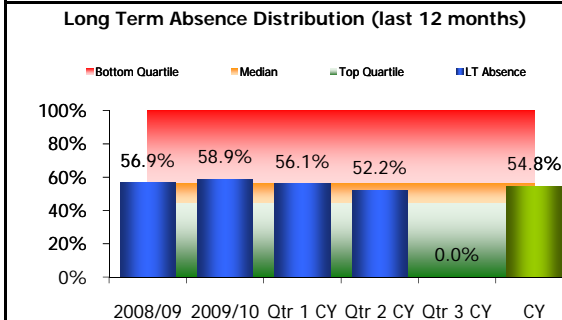
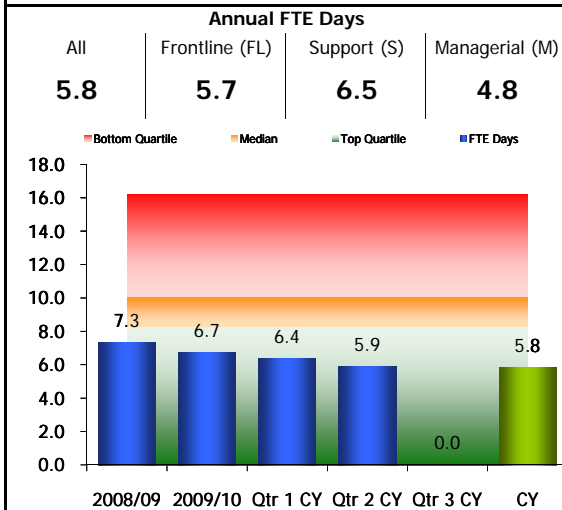
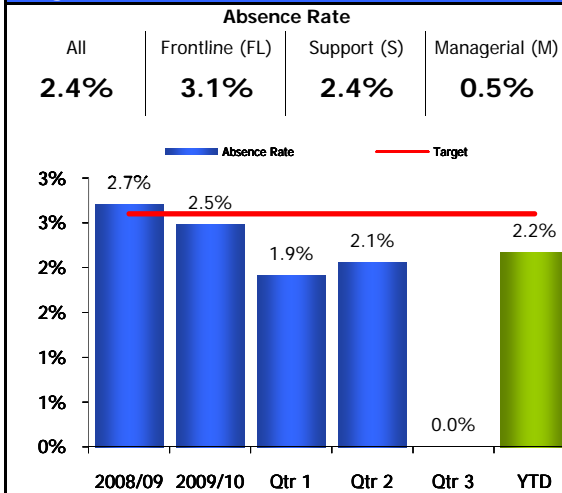


Environment Sustainability and Highways | Absence Management Information | November 2010

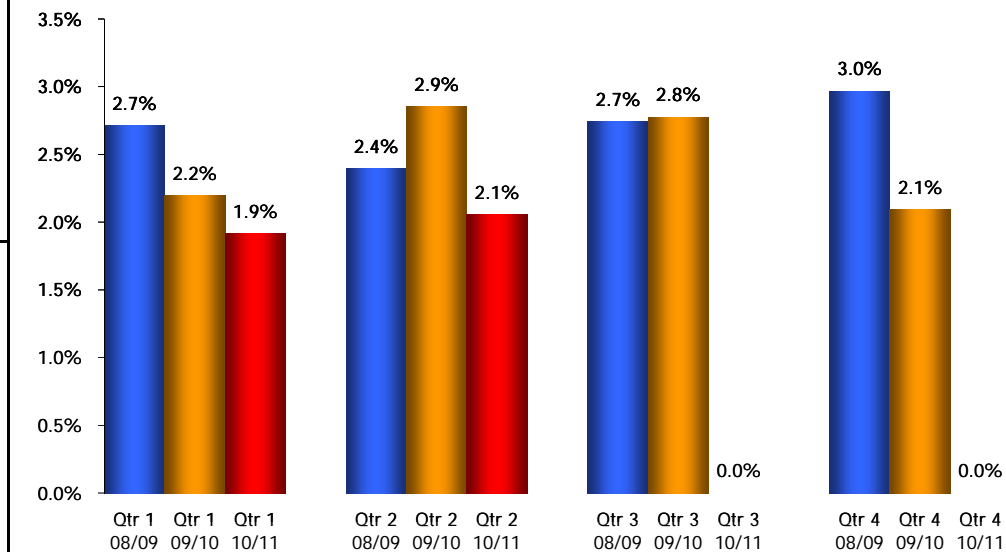
Targets and Benchmarks



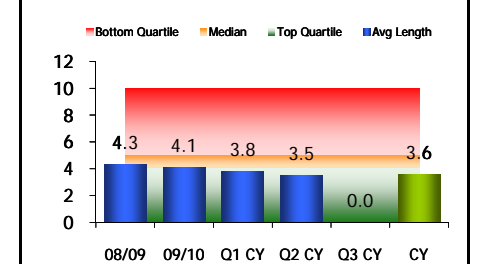
Services in brief

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
Environment Sustainability and Highways	1,316	1,328	1,046	2.4%	£70,762	5.8	3.6	17.1%	16.4%	1.1%	43.5%	3.6%	£27,154	0	0
Business Services & Strategy	146	153	126	3.2%	£10,782	6.6	4.1	10.6%	16.4%	2.2%	40.4%	5.8%	£5,465	-	-
Highways & Transportation	837	837	607	2.8%	£45,769	5.8	3.2	19.6%	17.8%	1.4%	42.1%	0.5%	£2,287	-	-
Major Programmes & Infrastructure	80	80	73	2.0%	£4,724	5.2	4.1	13.8%	11.3%	0.6%	52.5%	25.5%	£13,857	-	-
Procurement	32	32	31	0.8%	£1,120	10.9	9.5	11.7%	18.8%	0.0%	50.0%	0.0%	£0	-	-
Sustainable Environment and Enterprise	221	226	209	1.2%	£7,027	4.9	3.8	15.7%	13.7%	0.0%	46.6%	5.7%	£7,108	-	-
Job Role															
Frontline (FL)	751	761	518	3.1%	£43,092	5.7	3.3	15.4%	17.7%	1.7%	46.5%	5.3%	£19,088		
Support (S)	387	389	355	2.4%	£19,375	6.5	3.7	22.7%	17.8%	0.9%	34.1%	2.1%	£4,575		
Managerial (M)	178	178	172	0.5%	£3,673	4.8	4.4	10.7%	9.6%	0.0%	51.1%	1.8%	£2,692		

Absence Rate - Yearly Trend Comparison



Average Absence Length



Data Quality (Other/Unknown)

