

Q1 2023/24 - WORKFORCE INFORMATION

	TURNOVER RATE	AVERAGE HEADCOUNT	AVERAGE OCCUPIED FTE	RETENTION RATE
Q1	8.51%	517	476.68	91.74%

NO. OF LEAVERS	NO. OF LEAVERS	VOLUNTARY (e.g. Resignation/Retirement)	INVOLUNTARY (e.g. Redundancy/Type/Dismissal)
Q1	44	18	26

GENDER	MALE	FEMALE
Q1	33.12%	66.87%

NO. OF EMPLOYEES DECLARING A DISABILITY
Q1 - 4.79%

EMPLOYEE ETHNICITY DECLARATIONS	BAME (Black and Minority Ethnic)	White – All	Not Stated
Q1	6.59%	72.65%	20.76%

NO OF EMPLOYEES BY LENGTH OF SERVICE @ <u>30.06.23</u>	Below 1 Year	1 – 10 Years	11-20 Years	21+ Years
EFDC Service	38	294	113	56
Continuous Service (Local Gov / Modification Order)	29	262	126	84

AGE PROFILE @	<21	21-30	31-40	41-50	51-60	>60
30.06.23	0.2%	12.57%	17.96%	19.56%	35.73%	13.97%

SICKNESS	Q1
Total number of days lost to short term absence (<21 days)	442.15 days
Total number of days lost to long term absence (>21 days)	385 days
Total number of days lost to all sickness	<u>827.15 days*</u>
Average number of days lost per employee	1.6 days
Top 5 Absence Reasons (Days Lost)	13.06% - Mental Health (Non Work related Stress) 12.69% - Musculoskeletal - Other 12.53% - Mental Health - Anxiety/depression/other psychiatric illnesses 11.73% - Back Problems 9.79% - Benign & Malignant Tumours - Cancers
Mental Health reasons grouped (Days Lost)	25.58%
Top 5 Absence Reasons (Occasions)	18.18% - Mental Health - Anxiety/depression/other psychiatric illnesses 15.45% - Cold / Cough / Flu 10.91% - Headache / Migraine 9.09% - Covid19 8.18% - Gastrointestinal
Mental Health reasons grouped (Occasions)	22.73%

* 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 01/07/23) (All held in establishment including those held that are not available)	55
Budgeted Vacant Positions 'Available' in Establishment (as of 01/07/23) (Available to advertise – funding not being used elsewhere)	35

RECRUITMENT DATA FOR ROLLING 1 YEAR PERIOD - 01.07.2022 to 30.06.2023

Requisitions created in period	EFDC – 78 Partner Organisations – 3 Total = 81
Requisitions closed in period	EFDC – 96 Partner Organisations – 1 Total = 97

Total Number of Applicants (Applications)*	587 (776)
Applicants invited to interview	212
No of Applicants appointed	82
Success Rate:	85.4%

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