

Indicators..... at-a-glance (July - September 2008)

Workforce Profile as at 30th September 2008

Headcount	1749	FTE*	1372.3
Vacancies#	706	Disability	5.9%
BME**	39.7%	Non BME	60.3%
Female	70.9%	Male	29.1%

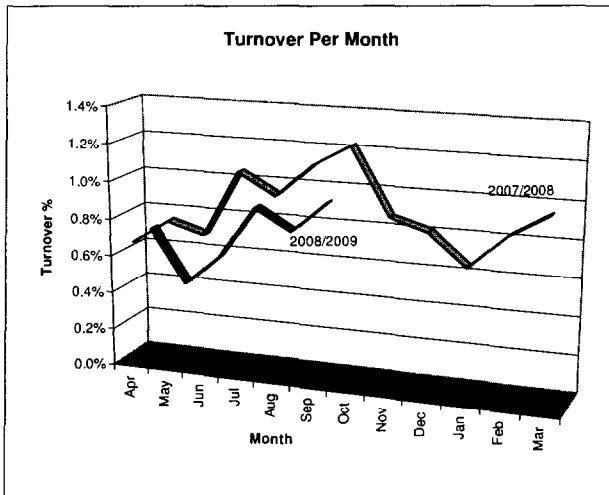
* FTE = Full Time Equivalent

** BME = Black and Ethnic Minorities (of those declaring)

Vacancies = Posts Vacant

The workforce profile continues to show an increase in its percentage of staff from BME groups, up again from last quarter to 39.7% having risen by 2.8% in the last 2 years (September 2006 36.9%). The Asian or Asian British ethnic category saw the largest percentage increase in staff. Staff declaring themselves to have a disability has risen again to 5.9%, up 1.6% from September 2006 (4.3%). There have been no significant changes to the age and service profiles, with 27.2% of staff in the 40-49 age category and 27.3% of staff working for the council between 6 and 10 years, both the highest percentage totals in their respective categories. See page 4 for further information.

Turnover

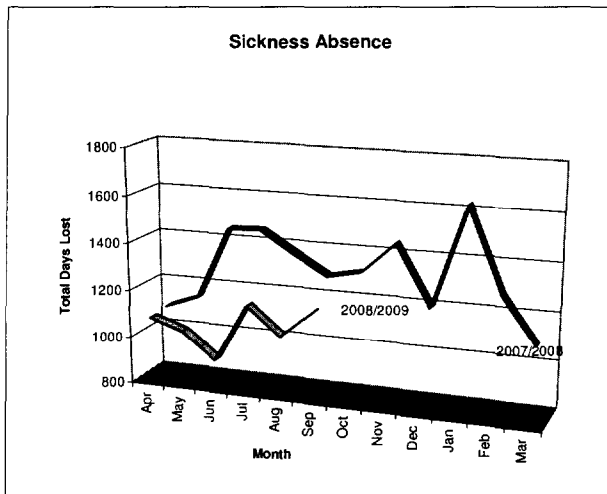


*2008/2009 9.8%
 Quarter 2 2008 2.5%
 2007/2008 10.8%
 Quarter 2 2007 3.2%

The chart opposite is showing a similar pattern to last year, however currently the projected yearly turnover is down on last years result by 1.0%. The turnover rate is calculated using the 'resignation' reason only in line with other local authorities. The quarter 2 result for 2008/2009 is 0.7% lower than the same period last year. Further details are given on page 2.

* Projection

Sickness

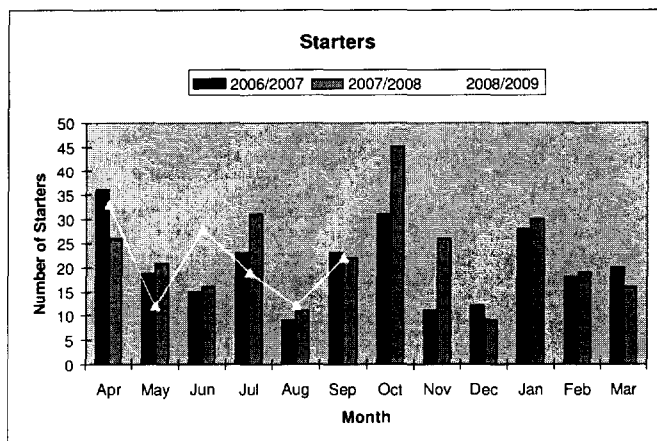


*2008/2009 10.6
 Quarter 2 2008 2.5
 2007/2008 12.0
 Quarter 2 2007 3.1

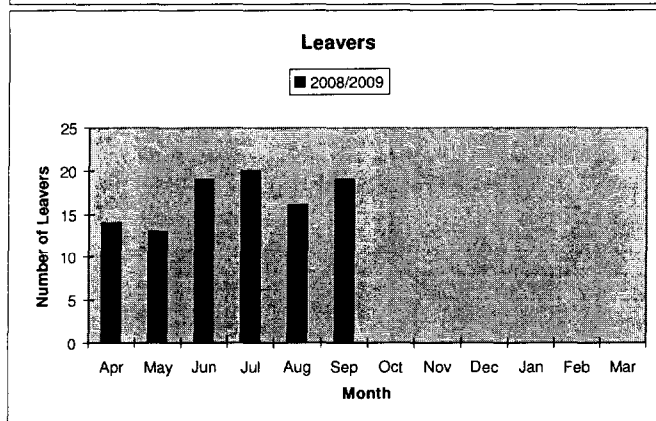
The chart opposite, shows the overall council sickness below the total sickness recorded for the same period last year, with the projected days lost per FTE currently showing 10.6, 1.4 days less than last years actual figure. The total cost of sickness this quarter was £256,825 with 3403.0 days lost. Sickness taken as 'stress' had the highest absence this quarter, losing the council £39,109 in salary costs. 26.2% of the total sickness was taken by staff earning less than £15,000. Further details of sickness are given on page 3.

* Projection

Starters & Leavers (July - September 2008)



The chart opposite shows the number of starters in August and September on a par with previous years, however there was a slight downturn of starters in July, making the quarterly total slightly down on previous years. In total there were 53 starters, with the majority of starters in September (22). Most starters were in Education with 23.



There were 55 leavers in quarter 2, evenly spread amongst the 3 months, with 44 leaving through resignation. Education lost the most staff at 23, with 42% of them leaving in September. Community & Wellbeing had the next highest number of leavers with 19, 78.9% citing resignation as their reason for leaving.

Termination Reason	Total
Resigned	44
Retirement (Ill Health)	0
Retirement (Age)	1
Other*	10

The table shows the majority of leavers were due to resignation, however 18% stated other reasons for leaving. Of these reasons, the most notable were: 4 end of contract and 3 dismissals.

* Other consists of the following reasons: Compromise Agreement, Death in Service, Dismissed, Early Retirement, End of Contract, Left without notice, Redundancy (Voluntary and Compulsory) and TUPE transfers.

Workforce by Directorate & Vacancy Level - September 2008

Directorate	FTE	Full Time	Part Time	Vacancy Level (Posts)
Chief Executive	3.0	2.0	1.0	3
Community & Wellbeing	221.0	190.9	31.1	230
Education & Children's Services	231.2	171.9	59.3	250
Green & Built Environment	101.5	97.8	3.7	102
Improvement & Development	20.2	18.0	2.2	21
Resources	94.8	89.3	5.5	100
TOTAL	671.7	569.9	102.8	706

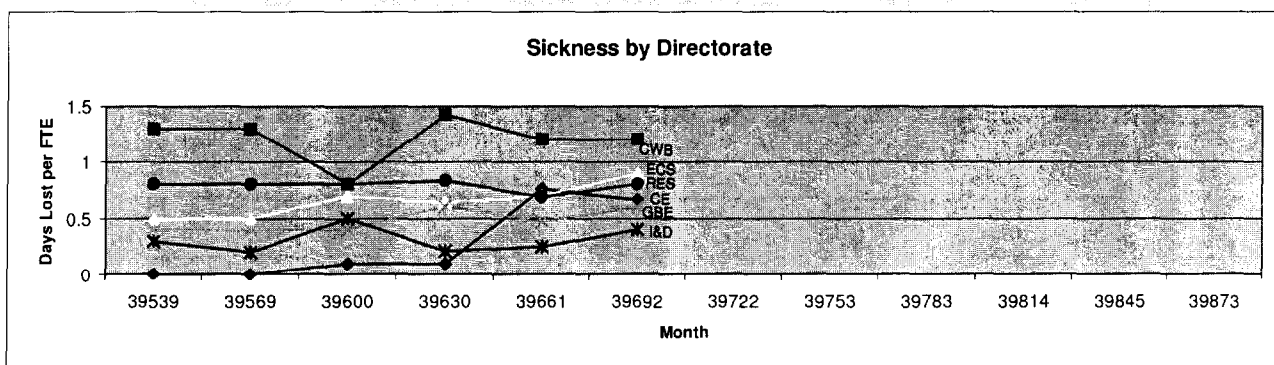
The vacancies recorded above are as reported to Human Resources by each directorate, and reflect the re-structure that took effect on 1st September 2008.

Sickness (July - September 2008)

Quarter 2

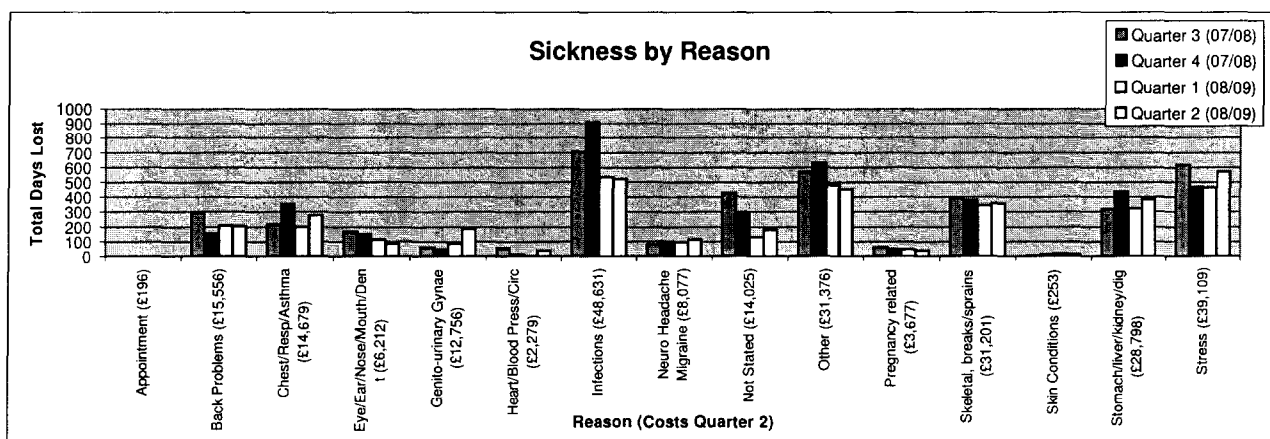
Directorate	Headcount	FTE	% of Workforce	Days Lost due to sickness	% of total days Lost	Days lost per FTE	Salary Cost of sickness
Chief Executive	26	25.0	1.8%	38.0	1.1%	1.5	£3,408
Community & Wellbeing	576	334.4	24.4%	1258.5	37.0%	3.8	£63,511
Education & Children's Services	463	377.2	27.5%	829.5	24.4%	2.2	£75,507
Green & Built Environment	239	226.1	16.5%	381.0	11.2%	1.7	£34,233
Improvement & Development	54	47.9	3.5%	39.0	1.1%	0.8	£4,550
Resources	391	361.7	26.4%	857.0	25.2%	2.4	£75,616
TOTAL	1749	1372.3	100%	3403.0	100.0%	2.5	£256,825

The number of days lost to sickness has increased by 379.0 days this quarter, increasing the number of days lost per FTE to 2.5 days, up from 2.2 in quarter 1. The salary costs lost to sickness has also risen by £34,208. Community and Wellbeing have the highest percentage share of days lost at 37.0%, and the most days lost per FTE at 3.8 up from 3.4. However the highest salary costs can be attributed to resources at £75,616 and Education & Children's Services with costs of £75,507. Overall, the Chief Executive's directorate has seen the largest increase in sickness in days lost per FTE up from 0.2 to 1.5.



Salary Band	Total Days Lost	%
<£15,000	891.5	26.2%
£15,000 to £19,999	990.5	29.1%
£20,000 to £24,999	409.5	12.0%
£25,000 to £29,999	637.5	18.7%
£30,000 to £34,999	235	6.9%
£35,000 to £39,999	177.5	5.2%
£40,000 to £44,999	39	1.1%
£45,000+	25.5	0.7%

Sickness by salary band shows more than half the sickness taken this quarter was by staff earning less than £20,000 (55.3%). There was also a rise in sickness taken by staff in the salary band £25,000 to £29,999, up 6.3% on last quarter. 25.4% of the sickness taken in the <£15,000 salary band was for stress, 39.7% of the total absence taken for stress. In the salary band £25,000 to £29,999, 28.5% of the sickness taken was for stress, with 21.5% of sickness recorded as other or not stated. 44.6% of the sickness taken for salary bands between £35,000 to £45,000+ was for Infections.



Stress was the highest cause of absence in Quarter 2 losing 571 days at a cost of £39,109, up again on last quarter. 34 people accounted for the total stress days taken, Community & Wellbeing losing the most days with 260.5. Infections still remains the sickness reason with the highest loss of salary costs at £48,631. Genito-urinary has seen a rise in sickness this quarter up more than 100% over the quarter from 83.0 days to 187.5. 19 people accounted for this sickness total. There were also significant increases in sickness reported as 'chest/respiratory' up 39.7%, and 'heart/blood pressure' up from 3 days to 36.

Workforce Profile - Ethnicity, Disability, Gender, Age Group & Service Length

Profile as at 30th September 2008

Total Workforce (excluding schools)

Ethnicity Breakdown	30-Sep-08		Slough Census Comparator
	Total	%	
(a) White		59.2	63.7 (-4.5)
British	906	51.8	58.3 (-6.5)
Irish	26	1.5	2.1 (-0.6)
Any Other White Background	103	5.9	3.3 (+2.6)
(b) Mixed		2.3	2.3 (0)
White & Black Caribbean	13	0.7	0.9 (-0.2)
White & Black African	8	0.5	0.2 (+0.3)
White & Asian	11	0.6	0.7 (-0.1)
Any Other Mixed Background	9	0.5	0.5 (0)
(c) Asian or Asian British		26.4	27.9 (-1.5)
Indian	237	13.6	14.0 (-0.4)
Pakistani	168	9.6	12.1 (-2.5)
Bangladeshi	4	0.2	0.1 (+0.1)
Any Other Asian Background	53	3.0	1.7 (+1.3)
(d) Black or Black British		9.1	5.1 (+4.0)
Caribbean	72	4.1	2.9 (+1.2)
African	75	4.3	1.9 (+2.4)
Any Other Black Background	13	0.7	0.2 (+0.5)
(e) Chinese or Other ethnic Group		1.1	1.0 (+0.1)
Chinese	10	0.6	0.3 (+0.3)
Other Ethnic Group	9	0.5	0.7 (-0.2)
Non Disclosure	25	1.4	
Blanks	7	0.4	
Ethnic Minority employees (Headcount)	682		
Total Headcount (Full time and Part time permanent staff and staff on temporary contracts of >12 months as per BVPI guidance)	1749		

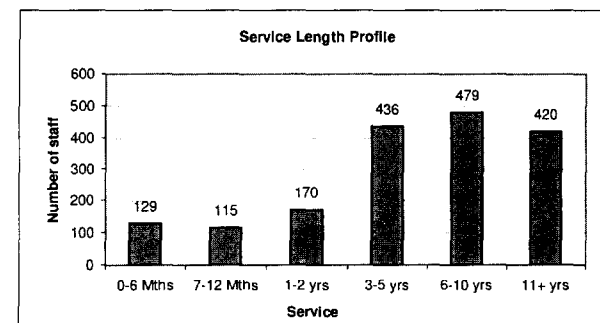
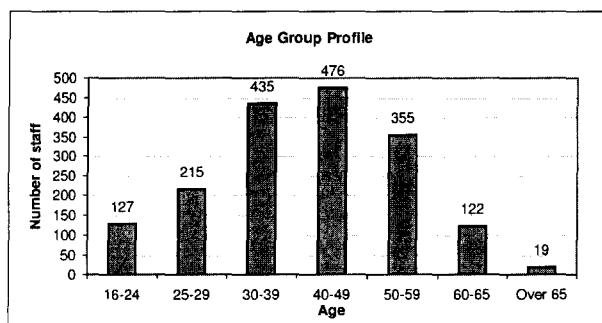
Ethnic Minorities represent 39.7% of those declaring ethnicity,
39.0% of total headcount

White represent 60.3% of those declaring ethnicity, 59.2% of
total headcount

Total non-disclosure of ethnic background 1.8% of total
headcount.

Gender Breakdown	30-Sep-08		Slough Census
	Total	%	
Female	1240	70.9	50.2 (+20.7)
Male	509	29.1	49.8 (-20.7)

Disability Breakdown	30-Sep-08	
	Total	%
Yes	103	5.9
No	1528	87.4
Non Disclosure	72	4.1
Blanks	46	2.6



The ethnic profile for the council has shown a further increase this quarter in staff from ethnic backgrounds, up from 39.1% in Quarter 1 to 39.7% in Quarter 2 (+0.6%). The most significant rises were in the Asian or Asian British group, up from 25.6% to 26.4% (+0.8%), with Indian, Pakistani and Other Asian group all showing rises in percentage share. Both White and Mixed ethnic groups saw losses in all categories this quarter. The number of staff not disclosing an ethnicity has dropped again, down from 2.6% in quarter 2 2007/2008 to 1.8% in the same quarter 2008/2009 (-0.8%).

Although the number of staff has changed, the gender breakdown has shown no changes in the percentage spread of male and female staff over the quarter. The number of staff declaring a disability has increased this quarter, up by 0.2% to 5.7% of the workforce, continuing the upward trend.

The age profile shows 27.2% of the workforce are aged between 40 and 49, whilst 8% are aged over 60 years. The service profile shows 76.3% of staff have worked for the council more than 3 years, with 24.0% of staff working more than 11 years.