

Indicators..... at-a-glance (April - June 2009)

Workforce Profile as at 30th June 2009

Headcount	1739	FTE*	1376.5
Vacancies#	584	Disability	6.6%
BAME**	40.4%	Non BAME	59.6%
Female	71.2%	Male	28.8%

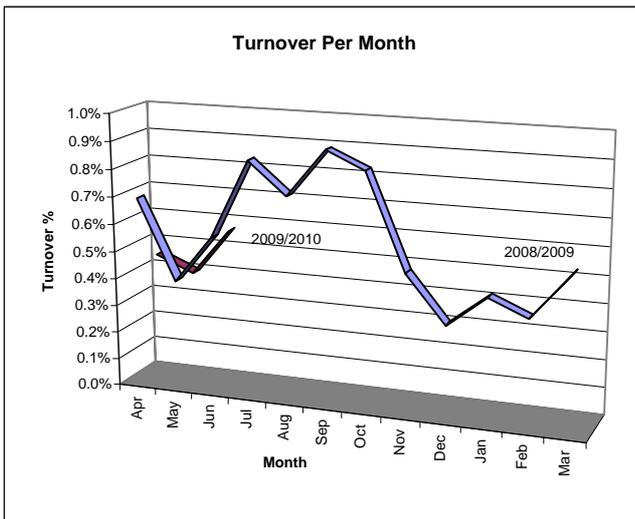
* FTE = Full Time Equivalent

** BAME = Black, Asian and Minority Ethnic (of those declaring)

Vacancies = Posts Vacant

There has been a significant drop in the overall number of staff this quarter (2.2%) due to TUPE transfers and redundancies as a result of restructures within the authority. However, the percentage of staff from BAME groups has risen slightly from 40.2% to 40.4%. Sikh, reported as a separate ethnic category, accounts for 1.2% of staff. Staff declaring a disability has reduced slightly from 6.7% to 6.6%. The service length and age group profiles have remained stable. See page 4 for further information.

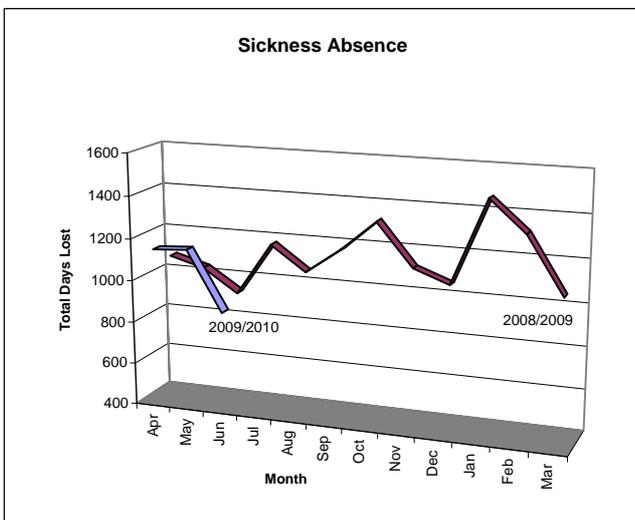
Turnover



*2009/2010	6.9%	Despite the total number of leavers this period (87), the current turnover projection, which is based on resignations only (24), is below the 2008/2009 actual turnover rate for last year.
Quarter 1 2009	1.4%	There were 64 starters this period, the same number as quarter 1 last year. More than 50% of the total leavers were for redundancy or TUPE transfers. Further details are given on page 2.
Quarter 1 2008	1.7%	

* Projection

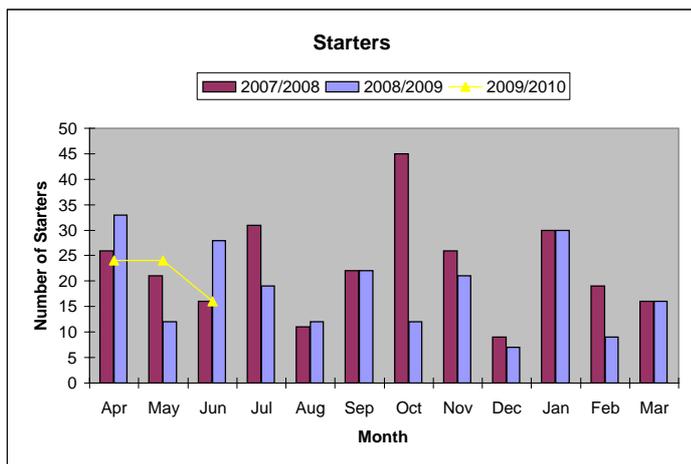
Sickness



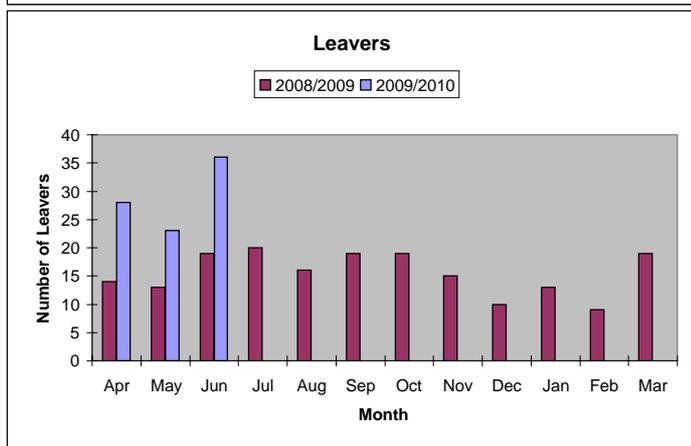
*2009/2010	10.1	Although sickness absence has reduced since last quarter, 3177.5 days were lost to the authority, making the days lost per FTE slightly higher than quarter 1 2008/2009 (+0.1). The current projection for the year is 10.1 remaining fairly stable from last years reported actual (10.0 quarter 4 report). Infections continue to be the largest cause of absence with 626 days, though stress absence has seen a decrease from the last report. The total salary cost to sickness was £247,127. Further details of sickness are given on page 3.
Quarter 1 2009	2.3	
Quarter 1 2008	2.2	

* Projection

Starters & Leavers (April - June 2009)



There were 64 starters this quarter which, although not represented clearly in the graph, was the same number of starters as quarter 1 2008/2009. The majority of starters were in Education & Children's Services (32) and Community & Cultural Services (21), where Sessional Youth Support Workers (12) and Sport & Health Coaches (9) accounted for 32.8% of the total new starters.



87 people left the authority this quarter compared to 46 for the same period in 2008/2009. Within the 87 terminations for this quarter, 18 of them were redundancies and 28 were TUPE transfers accounting for 52.8% of the total leavers. 56 of the leavers were from the Community & Wellbeing directorate (64%), however this is where the TUPE transfers were from.

Termination Reason	Total
Resigned	24
Retirement (Ill Health)	0
Retirement (Age)	4
Other*	59

There were a significant number of leavers in 'other' categories this quarter, the majority of which were redundancy and TUPE transfers. 3 dismissals and 1 early retirement were among the other reasons.

* 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 - June 2009

Directorate	FTE	Full Time	Part Time	Vacancy Level (Posts)
Chief Executive	2.5	2.0	0.5	3
Community & Wellbeing	145.3	129.0	16.3	160
Education & Children's Services	197.3	156.0	41.3	216
Green & Built Environment	84.2	83.0	1.2	85
Improvement & Development	19.2	17.0	2.2	20
Resources	88.4	85.0	3.4	93
TOTAL	536.9	472.0	64.8	577

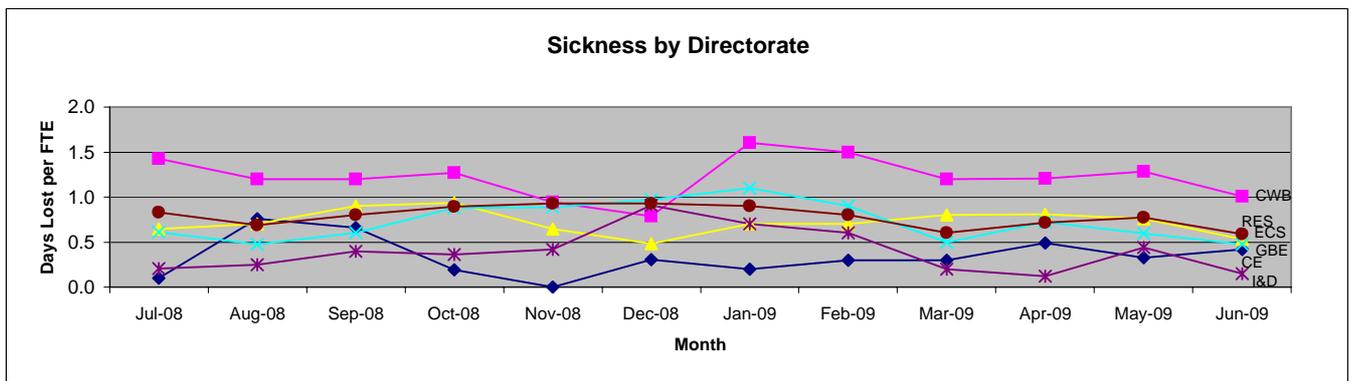
Further data cleansing and movement between directorates has reduced the number of vacancies again this quarter, down 13 posts. Education & Children's Services have reduced their vacancies by 26, whilst Community & Wellbeing have increased their vacancies by 11 posts. The vacancy breakdown is as last reported by Directorates, however work is scheduled to cleanse the data further.

Sickness (April - June 2009)

Quarter 1

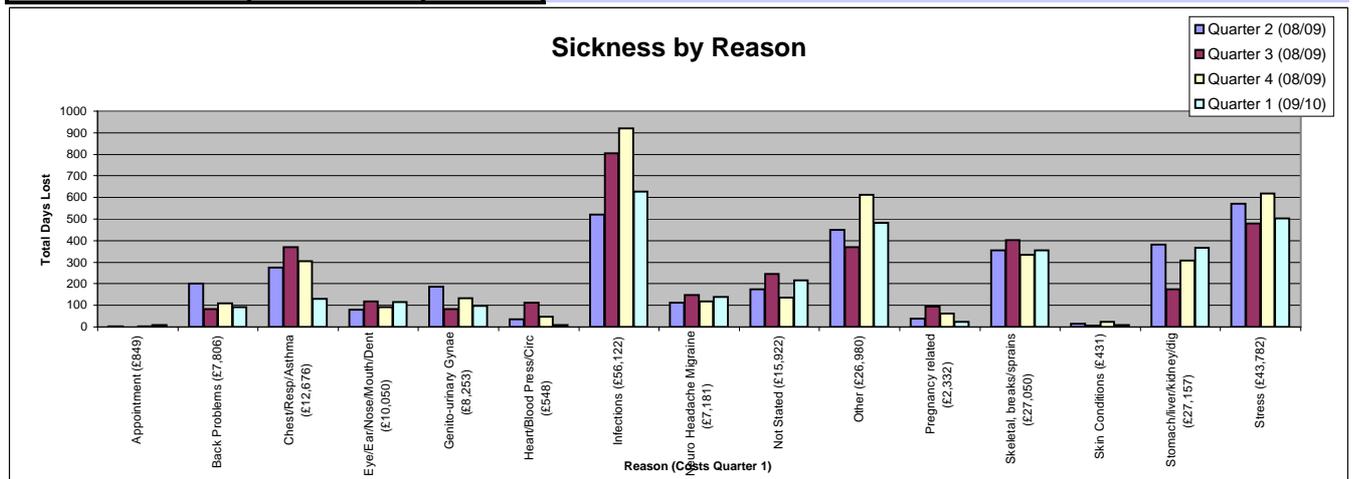
Directorate	Headcount	FTE	% of Workforce	Days Lost due to sickness	% of total days Lost	Days lost per FTE	Salary Cost of sickness
Chief Executive	23	21.4	1.6%	26.5	0.8%	1.2	£2,063
Community & Wellbeing	536	317.2	23.0%	1107.5	34.9%	3.5	£62,861
Education & Children's Services	502	405.2	29.4%	851.5	26.8%	2.1	£69,788
Green & Built Environment	231	216.2	15.7%	388.0	12.2%	1.8	£39,560
Improvement & Development	50	46.6	3.4%	33.0	1.0%	0.7	£3,748
Resources	397	369.9	26.9%	771.0	24.3%	2.1	£69,107
TOTAL	1739	1376.5	100%	3177.5	100.0%	2.3	£247,127

Days lost to sickness has reduced by 642 days since last quarter, in turn decreasing the days lost per FTE to 2.3 from 2.8. Community & Wellbeing and Green & Built Environment have reduced their number of days lost per FTE by 0.8, however Community & Wellbeing continue to have the most days lost and a higher days lost per FTE (3.5) than the council's total figure of 2.3. Education & Children's Services have the largest salary losses this quarter though these were less than the last quarter (-£1,396). The absence monitoring return rate for this quarter is 89%. A chase of all unreported sickness is currently underway.



Salary Band	Total Days Lost	%
<£15,000	928	29.2%
£15,000 to £19,999	808	25.4%
£20,000 to £24,999	526.5	16.6%
£25,000 to £29,999	439	13.8%
£30,000 to £34,999	164.5	5.2%
£35,000 to £39,999	119	3.7%
£40,000 to £44,999	137	4.3%
£45,000+	55.5	1.7%

Sickness days taken by staff in the £40,000 to £44,999 salary band have increased this quarter, taking their percentage share of the sickness up from 1.4% to 4.3% (+2.9%). The majority of the days taken were for infections (89 days), 64.9% of the total sickness for this salary band. Stress accounted for the highest number of days lost in the £25,000 to £24,999 band losing 142 days, 32.3% of the sickness days taken in this category.



Sickness taken for Chest/Respiratory conditions and Infections have seen significant reductions since last quarter, taking 468 days less sickness. Despite its reductions in days lost, Infections remains the highest reason this quarter for absence at 626 days, 19.7% of the total sickness, and had the highest salary losses at £56,122. Sickness taken as stress also reduced by 116 days. Sickness recorded as Not Stated saw a large increase this quarter, and when combined with Other cost the council £42,902 in lost salary and 699.5 days lost (22.0% of the total sickness). Our reporting processes have been extended to include Swine Flu absence and this will be reported in next quarter's statistics.

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

Profile as at 30th June 2009

Total Workforce (excluding schools)

Ethnicity Breakdown	30-Jun-09		Slough Census Comparator
	Total	%	
(a) White		58.5	63.7 (-5.2)
British	891	51.2	58.3 (-7.1)
Irish	23	1.3	2.1 (-0.8)
Any Other White Background	103	5.9	3.3 (+2.6)
(b) Mixed		2.2	2.3 (-0.1)
White & Black Caribbean	14	0.8	0.9 (-0.1)
White & Black African	5	0.3	0.2 (+0.1)
White & Asian	10	0.6	0.7 (-0.1)
Any Other Mixed Background	9	0.5	0.5 (0)
(c) Asian or Asian British		27.4	27.9 (-0.5)
Indian	234	13.5	14.0 (-0.5)
Pakistani	176	10.1	12.1 (-2.0)
Bangladeshi	5	0.3	0.1 (+0.2)
Sikh	21	1.2	N/A
Any Other Asian Background	40	2.3	1.7 (+0.6)
(d) Black or Black British		9.0	5.1 (+3.9)
Caribbean	70	4.0	2.9 (+1.1)
African	73	4.2	1.9 (+2.3)
Any Other Black Background	14	0.8	0.2 (+0.6)
(e) Chinese or Other ethnic Group		1.0	1.0 (+0.0)
Chinese	11	0.6	0.3 (+0.3)
Other Ethnic Group	7	0.4	0.7 (-0.3)
Non Disclosure	23	1.3	
Blanks	10	0.6	
Ethnic Minority employees (Headcount)	689		
Total Headcount (Full time and Part time permanent staff and staff on temporary contracts of >12 months as per BVPI guidance)	1739		

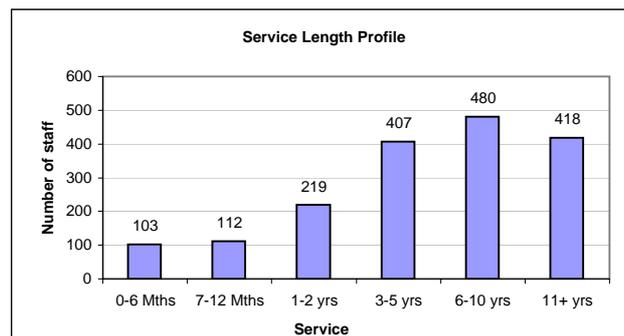
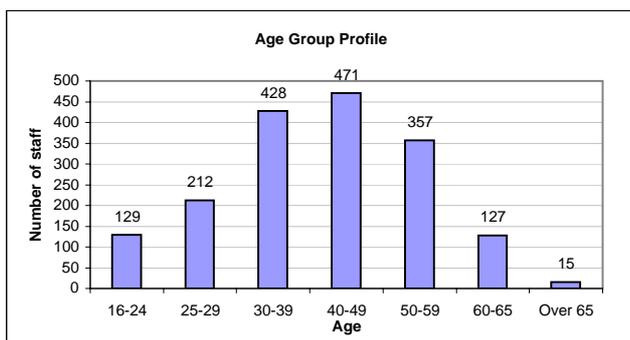
Ethnic Minorities represent 40.4% of those declaring ethnicity, 39.6% of total headcount

White represent 59.6% of those declaring ethnicity, 58.5% of total headcount

Total non-disclosure of ethnic background 1.9% of total headcount.

Gender Breakdown	30-Jun-09		Slough Census
	Total	%	
Female	1238	71.2	50.2 (+21.0)
Male	501	28.8	49.8 (-21.0)

Disability Breakdown	30-Jun-09	
	Total	%
Yes	115	6.6
No	1552	89.2
Non Disclosure	46	2.6
Blanks	26	1.5



The council saw a significant reduction in staff between quarter 4 2008/09 and quarter 1 2009/10, mainly attributable to Redundancy and TUPE transfers. Despite drops in all but one ethnic category this quarter, the number of staff from BAME groups remains stable (up 0.2% on last quarter). Asian or Asian British staff saw a rise in its distribution percentage despite no actual rise in staff numbers. In relation to Sikh as an ethnic category, 1.2% of council staff have declared this as their ethnic group.

Female staff continue to dominate the gender breakdown of the council, accounting for 71.0% of the total workforce.

The number of staff declaring a disability remains stable (6.6% from 6.7%) despite the drop in staff numbers this quarter.

Despite the fall in staff numbers, the age group profile has remained fairly consistent, with the age group 40-49 the most populated (27%). The service length profile continues to show the 6-10 years category with the most staff at 27.6%.