

Q2 2023/24 - WORKFORCE INFORMATION

	TURNOVER RATE	AVERAGE HEADCOUNT	AVERAGE OCCUPIED FTE	RETENTION RATE
Q2	3.67%	491	451.37	95.77%

NO. OF LEAVERS	NO. OF LEAVERS	VOLUNTARY (e.g. Resignation/Retirement)	INVOLUNTARY (e.g. Redundancy/TuPe/Dismissal)
Q2	18	13	5

GENDER	MALE	FEMALE
Q2	32.12%	67.01%

NO. OF EMPLOYEES DECLARING A DISABILITY
Q2 - 4.54%

EMPLOYEE ETHNICITY DECLARATIONS	BAME (Black and Minority Ethnic)	White – All	Not Stated
Q2	7.21%	73.61%	19.18%

NO OF EMPLOYEES BY LENGTH OF SERVICE @ <u>30.09.23</u>	Below 1 Year	1 – 10 Years	11-20 Years	21+ Years
EFDC Service	27	291	111	56
Continuous Service (Local Gov / Modification Order)	23	252	126	84

AGE PROFILE @	<21	21-30	31-40	41-50	51-60	>60
30.09.23	0%	11.55%	17.23%	20.00%	36.70%	14.43%

SICKNESS	Q2*
Total number of days lost to short term absence (<21 days)	406.18 days
Total number of days lost to long term absence (>21 days)	358 days
Total number of days lost to all sickness	<u>764.18 days**</u>
Average number of days lost per employee	1.56 days
Top 5 Absence Reasons (Days Lost)	15.31% - Musculoskeletal – Other 13.82% - Mental Health - Anxiety/depression/other psychiatric illnesses 11.18% - Mental Health (Non Work related Stress) 10.99% - Back Problems 10.40% - Genitourinary & Gynaecological
Mental Health reasons grouped (Days Lost)	25.76%
Top 5 Absence Reasons (Occasions)	29.80% - Mental Health - Anxiety/depression/other psychiatric illnesses 14.57% - Cold / Cough / Flu 11.92% - Gastrointestinal 7.28% - Covid19 7.28% - Musculoskeletal – Other
Mental Health reasons grouped (Occasions)	35.76%

***Sickness info provided is correct as of report run time, late entry of sickness absence (start or end dates) into system will affect the accuracy of data provided.**

****Please note these figures do not include Covid-19 self-isolation which is not recorded as Sickness Absence. They do include sickness absence due to Covid 19.**

All Vacant Positions in Establishment (as of 01/10/23) (All held in establishment including those held that are not available)	66
Budgeted Vacant Positions 'Available' in Establishment (as of 01/10/23) (Available to advertise – funding not being used elsewhere) This is an estimate based on notes we hold on system from Mgrs etc.	51

RECRUITMENT DATA FOR ROLLING 1 YEAR PERIOD - 01.10.2022 to 30.09.2023

Requisitions created in period	EFDC – 79 Partner Organisations – 4 Total = 83
Requisitions closed in period	EFDC – 85 Partner Organisations – 4

	Total = 89
Total Number of Applicants (Applications)*	434 (624)
Applicants invited to interview	175
No of Applicants appointed	67
Success Rate:	83.75%

* Applicants may make more than one application -ie. Unique Applicants who have submitted an application and volume of applications received.