

REDUNDANCY

Personnel Area	Reason for Action	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016-2017	2017-2018	2018-2019
NCC	Redundancy Efficiency of Service	2	2				1			1	1
	Redundancy Ers Consent 50-59	1	2	2	2						
	Redundancy Voluntary	334	56	367	362	226	140	129	96	55	17
	Redundancy, Compulsory	8	16	75	86	178	26	43	23	21	7
NCC Total		345	76	444	450	404	167	172	119	77	25
Schools	Redundancy Efficiency of Service					1					
	Redundancy Ers Consent 50-59			3	1						
	Redundancy Voluntary	1	36	23	25	21	8		5	2	2
	Redundancy, Compulsory	20	22	25	18	17	58	3	13	7	2
Schools Total		21	58	51	44	39	66	3	18	9	4
Grand Total		366	134	495	494	443	233	175	137	86	29

LEAVERS

Personnel Area	Reason for Action	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016-2017	2017-2018	2018-2019	
NCC	Change of Company	2	43	13	37	12	101	85	27	41	73	
	Death in Service	19	6	14	9	11	5	5	8	8	29	
	Dismissal	54	41	32	28	17	19	29	38	33	40	
	End of Fixed Term	70	215	123	89	78	75	46	57	44	37	
	End of Pension entitlement											
	Mutual/Compromise Agreement	11	4	9	14	12	8	13	8	12	9	
	PAYE termination	246	407	256	183	269	194	154	244	122	1	
	Redundancy Efficiency of Service	2	2				1				1	1
	Redundancy Ers Consent 50-59	1	2	2	2							
	Redundancy Voluntary	334	56	367	362	226	140	129	96	55	17	
	Redundancy, Compulsory	8	16	75	86	178	26	43	23	21	7	
	Resignation	542	399	331	336	266	339	344	386	362	341	
	Retirement	130	120	106	70	38	50	43	79	69	77	
	Retirement, ARB		1									
	Retirement, Ill Health	40	43	35	17	26	35	36	17	16	11	
Unsatisfactory Probation	7	9		2		1		3	1	2		
NCC Total		1466	1364	1363	1235	1133	994	927	986	785	625	
Schools	Change of Company		336	300	568	259	132	2	57	184		
	Death in Service	6	2	4	3	7	2					
	Dismissal	8	10	15	10	7	4	4	3	2	1	
	End of Fixed Term	181	193	155	122	132	70	43	51	27	30	
	End of Pension entitlement	1										
	Mutual/Compromise Agreement	11	19	27	37	37	22	6	13	5		
	PAYE termination	220	1030	205	193	222	67	9	19	16		
	Redundancy Efficiency of Service					1						
	Redundancy Ers Consent 50-59			3	1							
	Redundancy Voluntary	1	36	23	25	21	8		5	2	2	
	Redundancy, Compulsory	20	22	25	18	17	58	3	13	7	2	
	Resignation	458	417	393	400	408	276	157	157	97	67	
	Retirement	78	80	66	49	55	27	14	14	6	1	
	Retirement, ARB	21	18	26	21	7	4	9	2			
	Retirement, Ill Health	7	4	10	3	5		5				
Unsatisfactory Probation	1	2	1		1				1			
Schools Total		1013	2169	1253	1450	1179	670	252	334	347	103	
Grand Total		2479	3533	2616	2685	2312	1664	1179	1320	1132	728	

STAFF COUNT

NCC Inc All Schools TWAM

Contract type	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Casual/ Supply	2714	1611	1469	1323	1005	882	821	637	556	555
Fixed Term Contract	1245	1181	939	925	922	970	947	826	746	632
Permanent Contract	12733	12355	11534	10532	9907	9746	9606	8975	8276	8118
Temporary Contract	4	2	0	0	0	0	0	0	0	0
Grand Total	16696	15149	13942	12780	11834	11598	11374	10438	9578	9305

NCC Inc TWAM

Contract type	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Casual/ Supply	1149	821	730	626	481	441	438	315	327	313
Fixed Term Contract	489	390	265	284	225	284	300	311	325	292
Permanent Contract	8391	7950	7383	6649	6181	6086	5824	5686	5587	5501
Temporary Contract	2	0	0	0	0	0	0	0	0	0
Grand Total	10031	9161	8378	7559	6887	6811	6562	6312	6239	6110

SICKNESS

Year	Average Workforce March	Sick Days Cumulative as at 31 March	Days per FTE	%
2009/10	11966	103687	8.67	3.85%
2010/11	11329	94564	8.35	3.71%
2011/12	10249	82471	8.05	3.58%
2012/13	9308	74934	8.05	3.58%
2013/14	8550	64963	7.60	3.38%
2014/15	8224	71622	8.71	3.87%
2015/16	8123	64860	7.98	3.55%
2016/17	7797	68331	8.76	3.89%
2017/18	7083	65113	9.19	4.90%
2018/19	6796	66276	9.75	4.33%

Group	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
COUNCIL	8.67	8.35	8.05	8.05	7.60	8.71	7.98	8.76	9.19	9.75

Newcastle City Council Corporate Sickness



