

QUARTERLY WORKFORCE REPORTING

Commentary on April 2009 – March 2010 Less than one year leavers analysis

Management Information Team Observations:

- Although TEL + EDPH have the largest percentage of <1 year leavers, they also have the largest headcount so this should not be of any concern, especially as they have the lowest percentage of people who left voluntarily.
- DCE have the largest percentage of employees who left voluntarily, with also the highest percentage of staff leaving due to 'Family Commitments/Domestic/Personal' (37.1%), which is above the overall Wiltshire council figures by a rather large 20.2%
- It is worth noting that both TEL + EDPH and DCE seem to have no BME employees, however it is more important to notice that with over 33% of staff overall having not entered an ethnicity status this figure becomes meaningless. We would encourage you to ask staff to check and enter their diversity details through Employee Self Service (ESS) in SAP.
- It is very encouraging to see that across all departments there is a uniform 0% of staff leaving in the £40,000 salary band, and that the majority of the <1 year leavers are coming from the £13,000-£20,000 band.
- DCE have the highest percentage of both Female employees (85.7%) and Part time employees (74.3%)
- As with Wiltshire Council overall, most of the voluntary leavers within DCE, TEL + EDPH and DCS left for a position outside of a local authority, and most voluntary leavers within DOR left for a position within another local authority.

