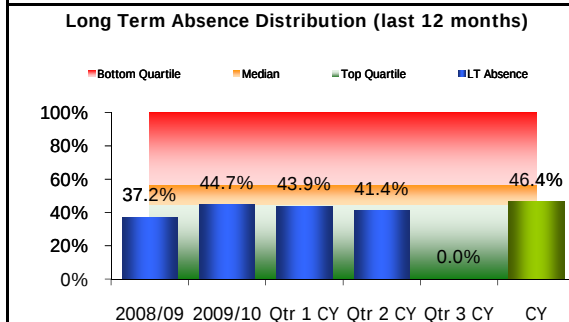
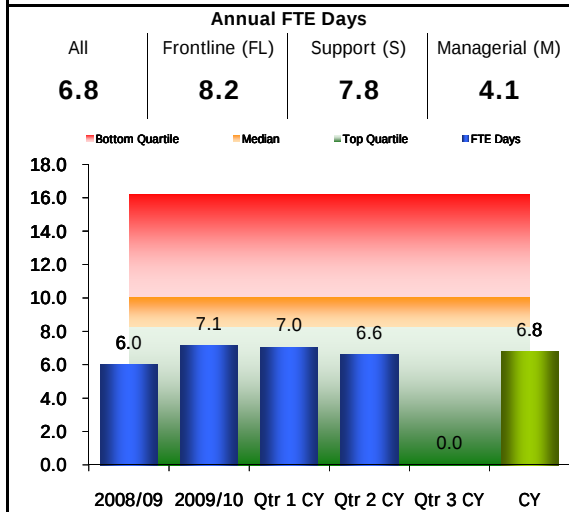
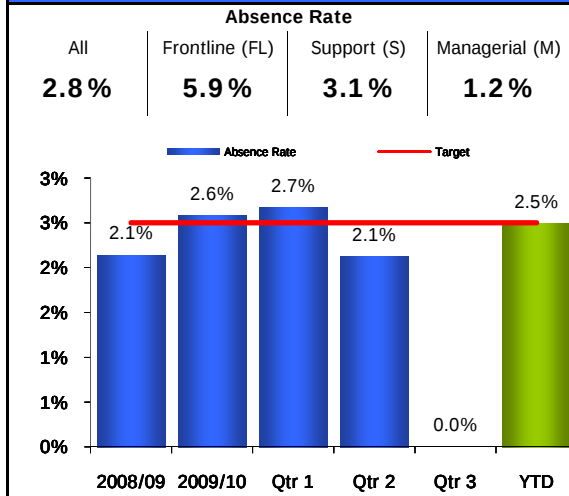


Finance | Absence Management Information | November 2010

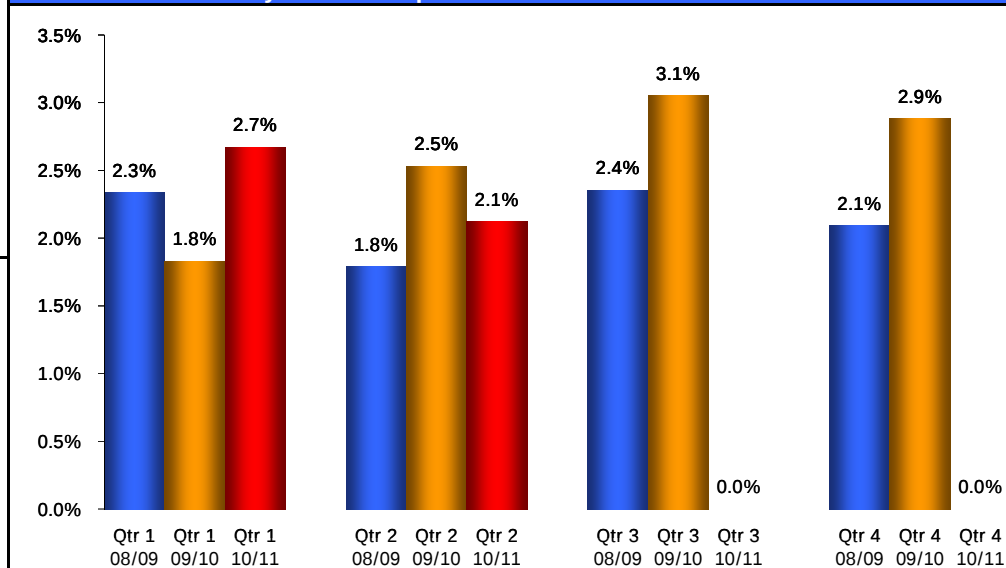
Targets and Benchmarks



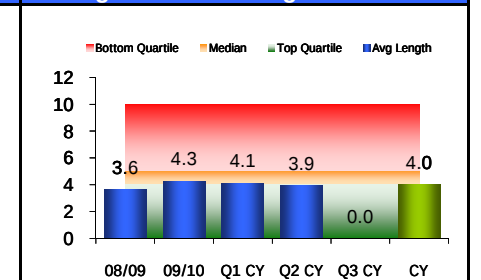
Services in brief

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
Finance	686	686	629	2.8%	£45,531	6.8	4.0	21.1%	16.7%	1.4%	38.0%	2.9%	£14,164	0	0
Corporate Finance	31	31	30	0.1%	£113	4.0	2.8	9.0%	15.7%	0.0%	58.1%	0.0%	£0	-	-
Essex Shared Services	285	285	265	4.1%	£22,474	8.7	4.5	26.6%	19.8%	2.3%	29.8%	0.8%	£1,668	-	-
Finance (AH&CW)	33	33	31	0.6%	£639	5.5	2.8	28.1%	12.1%	0.0%	51.5%	0.0%	£0	-	-
Finance (ESH)	22	22	21	0.3%	£231	1.5	1.4	6.1%	4.8%	0.0%	36.4%	0.0%	£0	-	-
Finance (PCP&R)	5	5	5	0.0%	£0	5.8	3.2	20.0%	20.0%	0.0%	40.0%	0.0%	£0	-	-
Finance (SC&F)	39	39	36	0.5%	£528	2.5	2.5	16.5%	5.5%	0.0%	48.7%	0.0%	£0	-	-
Finance and Change Management	2	2	2	0.0%	£0	0.0	0.0	0.0%	0.0%	0.0%	100.0%	0.0%	£0	-	-
Internal Audit & Risk Management Consultan	47	47	45	2.9%	£3,832	9.1	5.9	13.2%	11.0%	2.2%	38.3%	0.0%	£0	-	-
Investments	6	6	6	0.0%	£0	1.4	6.5	0.0%	18.2%	0.0%	66.7%	14.0%	£291	-	-
Legal and Registration Services	216	216	188	2.5%	£13,342	5.9	3.5	19.3%	18.3%	1.1%	40.7%	9.2%	£13,020	-	-
Job Role															
Frontline (FL)	74	74	53	5.9%	£7,701	8.2	3.9	23.5%	28.7%	1.9%		0.0%	£0		
Support (S)	420	420	391	3.1%	£25,030	7.8	4.2	22.8%	16.9%	1.8%	35.2%	3.8%	£10,470		
Managerial (M)	192	192	185	1.2%	£8,328	4.1	3.3	16.7%	12.9%	0.5%	46.4%	1.1%	£1,375		

Absence Rate - Yearly Trend Comparison



Average Absence Length



Data Quality (Other / Unknown)

