

Borough of Broxbourne Staffing Data

Numbers of staff							
	2014	2015	2016	2017	2018	2019	2020
Full time Equivalent (FTE) Staff							
Male	240.97	229.61	207.12	224.26	211.02	208.10	84.11
Female	240.35	229.91	186.08	164.40	163.64	167.11	159.75
Part time	129.32	127.52	110.20	103.66	104.66	94.21	96.86
Full time	352.00	332.00	283.00	285.00	270.00	281.00	147.00
Total FTE	481.32	459.52	393.20	388.66	374.66	375.21	243.86
Headcount of staff							
Male	259.00	247.00	225.00	242.00	238.00	231.00	103.00
Female	349.00	333.00	267.00	249.00	244.00	248.00	244.00
Part time	256.00	248.00	209.00	206.00	212.00	198.00	201.00
Full time	352.00	332.00	283.00	285.00	270.00	281.00	146.00
Total Staff	608.00	580.00	492.00	491.00	482.00	479.00	347.00
Ethnicity of staff							
	2014	2015	2016	2017	2018	2019	2020
Asian	9.00	9.00	6.00	5.00	4.00	6.00	5.00
Black	17.00	15.00	12.00	15.00	17.00	22.00	12.00
Chinese or other	8.00	6.00	6.00	6.00	5.00	6.00	3.00
Mixed	10.00	6.00	5.00	5.00	5.00	5.00	5.00
White	557.00	539.00	456.00	456.00	447.00	434.00	316.00
Not Declared	7.00	5.00	5.00	4.00	4.00	6.00	6.00
Total	608.00	580.00	492.00	491.00	482.00	479.00	347.00
Sickness Absence							
	2014	2015	2016	2017	2018	2019	2020
Days sick per FTE	5.40	6.80	5.40	6.00	7.10	7.50	5.80
Total sick days	2,601.00	3,165.00	2,255.00	2,340.00	2,690.00	2,526.00	1,415.50
Disciplinary Actions							
	2014	2015	2016	2017	2018	2019	2020
Counselling	5.00	1.00	5.00	8.00	6.00	5.00	19.00
Letter of concern				7.00	5.00	3.00	1.00
Formal meeting held no warning given	15.00	16.00	21.00	23.00	9.00	16.00	11.00
Informal meeting held	2.00	4.00	14.00	25.00	2.00	6.00	1.00
Investigation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Suspension	0.00	2.00	0.00	0.00	0.00	1.00	0.00
Tribunal Claim lodged	0.00	1.00	0.00	0.00	0.00	1.00	0.00
Verbal warning	22.00	14.00	12.00	17.00	13.00	24.00	6.00
First Written Warning	15.00	15.00	6.00	10.00	10.00	11.00	3.00
Final Written Warning	8.00	7.00	6.00	2.00	7.00	8.00	0.00
Dismissal	7.00	7.00	5.00	3.00	11.00	5.00	1.00
Unsuccessful Probation	3.00	7.00	7.00	5.00	6.00	2.00	3.00
Total	77.00	74.00	76.00	100.00	69.00	82.00	45.00
Redundancies							
	2014	2015	2016	2017	2018	2019	2020
Male	1.00	3.00	3.00	0.00	5.00	1.00	0.00
Female	18.00	16.00	3.00	1.00	5.00	1.00	0.00
Total	19.00	19.00	6.00	1.00	10.00	2.00	0.00
Medical Retirements							
	2014	2015	2016	2017	2018	2019	2020
Male	1.00	0.00	0.00	0.00	0.00	0.00	0.00
Female	1.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	2.00	0.00	0.00	0.00	0.00	0.00	0.00
Turnover							
	2014	2015	2016	2017	2018	2019	2020
Number of leavers	128.00	146.00	161.00	113.00	111.00	218*	55.00
Number of starters	101.00	101.00	99.00	98.00	102.00	95.00	54.00
Average staff in post in year	620.00	594.00	523.00	498.00	487.00	423.00	348.00
Turnover	21.00	25.00	31.00	23.00	22.80	51.5*	15.80
Voluntary Turnover	15.00	16.00	19.00	19.00	17.00	18.00	14.10

* 128 staff were TUPE transferred to a Local Authority Trading Company on 1 April 2019