

CHERWELL DISTRICT COUNCIL

PERSONNEL AND GENERAL COMMITTEE

29 APRIL 2009

REPORT OF THE HEAD OF HUMAN RESOURCES

EMPLOYMENT STATISTICS QTRS 3 & 4, 2008-09

1 Introduction and Purpose of Report

- 1.1 This report details employment statistics, by Directorate, for information and monitoring purposes.

2 Wards Affected

- 2.1 Not applicable

3 Effect on Policy

- 3.1 None

4 Contact Officer

- 4.1 Anne-Marie Scott – Head of Human Resources (extension 1731)

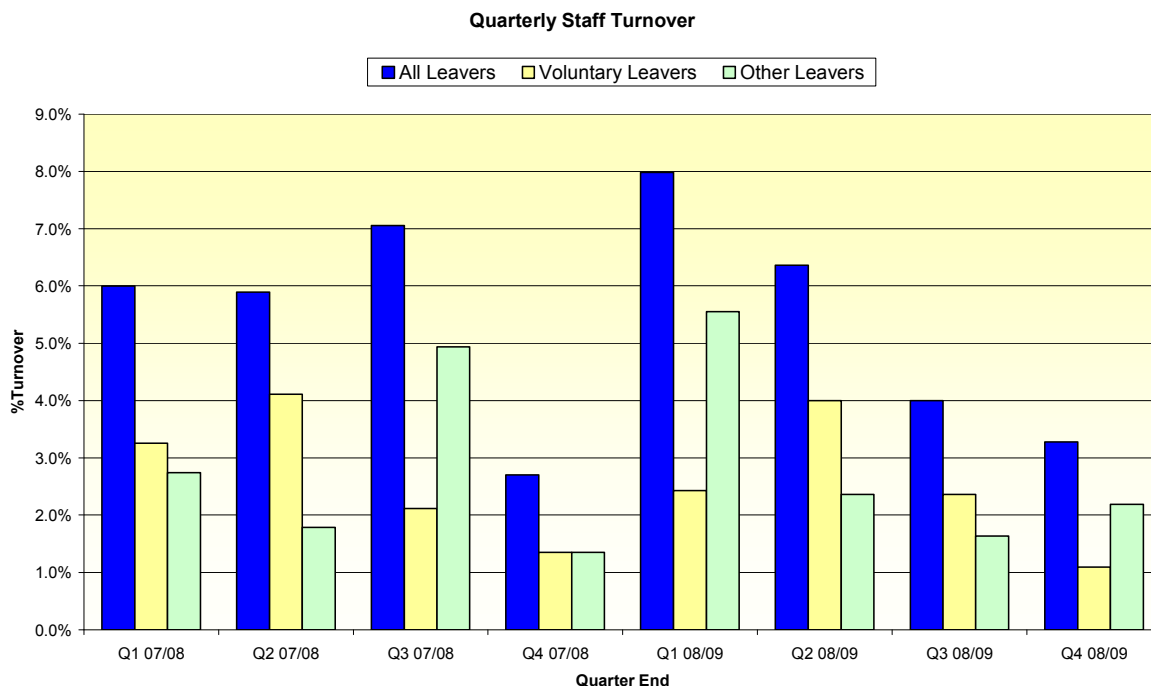
**5 Employment Statistics:
October to December 2008 and January to March 2009**

- 5.1 During the above period, the following quarterly changes took place in respect of individual employments. Staff transferred to other employers under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) are excluded from the statistics shown in this report.

	Oct-Dec 2008	Jan-Mar 2009
Permanent – Starters (incl. Internal Transfers)	17	16
Permanent – All Leavers	22	18
Permanent – Voluntary Leavers (Leaving CDC)*	13	6
Temporary and Casual – Starters	8	12
Temporary and Casual – Leavers	26	18

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

5.2 The turnover rates for permanent and fixed term staff for these quarters and the previous year, are illustrated below.



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

5.3 The tables attached at Annex 1 and 2 contain details of numbers of permanent and fixed term employees at Cherwell District Council as at 31 December 2008 and 31 March 2009 respectively, by Directorate and Service area, and detail staff movement and corporate capacity for the quarter.

6 Risk Assessment, Financial Effects and Contribution to Efficiency Savings

6.1 The following details have been approved by Denise Westlake (extension 1559).

6.2 There are no risks associated with the contents of this report.

6.3 All financial effects of changes can be contained within existing approved budgets.

6.4 There are no efficiency savings arising from this report.

7 Recommendation

7.1 The Committee is **RECOMMENDED** to resolve to note the contents of this report.

Background Papers: None