

**Staff In Post - WTE**

	Jan-11	Dec-10	Jan-10	09-10 Yr End
Staff In Post - Non Medical	10,750.67	10,740.03	10,733.63	10,713.88
Staff In Post - Medical	1,579.61	1,581.56	1,559.32	1,547.83
	<b>12,330.28</b>	12,321.59	12,292.95	12,261.71

In Month Movement: **8.69**  
 In Year Movement: **68.57**

Staff In Post - Non Medical	12,677	12,645	12,589	12,580
Staff In Post - Medical	1,666	1,668	1,668	1,648
	<b>14,343</b>	14,313	14,257	14,228

In Month Movement: **30**  
 In Year Movement: **115**

**Sickness Absence**

	TARGET	Dec-10	Nov-10	Dec-09	09-10 Yr End
1.1a % Sickness Absence - Month	4.0%	5.0%	4.1%	4.9%	
1.2a % Sickness Absence - Year to Date	4.0%	4.0%	3.9%	4.5%	4.6%

**Sickness Absence - Long Term**

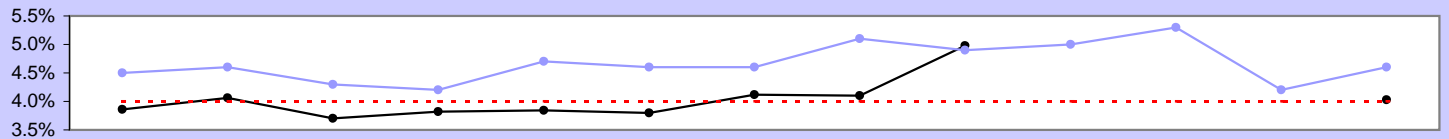
	Dec-10	Nov-10	Dec-09	09-10 Yr End
1.1a % Sickness Absence - Month	1.8%	1.4%		
1.2a % Sickness Absence - Year to Date	1.5%	1.5%		

**Sickness Absence - Short Term**

	Dec-10	Nov-10	Dec-09	09-10 Yr End
1.1a % Sickness Absence - Month	3.2%	2.7%		
1.2a % Sickness Absence - Year to Date	2.5%	2.4%		

**Trust Sickness Absence - Year on Year % Time Lost Trend Analysis**

YTD



**Recruitment**

	TARGET	Jan-11	Dec-10	Jan-10	09-10 Yr End
2.2a Recruitment Time to Fill (Weeks) - Month	12	11.90	11.50	15.90	15.60
2.3a Recruitment Time to Fill (Weeks) - Year to Date	12	11.70	11.70		

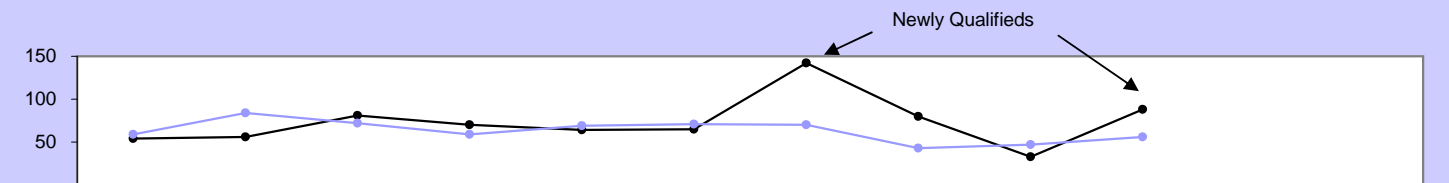


**Starters & Leavers**

	Jan-11
WTE - Starters	63.81
WTE - Leavers	43.99

**Starters & Leavers**

	Jan-11
Headcount - Starters	88
Headcount - Leavers	56



Turnover - Headcount

	Jan-11	Dec-10	Jan-10
3.1a Turnover - Month	56	47	70
3.1b Turnover - Year to Date	681	625	744

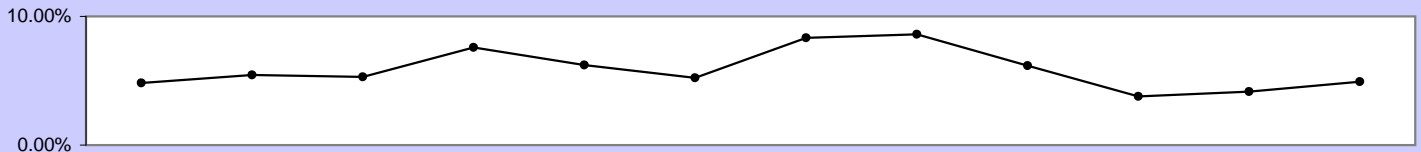
Average Leavers: 68 74

Trust Turnover - 12 Month Rolling Trend Analysis

	Jan-11	Dec-10	Jan-10
%	4.93%	4.15%	6.36%

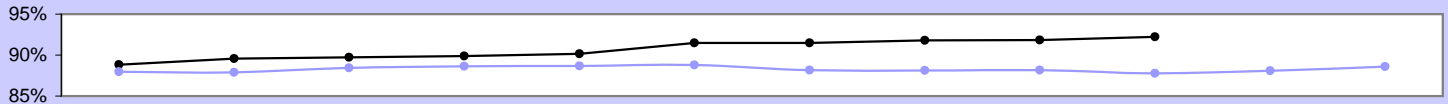
Trust Turnover - 12 Month Rolling Trend Analysis (%)

Feb-10 - Jan-11



Retention

	Jan-11	Dec-10	Jan-10
Over 12 months service - Headcount	11,690	11,611	11,050
Over 12 months service - %	92.2%	91.8%	87.8%



Employment Relations

	Disciplinary	Sickness Capability	Grievance	Bullying & Harrassment	Performance Capability	Dismissals	TOTAL
4.1a New Employment Relations Activity	15	27	2	0	4	2	50
4.2a Employment Relations Activity - Year to Date	157	335	31	9	25	25	582
4.3a Employment Relations Activity - Currently On Going	70	564	22	6	35		697