

REDUNDANCY

Personnel Area	Reason for Action	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016-2017	2017-2018
NCC	Redundancy Efficiency of Service	1	2	2				1			1
	Redundancy Ers Consent 50-59		1	2	2	2					
	Redundancy Voluntary	64	334	56	367	362	226	140	129	96	55
	Redundancy, Compulsory	26	8	16	75	86	178	26	43	23	21
NCC Total		91	345	76	444	450	404	167	172	119	77
Schools	Redundancy Efficiency of Service						1				
	Redundancy Ers Consent 50-59				3	1					
	Redundancy Voluntary	2	1	36	23	25	21	8		5	2
	Redundancy, Compulsory	20	20	22	25	18	17	58	3	13	7
Schools Total		22	21	58	51	44	39	66	3	18	9
Grand Total		113	366	134	495	494	443	233	175	137	86

LEAVERS

Personnel Area	Reason for Action	2008/2009	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016-2017	2017-2018
NCC	Change of Company	225	2	43	13	37	12	101	85	27	41
	Death in Service	17	19	6	14	9	11	5	5	8	8
	Dismissal	52	54	41	32	28	17	19	29	38	33
	End of Fixed Term	96	70	215	123	89	78	75	46	57	44
	End of Pension entitlement										
	Mutual/Compromise Agreement	7	11	4	9	14	12	8	13	8	12
	PAYE termination	661	246	407	256	183	269	194	154	244	122
	Redundancy Efficiency of Service	1	2	2				1			1
	Redundancy Ers Consent 50-59		1	2	2	2					
	Redundancy Voluntary	64	334	56	367	362	226	140	129	96	55
	Redundancy, Compulsory	26	8	16	75	86	178	26	43	23	21
	Resignation	662	542	399	331	336	266	339	344	386	362
	Retirement	124	130	120	106	70	38	50	43	79	69
	Retirement, ARB			1							
Retirement, Ill Health	54	40	43	35	17	26	35	36	17	16	
Unsatisfactory Probation	3	7	9		2		1		3	1	
NCC Total		1992	1466	1364	1363	1235	1133	994	927	986	785
Schools	Change of Company	143		336	300	568	259	132	2	57	184
	Death in Service	4	6	2	4	3	7	2			
	Dismissal	10	8	10	15	10	7	4	4	3	2
	End of Fixed Term	172	181	193	155	122	132	70	43	51	27
	End of Pension entitlement		1								
	Mutual/Compromise Agreement	33	11	19	27	37	37	22	6	13	5
	PAYE termination	280	220	1030	205	193	222	67	9	19	16
	Redundancy Efficiency of Service						1				
	Redundancy Ers Consent 50-59				3	1					
	Redundancy Voluntary	2	1	36	23	25	21	8		5	2
	Redundancy, Compulsory	20	20	22	25	18	17	58	3	13	7
	Resignation	537	458	417	393	400	408	276	157	157	97
	Retirement	62	78	80	66	49	55	27	14	14	6
	Retirement, ARB	19	21	18	26	21	7	4	9	2	
Retirement, Ill Health	11	7	4	10	3	5		5			
Unsatisfactory Probation	3	1	2	1		1				1	
Schools Total		1296	1013	2169	1253	1450	1179	670	252	334	347
Grand Total		3288	2479	3533	2616	2685	2312	1664	1179	1320	1132

STAFF COUNT**STAFF COUNT**NCC Inc All Schools
TWAM

Contract type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Casual/ Supply	2981	2730	2714	1611	1469	1323	1005	882	821	637	556
Fixed Term Contract	1400	1313	1245	1181	939	925	922	970	947	826	746
Permanent Contract	12963	12988	12733	12355	11534	10532	9907	9746	9606	8975	8276
Temporary Contract	69	30	4	2	0	0	0	0	0	0	0
Grand Total	17413	17061	16696	15149	13942	12780	11834	11598	11374	10438	9578

NCC Inc TWAM

Contract type	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Casual/ Supply	1653	1130	1149	821	730	626	481	441	438	315	327
Fixed Term Contract	609	522	489	390	265	284	225	284	300	311	325
Permanent Contract	8417	8396	8391	7950	7383	6649	6181	6086	5824	5686	5587
Temporary Contract	22	9	2	0	0	0	0	0	0	0	0
Grand Total	10701	10057	10031	9161	8378	7559	6887	6811	6562	6312	6239

SICKNESS

Year	Average Workforce March	Sick Days Cumulative as at 31 March	Days per FTE	%
2008/09	12070	105423	8.73	3.88%
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%

Group	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
COUNCIL	8.73	8.67	8.35	8.05	8.05	7.60	8.71	7.98	8.76	9.19

Newcastle City Council Corporate Sickness

