

QUARTERLY WORKFORCE REPORTING

Wiltshire Council (excl. schools) Less than One Year Leavers April 2009 – March 2010

Measure	Wiltshire Council
<1 year leavers	131
FTE	92
% Who left voluntarily	71.8%

Age Profile	
Measure	Wiltshire Council
% Under 25	29.8%
% 25-44	50.0%
% 45-64	18.1%
% 65+	2.1%

Employee diversity	
Measure	Wiltshire Council
% Female	65.7%
% Part-time	49.6%
% Temporary contracts	55.7%
% Black or Minority Ethnic	2.3%
% Disabled	1.5%

Length of Service	
Measure	Wiltshire Council
Average leavers' length of service	5 months

Salary Bands	
Measure	Wiltshire Council
£0-13,000	6.1%
£13-20,000	77.1%
£20-30,000	12.2%
£30-40,000	4.6%
£40,000+	0.0%

Reasons		
Reason	Wiltshire Council	Top three
End of Temporary Contract	22.9%	1
Alternative Employment not L/A	22.1%	2
Family Commitments/Domestic/Personal	16.9%	3
No Reason Given	16.9%	3
Moving Area	11.5%	
Resigning to another L/A	3.1%	
Redundancy - Compulsory	2.3%	
Dismissal, Conduct	0.8%	
Dismissal, Other	0.8%	
Ill Health	0.8%	
Relocation	0.8%	
Retirement Normal	0.8%	
Unsatisfactory Probation	0.8%	