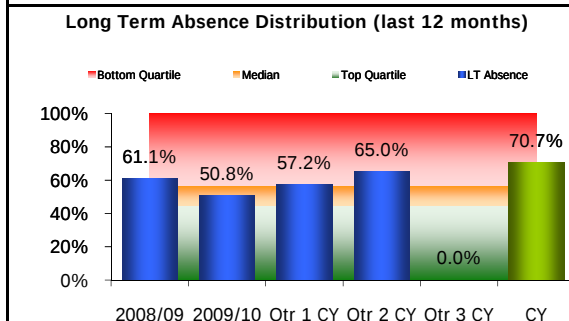
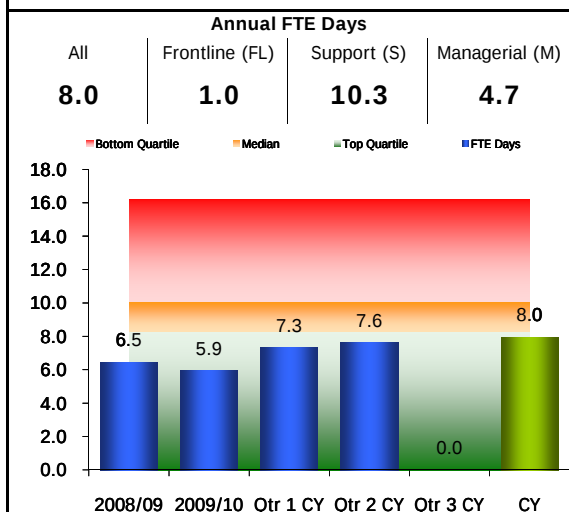
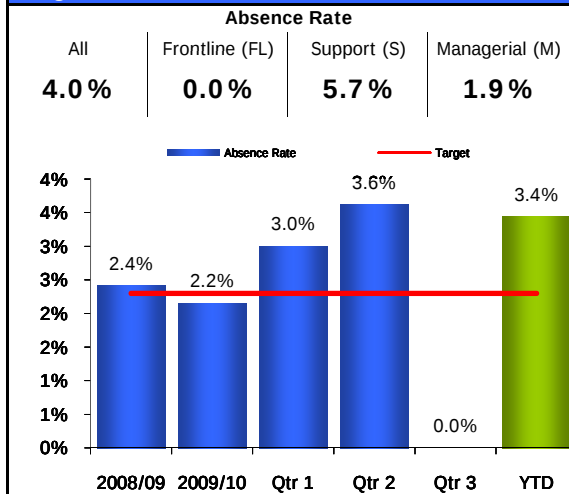


People and Transformation | Absence Management Information | November 2010

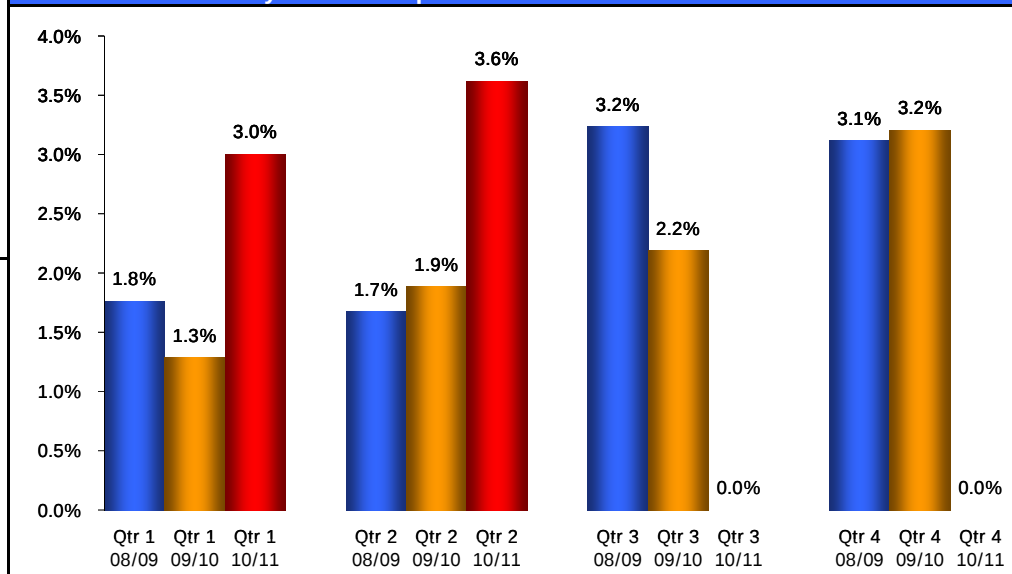
Targets and Benchmarks



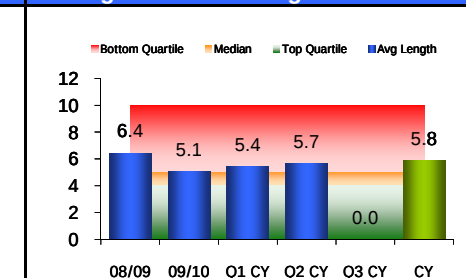
Services in brief

Service	Employee Numbers			Absence Rates/Cost/Average Length				Policy 'trigger' rates			No Absence - CY	Data Quality		Training	
	Headcount	Position Count	FTE	Absence Rate - TM	Absence Cost - TM	FTE Days - CY	Average Absence Length	3 occasions or more	10 calendar days or more	29 calendar days or more		Other/Unknown Absence - CY	Other/Unknown Cost - CY	No. Attendees	Cancellations
Essex County Council	9,256	9,566	7,745	3.1%	£637,201	8.8	4.4	22.6%	20.9%	1.2%	39.5%	4.1%	£334,790	0	0
People and Transformation	227	227	206	4.0%	£27,250	8.0	5.8	11.4%	16.7%	3.1%	44.5%	6.5%	£14,172	0	0
Diversity and Equality	3	3	2	0.0%	£0	3.0	4.8	0.0%	27.3%	0.0%	66.7%	0.0%	£0	-	-
Fast Track Managers	11	11	11	0.0%	£0	2.1	3.9	9.1%	0.0%	0.0%	72.7%	0.0%	£0	-	-
Human Resources	156	156	138	5.0%	£22,689	7.5	5.5	11.5%	16.9%	4.6%	40.4%	3.9%	£5,803	-	-
Transformation Support	53	53	51	2.6%	£4,756	15.0	7.3	12.9%	20.5%	0.0%	45.3%	13.0%	£9,100	-	-
Union Representatives	4	4	4	0.0%	£0	0.0	0.0	0.0%	0.0%	0.0%	100.0%	0.0%	£0	-	-
Job Role															
Frontline (FL)	1	1	1	0.0%	£0	1.0	0.6	0.0%	0.0%	0.0%	0.0%	0.0%	£0		
Support (S)	132	132	116	5.7%	£17,780	10.3	6.3	16.0%	20.2%	4.1%	37.9%	8.7%	£11,581		
Managerial (M)	94	94	90	1.9%	£6,783	4.7	4.9	5.6%	12.2%	1.7%	54.3%	0.0%	£0		

Absence Rate - Yearly Trend Comparison



Average Absence Length



Data Quality (Other / Unknown)

