

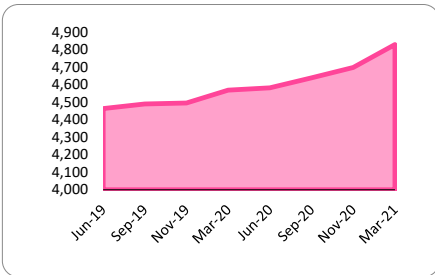


## Appendix B

### Part 2: Headline HR Information

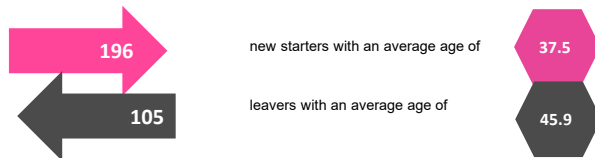
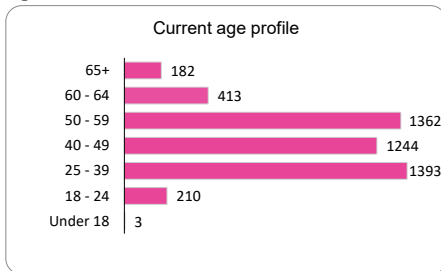
Key statistics on the number of employees, age profile, staff turnover and sickness absence.

#### Number of Employees

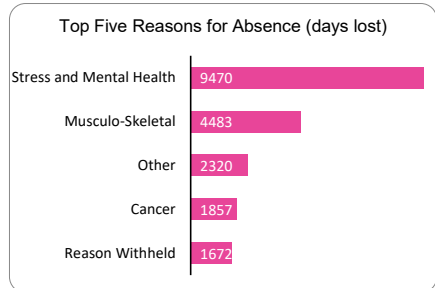


	Q1 19/20	Q2 19/20	Q3 19/20	Year End 19/20	Q1 20/21	Q2 20/21	Q3 20/21	Year End 20/21
<b>Headcount</b>	<b>4,464</b>	<b>4,490</b>	<b>4,496</b>	<b>4,569</b>	<b>4,583</b>	<b>4,640</b>	<b>4,699</b>	<b>4,830</b>
Full-time Equivalents	3,734	3,756	3,746	3,793	3,784	3,855	3,918	4,036
Whole-time Equivalents	3,703	3,724	3,725	3,739	3,746	3,828	3,898	4008
Number of Posts	5,354	5,457	5,488	5,762	5,720	5,875	6047	

#### Age Profile of our Workforce



#### Sickness Absence Statistics



	Q1 19/20	Q2 19/20	Q3 19/20	Year End 19/20	Q1 20/21	Q2 20/21	Q3 20/21	Year End 20/21
<b>Days lost through sickness</b>	<b>9,068</b>	<b>9,228</b>	<b>7,408</b>	<b>40,514</b>	<b>7,737</b>	<b>6,632</b>	<b>8,100</b>	<b>28,558</b>
... of which short-term	2,962	2,806	2,802	13,584	1,774	1,627	2,760	8,180
	32.7%	30.4%	37.8%	33.5%	22.9%	24.5%	34.1%	28.6%
... of which long-term	6,106	6,422	4,606	26,929	5,963	5,005	5,340	20,378
	67.3%	69.6%	62.2%	66.5%	77.1%	75.5%	65.9%	71.4%

#### Staff Turnover (1st July 2020 - 30th September 2020)



	New Starters	Leavers	% Turnover
<b>Headcount</b>	<b>196</b>	<b>105</b>	<b>8.0% (rolling year)</b> <b>2.2% (Q4)</b>
Full-time Equivalents	184.4	97.2	
Posts	211	130	

#### Commentary:

**Sickness Absence:** The average days sickness per FTE is currently running at 7.45 based on a rolling 12 months. This is a significant reduction from Q1 (10.27). Reporting of absence in Fire and Rescue Service, based on shifts lost to sickness, has positively impacted these numbers alongside the benefits of home working during the pandemic and substantial prior effort to reduce the impacts of sickness absence through the Sustainable and Resilient Workforce project. The main reasons for illness remain consistent with stress and mental health being the primary driver of time lost. It should be noted that Covid-19 is now the 6th highest reason for Sickness, with 255.40 FTE Days Lost in the previous rolling year. There has been a reduction in both short term and long-term absence in comparison to year end 19/20.

**Headcount:** Planned organisational change and pandemic response has resulted in a strengthening of our teams in several areas including Children and Families and the Commissioning Support Unit. These developments have contributed to an overall increase in headcount of 5.4% in the year to 31 March 2021.

**Staff turnover** continues to reduce in the last three months to a low of 8.01%, meaning retention is now 91.99%. This is likely to be due to the backdrop of continuing economic uncertainty.