

**REDUNDANCY**

<b>Personnel Area</b>	<b>Reason for Action</b>	<b>2010/2011</b>	<b>2011/2012</b>	<b>2012/2013</b>	<b>2013/2014</b>	<b>2014/2015</b>	<b>2015/2016</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>NCC</b>	Redundancy Efficiency of Service	2				1			1	1	1
	Redundancy Ers Consent 50-59	2	2	2							
	Redundancy Voluntary	56	367	362	226	140	129	96	55	17	20
	Redundancy, Compulsory	16	75	86	178	26	43	23	21	7	28
<b>NCC Total</b>		<b>76</b>	<b>444</b>	<b>450</b>	<b>404</b>	<b>167</b>	<b>172</b>	<b>119</b>	<b>77</b>	<b>25</b>	<b>49</b>
<b>Schools</b>	Redundancy Efficiency of Service				1						
	Redundancy Ers Consent 50-59		3	1							
	Redundancy Voluntary	36	23	25	21	8		5	2	2	1
	Redundancy, Compulsory	22	25	18	17	58	3	13	7	2	1
<b>Schools Total</b>		<b>58</b>	<b>51</b>	<b>44</b>	<b>39</b>	<b>66</b>	<b>3</b>	<b>18</b>	<b>9</b>	<b>4</b>	<b>2</b>
<b>Grand Total</b>		<b>134</b>	<b>495</b>	<b>494</b>	<b>443</b>	<b>233</b>	<b>175</b>	<b>137</b>	<b>86</b>	<b>29</b>	<b>51</b>

**LEAVERS**

Personnel Area	Reason for Action	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016-2017	2017-2018	2018-2019	2019-2020
<b>NCC</b>	Change of Company	43	13	37	12	101	85	27	41	73	29
	Death in Service	6	14	9	11	5	5	8	8	9	8
	Dismissal	41	32	28	17	19	29	38	33	40	27
	End of Fixed Term	215	123	89	78	75	46	57	44	37	52
	Mutual/Compromise Agreement	4	9	14	12	8	13	8	12	9	7
	PAYE termination	407	256	183	269	194	154	244	122	1	150
	Redundancy Efficiency of Service	2				1			1	1	1
	Redundancy Ers Consent 50-59	2	2	2							
	Redundancy Voluntary	56	367	362	226	140	129	96	55	17	20
	Redundancy, Compulsory	16	75	86	178	26	43	23	21	7	28
	Resignation	399	331	336	266	339	344	386	362	341	330
	Retirement	120	106	70	38	50	43	79	69	77	71
	Retirement, ARB	1									
	Retirement, Ill Health	43	35	17	26	35	36	17	16	11	10
Unsatisfactory Probation	9		2		1		3	1	2	3	
<b>NCC Total</b>		<b>1364</b>	<b>1363</b>	<b>1235</b>	<b>1133</b>	<b>994</b>	<b>927</b>	<b>986</b>	<b>785</b>	<b>625</b>	<b>736</b>
<b>Schools</b>	Change of Company	336	300	568	259	132	2	57	184		
	Death in Service	2	4	3	7	2					
	Dismissal	10	15	10	7	4	4	3	2	1	2
	End of Fixed Term	193	155	122	132	70	43	51	27	30	15
	Mutual/Compromise Agreement	19	27	37	37	22	6	13	5		3
	PAYE termination	1030	205	193	222	67	9	19	16		7
	Redundancy Efficiency of Service				1						
	Redundancy Ers Consent 50-59		3	1							
	Redundancy Voluntary	36	23	25	21	8		5	2	2	1
	Redundancy, Compulsory	22	25	18	17	58	3	13	7	2	1
	Resignation	417	393	400	408	276	157	157	97	67	70
	Retirement	80	66	49	55	27	14	14	6	1	3
	Retirement, ARB	18	26	21	7	4	9	2			1
	Retirement, Ill Health	4	10	3	5		5				
Unsatisfactory Probation	2	1		1				1			
<b>Schools Total</b>		<b>2169</b>	<b>1253</b>	<b>1450</b>	<b>1179</b>	<b>670</b>	<b>252</b>	<b>334</b>	<b>347</b>	<b>103</b>	<b>103</b>
<b>Grand Total</b>		<b>3533</b>	<b>2616</b>	<b>2685</b>	<b>2312</b>	<b>1664</b>	<b>1179</b>	<b>1320</b>	<b>1132</b>	<b>728</b>	<b>839</b>

**STAFF COUNT**

NCC Inc All Schools TWAM

<b>Contract type</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Casual/ Supply	1611	1469	1323	1005	882	821	637	556	555	472
Fixed Term Contract	1181	939	925	922	970	947	826	746	632	638
Permanent Contract	12355	11534	10532	9907	9746	9606	8975	8276	8118	7847
Temporary Contract	2	0	0	0	0	0	0	0	0	
<b>Grand Total</b>	<b>15149</b>	<b>13942</b>	<b>12780</b>	<b>11834</b>	<b>11598</b>	<b>11374</b>	<b>10438</b>	<b>9578</b>	<b>9305</b>	<b>8957</b>

NCC Inc TWAM

<b>Contract type</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Casual/ Supply	821	730	626	481	441	438	315	327	313	296
Fixed Term Contract	390	265	284	225	284	300	311	325	292	276
Permanent Contract	7950	7383	6649	6181	6086	5824	5686	5587	5501	5486
Temporary Contract	0	0	0	0	0	0	0	0	0	
<b>Grand Total</b>	<b>9161</b>	<b>8378</b>	<b>7559</b>	<b>6887</b>	<b>6811</b>	<b>6562</b>	<b>6312</b>	<b>6239</b>	<b>6106</b>	<b>6058</b>

**SICKNESS**

Year	Average Workforce March	Sick Days Cumulative as at 31 March	Days per FTE	%
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%
2019/20	6483	67344	10.39	4.62%

Group	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>COUNCIL</b>	<b>8.35</b>	<b>8.05</b>	<b>8.05</b>	<b>7.60</b>	<b>8.71</b>	<b>7.98</b>	<b>8.76</b>	<b>9.19</b>	<b>9.75</b>	<b>10.39</b>

