

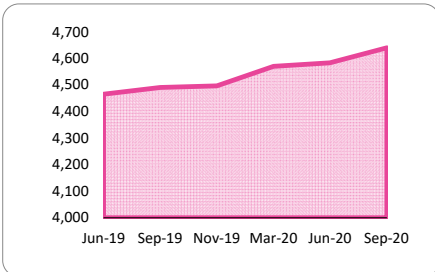


Appendix A

Part 2: Headline HR Information

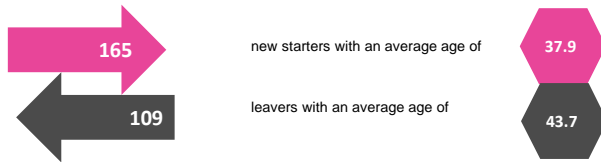
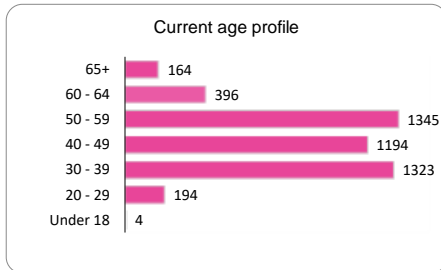
Key statistics on the number of employees, age profile, staff turnover and sickness absence.

Number of Employees

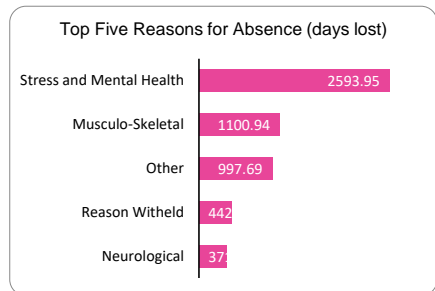


	Q1 19/20	Q2 19/20	Q3 19/20	Year End 19/20	Q1 20/21	Q2 20/21	Q3 20/21	Year End 20/21
Headcount	4,464	4,490	4,496	4,569	4,583	4,640		
Full-time Equivalents	3,734	3,756	3,746	3,793	3,784	3,855		
Whole-time Equivalents	3,703	3,724	3,725	3,739	3,746	3,828		
Number of Posts	5,354	5,457	5,488	5,762	5,720			

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
Days lost through sickness	9,068	9,228	7,408	40,514	7,737	6,632		
... of which short-term	2,962 32.7%	2,806 30.4%	2,802 37.8%	13,584 33.5%	1,774 22.9%	1,627 24.5%		
... of which long-term	6,106 67.3%	6,422 69.6%	4,606 62.2%	26,929 66.5%	5,963 77.1%	5,005 75.5%		

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



	New Starters	Leavers	% Turnover
Headcount	165	109	8.5% (rolling year) 2.4% (Q2)
Full-time Equivalents	143.3	95.0	
Posts	166	134	

Commentary:

Sickness Absence: The average days sickness per FTE is currently running at 9.15 based on a rolling 12 months. This is a significant reduction from Q1 (10.27). Reporting of absence in Fire and Rescue Services, based on shifts lost to sickness, has positively impacted these numbers alongside the benefits of home working during the pandemic. The main reasons for illness remain consistent with stress and mental health being the primary driver of time lost. To date there continues to be no material Covid-19 related impact on the figures, however this will be kept under review as we move into the winter months. A campaign to encourage colleagues to take up flu vaccinations is also underway. There has been a reduction in both short term and long term absence.

Headcount: Headcount continues to increase in the year to September 2020 with there being more joiners than leavers as vacancies carried through the early months of the pandemic are filled.

Staff turnover continues to reduce in the last three months from a rolling annualised average from 10.1% to 8.5%. This is likely to be due to the backdrop of continuing economic uncertainty.