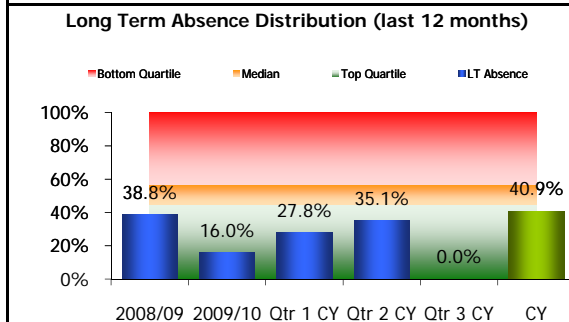
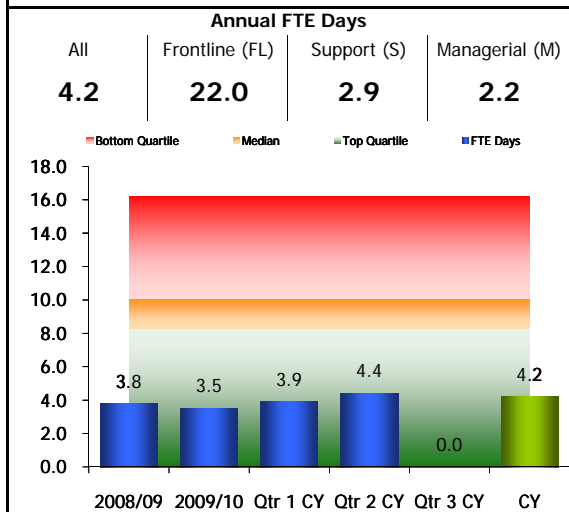
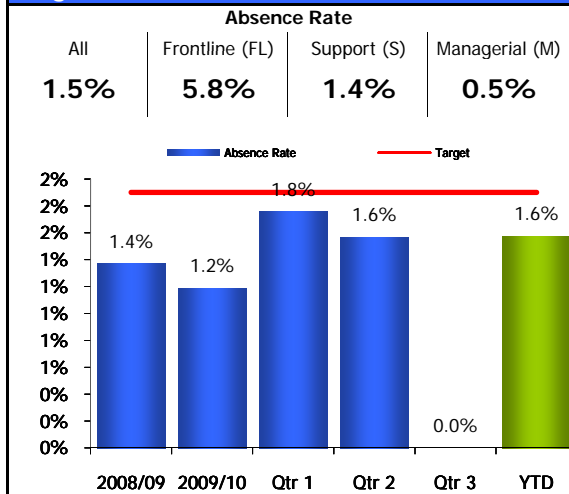


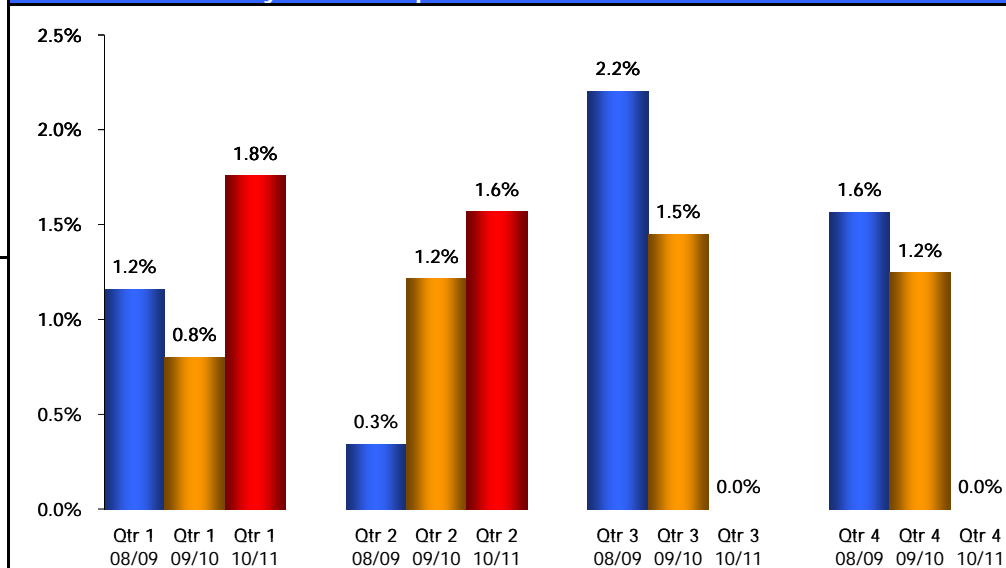
Targets and Benchmarks



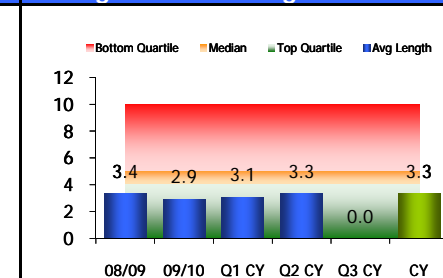
Services in brief

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
Policy, Community Planning and Regeneration	250	250	236	1.5%	£10,673	4.2	3.3	12.4%	8.6%	0.2%	54.0%	0.8%	£920	0	0
Adult Skills	1	1	1	0.0%	£0	0.0	0.0	0.0%	0.0%	0.0%	100.0%	0.0%	£0	-	-
Assistant Chief Executive	5	5	5	0.6%	£122	1.3	1.7	20.0%	20.0%	0.0%	60.0%	0.0%	£0	-	-
Communications	31	31	29	0.0%	£0	5.4	5.8	10.2%	8.8%	0.0%	51.6%	3.0%	£551	-	-
Partnership Delivery & Quality of Life	20	20	19	4.7%	£3,427	6.0	3.0	23.3%	22.3%	3.0%	30.0%	0.4%	£73	-	-
Performance & Organisational Intelligence	58	58	55	0.6%	£821	6.0	2.6	13.8%	8.7%	0.0%	46.6%	0.0%	£0	-	-
Regeneration & Sports	48	48	45	0.1%	£248	1.7	2.4	6.3%	5.9%	0.0%	66.7%	2.2%	£253	-	-
Skills	15	15	14	2.2%	£933	13.6	8.0	21.1%	14.1%	0.0%	46.7%	0.0%	£0	-	-
The Policy Department	72	72	68	2.7%	£5,492	2.7	2.5	11.2%	4.4%	0.0%	59.7%	0.0%	£0	-	-
Job Role															
Frontline (FL)	23	23	22	5.8%	£4,196	22.0	11.9	13.6%	31.8%	0.0%	30.4%	0.9%	£537	-	-
Support (S)	132	132	122	1.4%	£3,941	2.9	1.9	15.2%	5.5%	0.5%	53.8%	1.1%	£311	-	-
Managerial (M)	95	95	91	0.5%	£1,968	2.2	2.5	8.5%	7.0%	0.0%	60.0%	0.0%	£0	-	-

Absence Rate - Yearly Trend Comparison



Average Absence Length



Data Quality (Other/Unknown)

