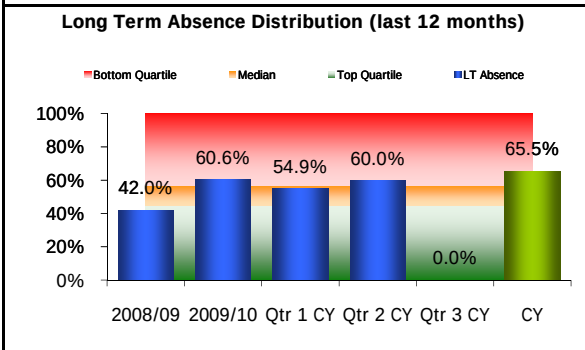
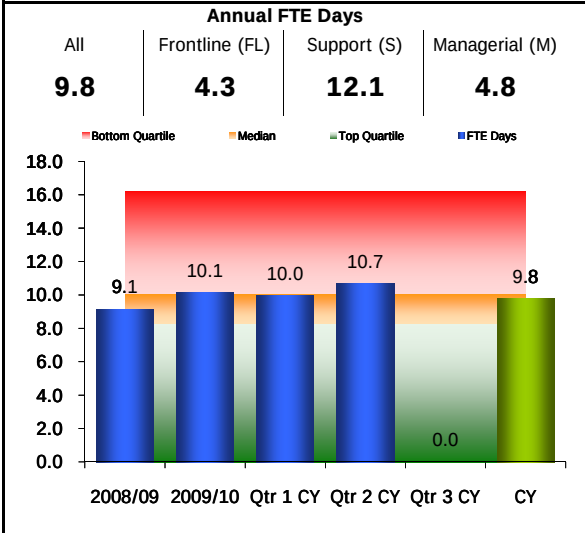
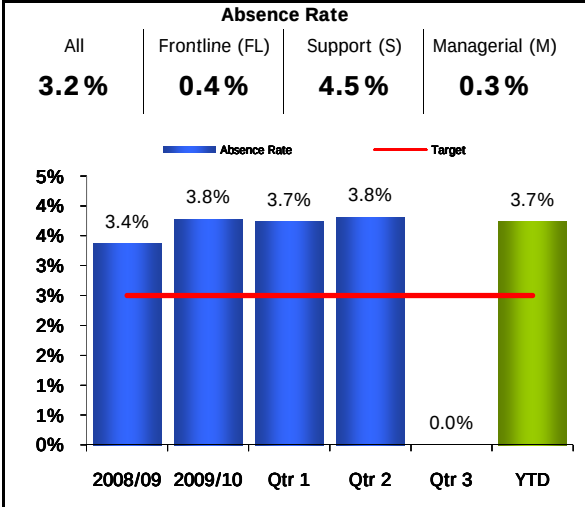


Commercial Services | Absence Management Information | November 2010

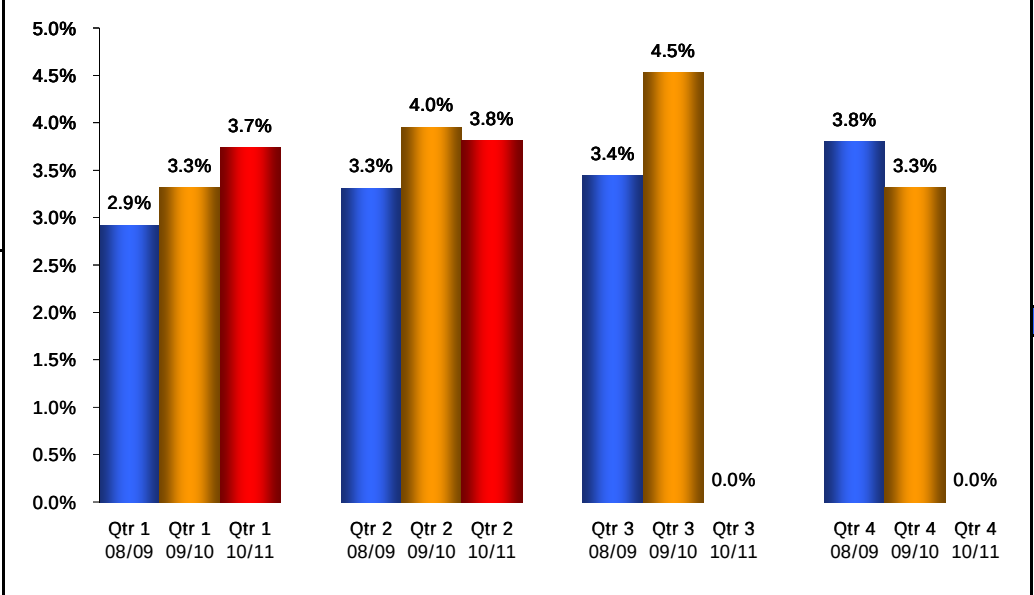
Targets and Benchmarks



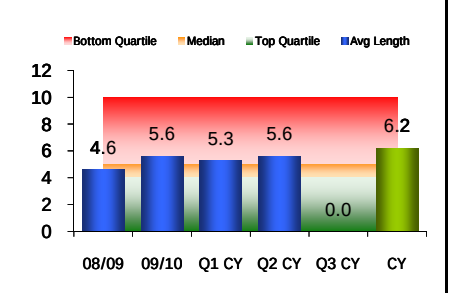
Services in brief

Service	Employee Numbers			Absence Rates/Cost/Average Length				Policy 'trigger' rates				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	No Absence - CY	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
	Commercial Services	214	216	189	3.2%	£13,368	9.8	6.2	18.2%	20.1%	1.1%	41.1%	12.8%	£24,358	0	0
Essex Property & Facilities	214	216	189	3.2%	£13,368	9.8	6.2	18.2%	20.1%	1.1%	41.1%	12.8%	£24,358	-	-	
		</														

Absence Rate - Yearly Trend Comparison	
2019	10.5%
2020	10.5%
2021	10.5%
2022	10.5%
2023	10.5%
2024	10.5%
2025	10.5%
2026	10.5%
2027	10.5%
2028	10.5%
2029	10.5%
2030	10.5%



Average Absence Length	
1	1.0
2	1.5
3	2.0
4	2.5
5	3.0
6	3.5
7	4.0
8	4.5
9	5.0
10	5.5
11	6.0
12	6.5
13	7.0
14	7.5
15	8.0
16	8.5
17	9.0
18	9.5
19	10.0
20	10.5
21	11.0
22	11.5
23	12.0
24	12.5
25	13.0
26	13.5
27	14.0
28	14.5
29	15.0
30	15.5
31	16.0
32	16.5
33	17.0
34	17.5
35	18.0
36	18.5
37	19.0
38	19.5
39	20.0
40	20.5
41	21.0
42	21.5
43	22.0
44	22.5
45	23.0
46	23.5
47	24.0
48	24.5
49	25.0
50	25.5
51	26.0
52	26.5
53	27.0
54	27.5
55	28.0
56	28.5
57	29.0
58	29.5
59	30.0
60	30.5
61	31.0
62	31.5
63	32.0
64	32.5
65	33.0
66	33.5
67	34.0
68	34.5
69	35.0
70	35.5
71	36.0
72	36.5
73	37.0
74	37.5
75	38.0
76	38.5
77	39.0
78	39.5
79	40.0
80	40.5
81	41.0
82	41.5
83	42.0
84	42.5
85	43.0
86	43.5
87	44.0
88	44.5
89	45.0
90	45.5
91	46.0
92	46.5
93	47.0
94	47.5
95	48.0
96	48.5
97	49.0
98	49.5
99	50.0
100	50.5



Data Quality (Other/Unknown)

