

CHERWELL DISTRICT COUNCIL

PERSONNEL AND GENERAL COMMITTEE

10 DECEMBER 2008

REPORT OF THE HEAD OF HUMAN RESOURCES

EMPLOYMENT STATISTICS QTR 2, 2008-9

1 Introduction and Purpose of Report

- 1.1 This report gives details of employment statistics for information and monitoring purposes. As requested by Members this information has been amended to reflect turnover by directorate.

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)

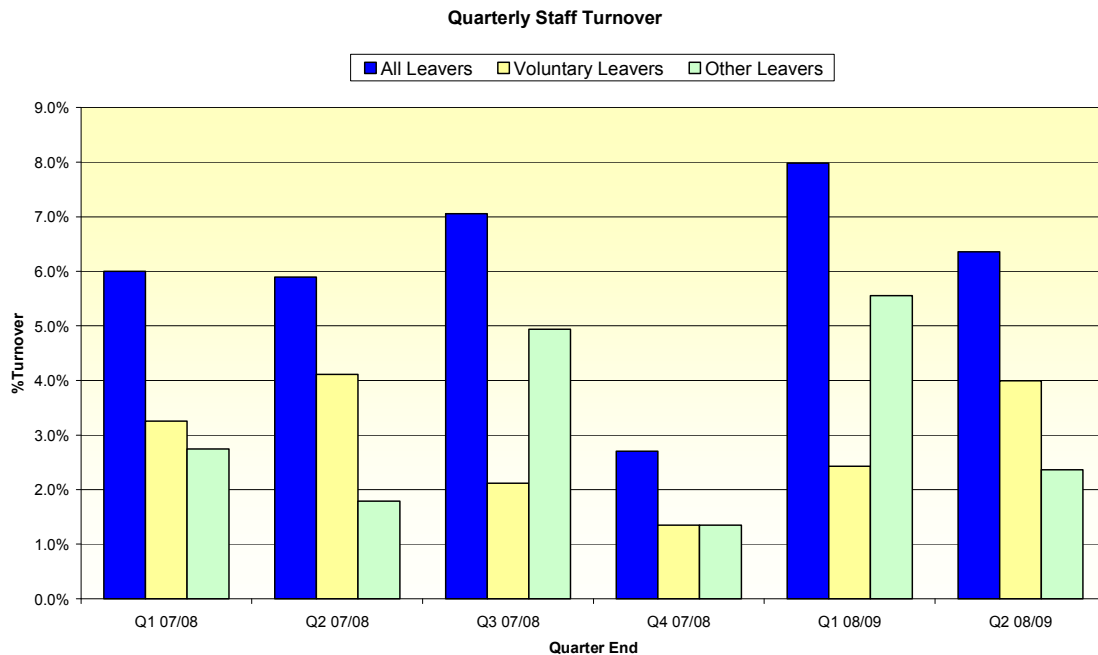
5 Employment Statistics: July to September 2008

- 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.

	July to Sept 2008
Permanent – Starters (incl. Internal Transfers)	41
Permanent – All Leavers	35
Permanent – Voluntary Leavers (Leaving CDC)*	22
Temporary and Casual – Starters	18
Temporary and Casual – Leavers	7

* 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 this quarter and the previous year, and 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 contain details of numbers of permanent and fixed term employees at Cherwell District Council in post on 30 September 2008 by Directorate and Service area detailing staff movement and corporate capacity for the quarter. It is not yet possible to provide comparison data although this will accumulate during the year.

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