

ANGUS COUNCIL

SCRUTINY AND AUDIT COMMITTEE – 24 SEPTEMBER 2013

MONITORING EMPLOYEE TURNOVER 2012/13

REPORT BY STRATEGIC DIRECTOR: RESOURCES

ABSTRACT

This report advises of employee turnover within the council during the 2012/13 financial year.

1 RECOMMENDATION

The committee consider the terms of this report.

2 BACKGROUND

Each year as part of the council's performance management arrangements a report on employee turnover during the previous financial year is submitted to committee.

In accordance with the council's policy for measuring employee turnover a Crude Rate Index measurement is calculated for each department and for the council as a whole.

A Crude Rate Index is determined by dividing the number of employees who left during the financial year by the average number employed during the year and multiplying that figure by 100.

3 EMPLOYEE TURNOVER

Appendix 1 details the employee turnover figures for 2011/12 and 2012/13 on both a departmental and council wide basis.

Two calculations are done. Rate A includes movement within the council and Rate B measures only those leaving the council.

The council's turnover rates in 2012/13 were A, 8.18% and B, 7.99%.

The figure of 8.18% and 7.99% are the turnover rate for the council as a whole. However as members will note from the table shown at Appendix 1, turnover in what was the Neighbourhood Services Department is considerably greater than in any other part of the council. This is a consequence of that department's significant usage of temporary workers. The turnover of such workers serves to skew the overall council figure.

Accordingly, and to give an 'unskewed' turnover figure for the council, the appendix also shows the council's turnover rates excluding Neighbourhood Services.

Our B rate, for employees leaving the council, can be compared with published national data. Although such data does tend to vary in quality and cannot be relied upon to compare on a precise basis, it does give some indication of how we compare with other organisations.

The latest available figures from HR Benchmarker, for 2012, show a turnover rate of 7.5% for local authorities.

Appendix 2 gives the council Crude Rate Index figures for 2012/13 and the previous five years, and also shows these figures in graph form.

4 FINANCIAL IMPLICATIONS

There are no direct financial implications associated with the terms of this report.

5 HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with this report.

6 EQUALITIES IMPLICATIONS

The issues contained within this report fall within an approved category that has been confirmed as exempt from an equalities perspective.

7 CONSULTATION

The Chief Executive, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

MARK ARMSTRONG
STRATEGIC DIRECTOR: RESOURCES

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

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TURNOVER 2011/12 AND 2012/13

DEPARTMENT	2011/12		2012/13	
	A	B	A	B
Chief Executive	15.87%	4.76%	3.45%	3.45%
Corporate Services	5.76%	5.26%	5.44%	5.44%
Education (Non Teachers)	5.13%	5.02%	5.56%	5.34%
Education (Teachers)	7.16%	7.16%	6.02%	6.02%
Infrastructure Services	6.90%	6.90%	6.45%	5.65%
Neighbourhood Services	17.31%	16.77%	19.09%	18.68%
Social Work & Health	7.06%	6.93%	5.80%	5.67%
Council Percentage	8.50%	8.19%	8.18%	7.99%

Council percentage without Neighbourhood Services	6.60%	6.43%	5.79%	5.66%
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The Neighbourhood Services turnover figures are 'artificially' high because of its extensive use of temporary workers. That department's figures have been excluded from this calculation to give an 'unskewed' total.

Council Employee Turnover

Crude Rate Index 2007 – 2013

	Crude Rate A	Crude Rate B
2007 - 2008	8.75	7.64
2008 - 2009	7.68	6.40
2009 - 2010	6.18	5.74
2010 - 2011	7.63	7.22
2011 - 2012	8.50	8.19
2012 - 2013	8.18	7.99



