

Q1 to Q4 2024/25 - WORKFORCE INFORMATION

Please note that employment monitoring is carried out as part of the Council's duties under the equality act. Data can be found on this for 2024/25 here:

[EFDC_Equality_Duty_Workforce_Data_31012025](#)

	TURNOVER RATE	RETENTION RATE	AVERAGE HEADCOUNT	AVERAGE FTE	<u>NEW STARTERS</u> <u>(excluding</u> <u>Casuals)</u>	<u>LEAVERS</u> <u>(excluding</u> <u>Casuals)</u>
Q1	2.56%	97.02%	469	431.66	9	12
Q2	1.49%	97.85%	467.5	431.43	9	7
Q3	1.92%	97.65%	468	433.08	6	9
Q4	2.35%	97.22%	468	432.67	10	11

NO OF EMPLOYEES BY LENGTH OF EFDC SERVICE @	Below 1 Year	1 – 10 Years	11-20 Years	21+ Years
31/03/2025	34	272	104	59

SICKNESS	Q1	Q2	Q3	Q4
% number of days lost to short term absence (<21 days)	69.07%	56.99%	49.00%	60.00%
% number of days lost to long term absence (>21 days)	30.93%	43.01%	51.00%	40.00%
Average number of days lost per employee	2.4	2.19	2.13	2.45
Average number of days lost per FTE	2.61	2.38	2.3	2.65

* 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.

<u>RECRUITMENT DATA</u>	Q1	Q2	Q3	Q4
Job Postings newly advertised (Includes internal advertisements)	12	18	11	11
Total Applications	81	114	73	171
Total Applicants (Unique)*	80	108	69	152
Applicants invited to interview	23	49	29	47
No of Applicants appointed	12	19	10	17

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