

Q3 2023/24 - WORKFORCE INFORMATION

	TURNOVER RATE	AVERAGE HEADCOUNT	AVERAGE OCCUPIED FTE	RETENTION RATE
Q3	2.69%	483	443.76	97.11%

NO. OF LEAVERS	NO. OF LEAVERS	VOLUNTARY (e.g. Resignation/Retirement)	INVOLUNTARY (e.g. Redundancy/Type/Dismissal)
Q3	13	9	4

GENDER	MALE	FEMALE
Q3	32.16%	67.84%

NO. OF EMPLOYEES DECLARING A DISABILITY
Q3 - 4.77%

EMPLOYEE ETHNICITY DECLARATIONS	BAME (Black and Minority Ethnic)	White – All	Not Stated
Q3	7.26%	75.52%	17.22%

NO OF EMPLOYEES BY LENGTH OF SERVICE @ <u>31.12.23</u>	Below 1 Year	1 – 10 Years	11-20 Years	21+ Years
EFDC Service	27	287	110	58
Continuous Service (Local Gov / Modification Order)	24	246	124	88

AGE PROFILE @	<21	21-30	31-40	41-50	51-60	>60
31.12.23	0%	11.2%	17.63%	19.71%	36.93%	14.52%

SICKNESS	Q3*
Total number of days lost to short term absence (<21 days)	423.67 days
Total number of days lost to long term absence (>21 days)	419 days
Total number of days lost to all sickness	<u>842.67 days**</u>
Average number of days lost per employee	1.74 days
Top 5 Absence Reasons (Days Lost)	Cold /cough/flu – 169.75 days (20.14%) Headache/migraine – 98 days (11.63%) Musculoskeletal – other – 82.08 days (9.74%) Mental health – anxiety/depression/other psychiatric illness – 70 days (8.31%) Heart – cardiac and circulatory – 65 days (7.71%)
Mental Health reasons grouped (Days Lost)	16.5%
Top 5 Absence Reasons (Occasions)	Cold /cough/flu – 49 occasions (30.63%) Gastrointestinal – 22 occasions (13.75%) Musculoskeletal – other – 21 occasions (13.13%) COVID-19 – 14 occasions (8.75%) Headache/migraine – 11 occasions (6.88%)
Mental Health reasons grouped (Occasions)	6.88%

***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 01/01/24) (All held in establishment including those held that are not available)	64
Budgeted Vacant Positions 'Available' in Establishment (as of 01/01/24) (Available to advertise – funding not being used elsewhere) This is an estimate based on notes we hold on system from Mgrs etc.	39

RECRUITMENT DATA FOR ROLLING 1 YEAR PERIOD - 01.01.2023 to 31.12.2023

Requisitions created in period	EFDC – 76 Partner Organisations – 4 Total = 80
Requisitions closed in period	EFDC – 82 Partner Organisations – 4

	Total = 86
Total Number of Applicants (Applications)*	374 (527)
Applicants invited to interview	178
No of Applicants appointed	65
Success Rate:	79.27%

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