

<b>REDUNDANCY</b>												
<b>Personnel Area</b>	<b>Reason for Action</b>	<b>2005/2006</b>	<b>2006/2007</b>	<b>2007/2008</b>	<b>2008/2009</b>	<b>2009/2010</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>NCC</b>		<b>80</b>	<b>120</b>	<b>75</b>	<b>91</b>	<b>345</b>	<b>76</b>	<b>444</b>	<b>450</b>	<b>404</b>	<b>167</b>	<b>172</b>
	Redundancy Efficiency of Service	2	20	3	1	2	2				1	
	Redundancy Ers Consent 50-59			1		1	2	2	2			
	Redundancy Voluntary	69	76	50	64	334	56	367	362	226	140	129
	Redundancy, Compulsory	9	24	21	26	8	16	75	86	178	26	43
<b>Schools</b>		<b>22</b>	<b>38</b>	<b>20</b>	<b>22</b>	<b>21</b>	<b>58</b>	<b>51</b>	<b>44</b>	<b>39</b>	<b>87</b>	<b>3</b>
	Redundancy Efficiency of Service		2	2						1		
	Redundancy Ers Consent 50-59	1						3	1			
	Redundancy Voluntary	2	3	1	2	1	36	23	25	21	17	
	Redundancy, Compulsory	19	33	17	20	20	22	25	18	17	70	3
<b>Grand Total</b>		<b>102</b>	<b>158</b>	<b>95</b>	<b>113</b>	<b>366</b>	<b>134</b>	<b>495</b>	<b>494</b>	<b>443</b>	<b>254</b>	<b>175</b>

<b>LEAVERS</b>												
<b>Personnel Area</b>	<b>Reason for Action</b>	<b>2005/2006</b>	<b>2006/2007</b>	<b>2007/2008</b>	<b>2008/2009</b>	<b>2009/2010</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>NCC</b>		<b>2109</b>	<b>1934</b>	<b>1612</b>	<b>1992</b>	<b>1466</b>	<b>1364</b>	<b>1363</b>	<b>1235</b>	<b>1133</b>	<b>994</b>	<b>929</b>
	Change of Company	1			225	2	43	13	37	12	101	85
	Death in Service	12	8	13	17	19	6	14	9	11	5	5
	Dismissal	49	44	72	52	54	41	32	28	17	19	29
	End of Fixed Term	223	226	100	96	70	215	123	89	78	75	46
	End of Pension entitlement		1									
	Mutual/Compromise Agreement	6	13	8	7	11	4	9	14	12	8	13
	PAYE termination	661	478	380	661	246	407	256	183	269	194	154
	Redundancy Efficiency of Service	2	20	3	1	2	2				1	
	Redundancy Ers Consent 50-59			1		1	2	2	2			
	Redundancy Voluntary	69	76	50	64	334	56	367	362	226	140	129
	Redundancy, Compulsory	9	24	21	26	8	16	75	86	178	26	43
	Resignation	915	845	777	662	542	399	331	336	266	339	345
	Retirement	91	107	118	124	130	120	106	70	38	50	44
	Retirement, ARB		2	3			1					
	Retirement, Ill Health	69	83	66	54	40	43	35	17	26	35	36
	Unsatisfactory Probation	2	7		3	7	9		2		1	
<b>Schools</b>		<b>955</b>	<b>1047</b>	<b>965</b>	<b>1296</b>	<b>1013</b>	<b>2169</b>	<b>1253</b>	<b>1450</b>	<b>1179</b>	<b>1086</b>	<b>252</b>
	Change of Company				143		336	300	568	259	132	2
	Death in Service	5	5	9	4	6	2	4	3	7	7	
	Dismissal	3	12	9	10	8	10	15	10	7	6	4
	End of Fixed Term	149	151	128	172	181	193	155	122	132	119	43
	End of Pension entitlement	1				1						
	Mutual/Compromise Agreement	13	22	30	33	11	19	27	37	37	40	6
	PAYE termination	125	229	131	280	220	1030	205	193	222	182	9
	Redundancy Efficiency of Service		2	2						1		
	Redundancy Ers Consent 50-59	1						3	1			
	Redundancy Voluntary	2	3	1	2	1	36	23	25	21	17	
	Redundancy, Compulsory	19	33	17	20	20	22	25	18	17	70	3
	Resignation	564	512	539	537	458	417	393	400	408	469	157
	Retirement	43	43	73	62	78	80	66	49	55	37	14
	Retirement, ARB	13	30	17	19	21	18	26	21	7	6	9
	Retirement, Ill Health	17	4	9	11	7	4	10	3	5	1	5
	Unsatisfactory Probation		1		3	1	2	1		1		
<b>Grand Total</b>		<b>3064</b>	<b>2981</b>	<b>2577</b>	<b>3288</b>	<b>2479</b>	<b>3533</b>	<b>2616</b>	<b>2685</b>	<b>2312</b>	<b>2080</b>	<b>1181</b>

**STAFF COUNT**

## NCC Inc Schools TWAM

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

## NCC Only

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

**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%

Group	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
<b>COUNCIL</b>	<b>8.73</b>	<b>8.67</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>

