

HUMAN RESOURCE HEALTH CHECK

1. Starters/Leavers

	2012/13		2013/14	
	Starters	Leavers	Starters	Leavers
	Total	Total	Q1	Q1
ACS	179	296	39	72
County Treasurer	2	15	0	3
CYP	320	271	86	55
Environment	27	125	2	32
LCCG	321	536	57	123
OCE	121	24	12	4
OCL	180	141	45	41
TOTAL	1150	1408	241	330

2. Reasons for Leaving

[Note: 'Dismissal' can be for performance, conduct or related to poor attendance; 'Retirement - Other' can be normal retirement or retirement aged 60 and over; 'Other' can include mutually agreed termination and TUPE transfers out of LCC]

	Deceased	Dismissal	End of FTC	Redundancy - Compulsory	Redundancy - Voluntary	Ill Health Retirement	Retirement - other	Resignation - Voluntary	Other	TOTAL
	2012/13									
ACS	8	26	8	2	21	14	36	159	22	296
County Treasurer	0	0	4	0	7	0	0	4	0	15
CYP	3	16	17	5	39	4	37	127	23	271
Environment	2	12	10	0	27	3	25	37	9	125
LCCG	9	30	11	1	29	3	73	320	60	536
OCE	0	1	3	0	2	0	0	17	1	24
OCL	0	15	23	0	15	1	8	66	13	141
TOTAL	22	100	76	8	140	25	179	730	128	1408

	Deceased	Dismissal	End of FTC	Redundancy - Compulsory	Redundancy - Voluntary	Ill Health Retirement	Retirement - other	Resignation - Voluntary	Other	TOTAL
	2013/14 (Q1)									
ACS	2	8	3	1	2	3	17	31	5	72
County Treasurer	0	0	0	0	3	0	0	0	0	3
CYP	2	5	9	0	6	2	2	26	3	55
Environment	0	4	0	0	7	1	5	13	2	32
LCCG	0	5	5	1	2	4	18	81	7	123
OCE	1	0	0	0	1	0	0	2	0	4
OCL	0	3	7	0	3	0	1	25	2	41
TOTAL	5	25	24	2	24	10	43	178	19	330
Estimated projected figure 2013/14	20	100	96	8	96	40	172	712	76	1320

3. Number of employees on the Redeployment List

	2012/13					2013/14
	Q1	Q2	Q3	Q4	Total	Q1
ACS	4	8	5	9	26	4
County Treasurer	0	0	0	0	0	0
CYP	4	0	4	1	9	19
Environment	0	0	2	0	2	16
LCCG	5	8	3	3	19	7
OCE	1	0	1	1	3	3
OCL	10	25	11	8	54	15
TOTAL	24	41	26	22	113	64

4. Average time on Redeployment List (in weeks)

2012/13	2013/14 Q1
12.39 weeks	10.9 weeks

5. Number of assignments from Redeployment List

	2012/13					2013/14
	Q1	Q2	Q3	Q4	Total	Q1
TOTAL	16	25	18	31	90	23

6. Vacancies (number of advertisements)

	2012/13					2013/14
	Q1	Q2	Q3	Q4	Total	Q1
ACS	157	149	159	147	612	91
County Treasurer	2	0	0	13	15	2
CYP	93	124	116	269	602	97
Environment	16	8	0	12	36	19
LCCG	133	137	86	160	516	121
OCE	38	40	13	21	112	3
OCL	0	39	18	41	98	60
TOTAL	439	497	392	663	1991	393

[Note: This includes the number of vacancies advertised, both internally and externally but does not contain schools' based posts].

7. Vacancies (number of positions advertised)

	2012/13					2013/14
	Q1	Q2	Q3	Q4	Total	Q1
ACS	166	203	214	163	746	195
County Treasurer	2	0	0	13	15	3
CYP	127	155	190	412	884	183
Environment	18	16	4	9	47	32
LCCG	185	250	283	425	1143	287
OCE	47	51	32	24	154	11
OCL	2	41	43	84	170	114
Other	0	34	0	0	34	2
TOTAL	547	750	766	1130	3193	827

[Note: This table shows the number of posts advertised within the adverts detailed in table 6. E.g. one job advert may advertise multiple posts].

8. Recruitment Advertising Costs

Directorate	Costs		Year to Date (£)	Year to Date Pro Rata Comparison with 2012/13 (+/- %)
	July 2013 (£)	Aug 2013 (£)		
CYP	416	191	7,612	
Schools	185	3,736	81,615	
ACS	3,224	910	12,351	
LCCG	0	720	2,033	
Environment	1,182	0	358	
OCE	0	0	347	
County Treasurer	0	0	2,191	
TOTAL	5,007	5,557	106,507	-0.02%
<i>Total for 2012/2013</i>	<i>£261,950</i>			
<i>Total for 2011/2012</i>	<i>£271,516</i>			
<i>Total for 2010/2011</i>	<i>£730,415</i>			