## Adults Health and Community Wellbeing | Absence Management Information | November 2010 Targets and Benchmarks Services in brief Absence Rate **Employee Numbers** Absence Rates/Cost/Average Length Policy 'trigger' rates Data Quality Training $\sim$ Length ΑII Frontline (FL) Support (S) Managerial (M) Other/Unknowr Absence - CY Count Absence Rate TM 29 calendar days or more Other/Unknow Cost - CY Attendees Cost days or more Absence calendar 3.6% 3.8% 4.5% 1.1% Headcount Days Absence (TM Average Absence I Position H FE <u>ا</u> Ahcence Pate Service 5% 8.8 22.6% 20.9% 39.5% 4.1% £334,790 0 Essex County Council 9,256 9,566 7,745 3.1% £637,201 4.4 1.2% 0 5% Adults Health and Community Wellbeing £193.988 2.729 2.858 2.161 3.6% 9.9 4.1 24.4% 23.5% 1.3% 38.7% 2.4% £56,471 0 0 3.7% 4% 3.5% Adult Community Learning and Libraries 2.5% £51,939 0.9% 45.3% 2.3% £14.380 1,173 1,292 763 6.6 2.4 18.5% 17.4% 3.2% 4% Adult Social Care Delivery 1.245 1.254 1.105 4.6% £119.256 13.2 5.4 30.3% 29.0% 32.7% 2.5% £37.608 3% AHCW Commercial Group 92 92 87 17.1% 18.3% £538 1.8% £3.688 6.8 4.5 0.0% 42.4% 1.0% 3% AHCW Director 1 0.0% £0 100.0% 0.0% 1 1 0.0 0.0 0.0% 0.0% 0.0% £0 2% **Executive Office** 20 22 22 1.4% £700 5.6 3.4 30.0% 32.5% 0.0% 22.7% 0.0% £0 2% Internal Standards and Governance 63 64 60 2.7% f4.241 5.4 4.6 11.0% 11.0% 1.7% 46.0% 0.3% £87 1% Planning and Service Development 122 122 113 3.2% £9,527 6.2 3.9 19.3% 19.9% 1.6% 35.2% 2.8% £2,351 1% 0.0% Public Health 11 11 10 1.9% £580 10.5 4.7 19.3% 19.3% 0.0% 18.2% 0.0% £0 2008/09 2009/10 Qtr 1 Qtr 2 Qtr 3 YTD Annual FTE Days Frontline (FL) Support (S) Managerial (M) All 9.9 11.2 9.5 5.9 Job Role FTE Days =Top Quartile Frontline (FL) 1,560 1,643 1.195 3.8% £112,288 11.2 4.3 27.4% 26.2% 1.3% 37.5% 1.6% £23,686 18.0 Support (S) 9.5 3.6 26.1% 23.3% £22,026 781 812 623 4.5% £59.867 1.8% 36.7% 3.9% 16.0 Managerial (M) 388 403 £12,453 5.9 4.8 10.9% 14.4% 0.5% 47.7% 2.9% £8,642 343 1.1% 14.0 11.4 11.2 10.7 12.0 10.1 Absence Rate - Yearly Trend Comparison Average Absence Length 9.9 10.0 6.0% 8.0 ■Top Quartile ■Avg Length 12 6.0 5.0% 10 5.0% 4.5% 4.4% 4.3% 2.0 0.0 4.1 4.1% 3.8% 4.0% 3.7% 2008/09 2009/10 Qtr 1 CY Qtr 2 CY Qtr 3 CY CY 3.2% Long Term Absence Distribution (last 12 months) 3.0% 08/09 09/10 Q1 CY Q2 CY Q3 CY CY Data Quality (Other/Unknown) =Rottom Quartile II T Absence 2.0% 100% 20.0% 80% 14.7% 55.5% 57.4% 56.1% 15.0% 60% 1.0% 10.0% 40% 0.0% 0.0% 5.0% 20% 0.0% 0% 0.0% Qtr 1 Qtr 1 Qtr 1 Qtr 2 Qtr 2 Qtr 2 Qtr 3 Qtr 3 Qtr 3 Qtr 4 Qtr 4 Qtr 4 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 Q1 CY Q2 CY Q3 CY CY 2008/09 2009/10 Qtr 1 CY Qtr 2 CY Qtr 3 CY