Environment Sustainability and Highways | 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 2.4% 3.1% 2.4% 0.5% Headcount Days Absence (TM Average Absence I Position H H <u>ا</u> Ahcence Pate Service 3% 2.7% 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 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 3% 2.2% 2.1% **Business Services & Strategy** £10,782 10.6% 16.4% 2.2% 40.4% 5.8% £5,465 146 153 126 3.2% 6.6 4.1 1.9% 2% Highways & Transportation 837 837 607 2.8% £45.769 5.8 3.2 19.6% 17.8% 42.1% 0.5% £2.287 Major Programmes & Infrastructure 73 13.8% 11.3% £13,857 80 80 2.0% £4,724 5.2 4.1 0.6% 52.5% 25.5% 2% 31 0.8% 0.0% Procurement 32 32 £1.120 10.9 9.5 11.7% 18.8% 0.0% 50.0% £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 1% 0.0% 2008/09 2009/10 Qtr 1 Qtr 2 YTD Qtr 3 Annual FTE Days Frontline (FL) Support (S) Managerial (M) All 5.8 5.7 4.8 6.5 Job Role ■FTE Days 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 18.0 Support (S) 389 355 6.5 3.7 22.7% 17.8% £4,575 387 2.4% £19,375 0.9% 34.1% 2.1% 16.0 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 14.0 12.0 Absence Rate - Yearly Trend Comparison Average Absence Length 10.0 3.5% 7.3 8.0 6.7 ■Top Quartile ■Avg Length 6.4 5.8 12 6.0 3.0% 2.9% 3.0% 10 2.7% 2.8% 4.0 2.7% 2.0 2.4% 2.5% 2.2% 2.1% 2.1% 2008/09 2009/10 Qtr 1 CY Qtr 2 CY Qtr 3 CY 2.0% 08/09 09/10 Q1 CY Q2 CY Q3 CY CY Long Term Absence Distribution (last 12 months) 1.5% Data Quality (Other/Unknown) =Rottom Quartile 100% 9.3% 1.0% 10.0% 80% 8.0% 56.1% 54.8% 60% 0.5% 6.0% 40% 4.0% 0.0% 0.0% 20% 2.0% 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