checked by Sarah Best, Service Accountant 01295 221736

Risk Management: There are no risks associated with the contents of this report.

Wards Affected

Not applicable

Document Information

Appendix No	Title
Appendix 1	Corporate quarterly staff turnover
Appendix 2	Quarterly leavers by Directorate
Appendix 3	Establishment/turnover at end of Quarter 1 – 30/06/12
Background Papers	
None	
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