

**Staff In Post - WTE**

	Mar-11	Feb-11	Mar-10	09-10 Yr End
Staff In Post - Non Medical	10,739.28	10,745.29	10,713.88	10,713.88
Staff In Post - Medical	1,565.67	1,573.92	1,547.83	1,547.83
	<b>12,304.95</b>	<b>12,319.21</b>	<b>12,261.71</b>	<b>12,261.71</b>

In Month Movement: **-14.26**  
 In Year Movement: **43.24**

Staff In Post - Non Medical	12,676	12,676	12,580	12,580
Staff In Post - Medical	1,652	1,660	1,648	1,648
	<b>14,328</b>	<b>14,336</b>	<b>14,228</b>	<b>14,228</b>

In Month Movement: **-8**  
 In Year Movement: **100**

**Sickness Absence**

	TARGET	Feb-11	Jan-11	Feb-10	09-10 Yr End
1.1a % Sickness Absence - Month	4.0%	3.7%	5.1%	5.3%	
1.2a % Sickness Absence - Year to Date	4.0%	4.1%	4.1%	4.5%	4.6%

**Sickness Absence - Long Term**

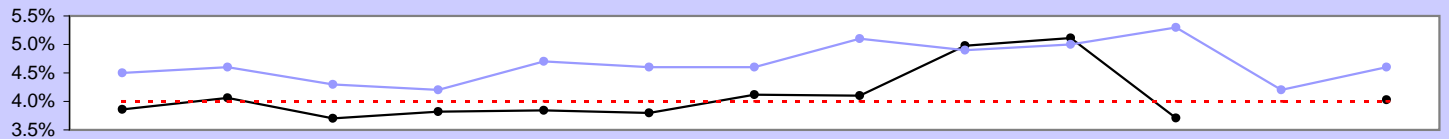
	Feb-11	Jan-11	Feb-10	09-10 Yr End
1.1a % Sickness Absence - Month	1.3%	1.5%		
1.2a % Sickness Absence - Year to Date	1.5%	1.5%		

**Sickness Absence - Short Term**

	Feb-11	Jan-11	Feb-10	09-10 Yr End
1.1a % Sickness Absence - Month	2.4%	3.6%		
1.2a % Sickness Absence - Year to Date	2.6%	2.6%		

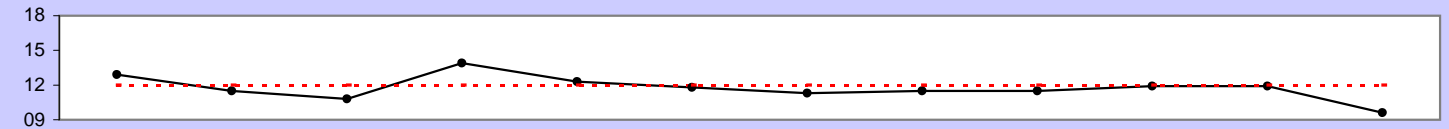
**Trust Sickness Absence - Year on Year % Time Lost Trend Analysis**

YTD



**Recruitment**

	TARGET	Mar-11	Feb-11	Mar-10	09-10 Yr End
2.2a Recruitment Time to Fill (Weeks) - Month	12	9.60	11.90	13.30	15.40
2.3a Recruitment Time to Fill (Weeks) - Year to Date	12	11.40	11.70		

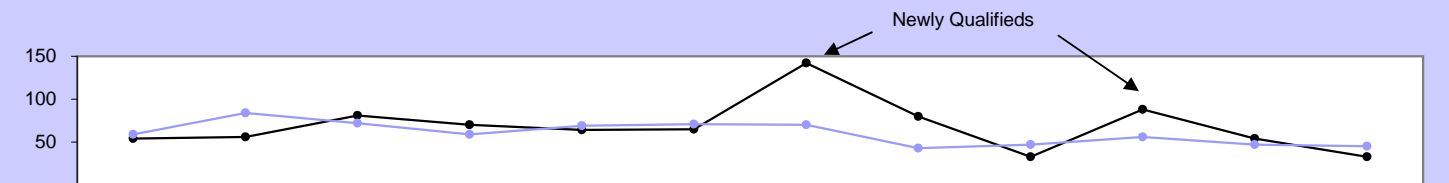


**Starters & Leavers**

	Mar-11
WTE - Starters	26.35
WTE - Leavers	33.36

**Starters & Leavers**

	Mar-11
Headcount - Starters	33
Headcount - Leavers	45



Turnover - Headcount

		Mar-11	Feb-11	Mar-10
3.1a	Turnover - Month	45	47	60
3.1b	Turnover - Year to Date	773	728	857

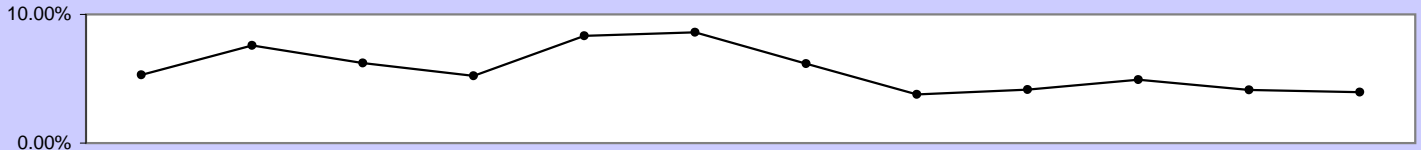
Average Leavers: 64 71

Trust Turnover - 12 Month Rolling Trend Analysis

	Mar-11	Feb-11	Mar-10
%	3.96%	4.14%	6.36%

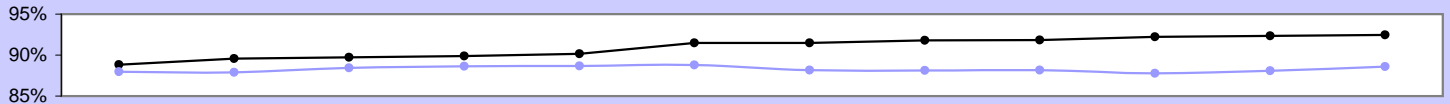
Trust Turnover - 12 Month Rolling Trend Analysis (%)

Apr-10 - Mar-11



Retention

	Mar-11	Feb-11	Mar-10
Over 12 months service - Headcount	11,722	11,704	11,146
Over 12 months service - %	92.5%	92.3%	88.6%



Employment Relations

	Disciplinary	Sickness Capability	Grievance	Bullying & Harrassment	Performance Capability	Dismissals	TOTAL
4.1a	22	6	3	1	1	1	34
4.2a	197	378	36	10	27	32	680
4.3a	87	599	26	8	33		753