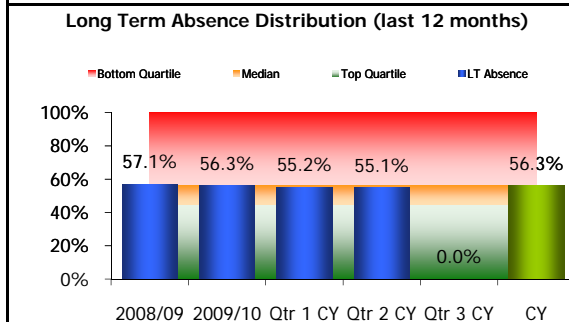
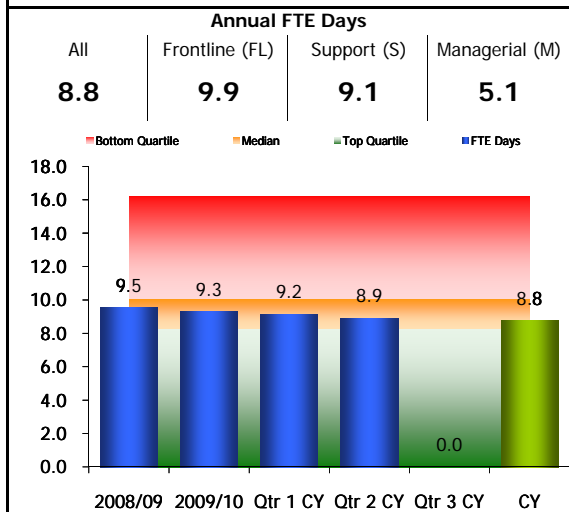
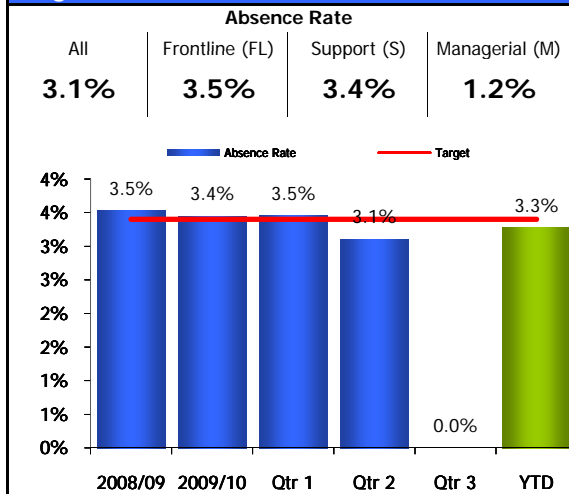


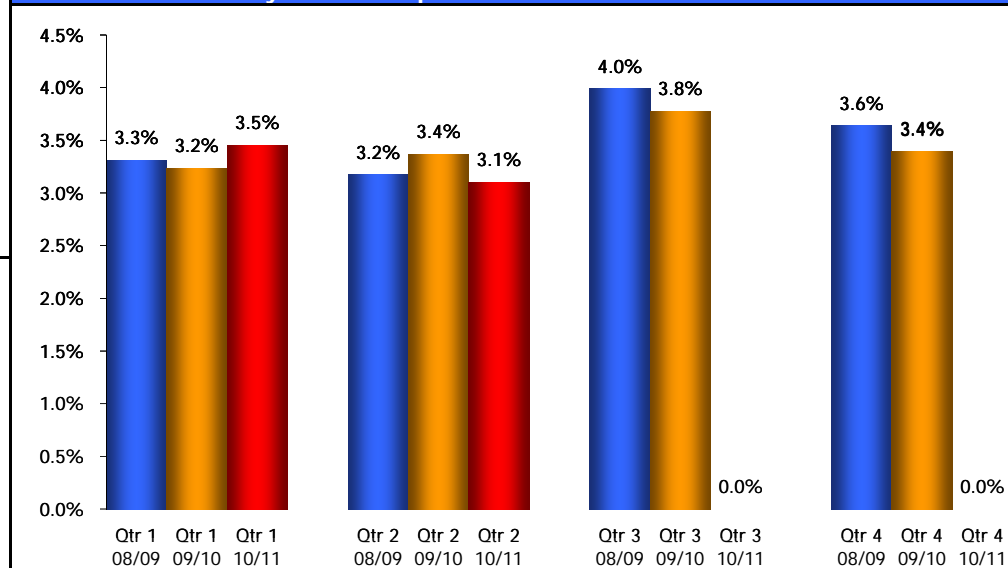
Targets and Benchmarks



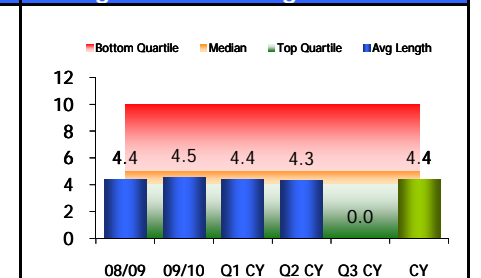
Services in brief

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
Adults Health and Community Wellbeing	2,729	2,858	2,161	3.6%	£193,988	9.9	4.1	24.4%	23.5%	1.3%	38.7%	2.4%	£56,471	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
Customer Services	66	66	60	5.2%	£6,485	20.1	9.9	16.1%	21.1%	2.6%	25.8%	4.3%	£4,573	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
Finance	686	686	629	2.8%	£45,531	6.8	4.0	21.1%	16.7%	1.4%	38.0%	2.9%	£14,164	0	0
Information Services	127	127	126	2.7%	£9,338	6.7	3.8	25.3%	18.8%	0.8%	42.5%	18.1%	£20,018	0	0
People and Transformation	227	227	206	4.0%	£27,250	8.0	5.8	11.4%	16.7%	3.1%	44.5%	6.5%	£14,172	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
Schools Children and Families	3,641	3,808	3,092	3.0%	£255,791	9.6	4.7	25.4%	22.9%	1.1%	37.6%	4.6%	£170,942	0	0
Frontline (FL)	4,591	4,824	3,590	3.5%	£337,692	9.9	4.5	25.5%	24.5%	1.3%	38.9%	2.8%	£121,752		
Support (S)	3,256	3,313	2,824	3.4%	£210,286	9.1	4.3	24.4%	20.2%	1.4%	36.1%	6.5%	£155,440		
Managerial (M)	1,409	1,429	1,331	1.2%	£58,897	5.1	4.8	11.3%	12.8%	0.5%	49.3%	2.9%	£31,960		

Absence Rate - Yearly Trend Comparison



Average Absence Length



Data Quality (Other/Unknown)

