



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

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WORKFORCE INFORMATION REPORT



CAERPHELLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

AUTHORITY HEADCOUNT SUMMARY 31/03/2010 5

HEADCOUNT SUMMARY BY DIRECTORATE 31 03 2010 6

CHIEF EXECUTIVES DEPARTMENT6

DIRECTORATE OF EDUCATION & LEISURE7

DIRECTORATE OF SOCIAL SERVICES8

DIRECTORATE OF THE ENVIRONMENT9

AUTHORITY POSITION SUMMARY 31/03/2010 10

POSITION BASIS BY DIRECTORATE 31/03/2010..... 11

Chief Executives Department 11

Directorate of Education & Leisure 14

Directorate of Social Services 16

Directorate of the Environment..... 18

POSITION TYPE BY DIRECTORATE 31/03/2010 20

Chief Executives Department20



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Directorate of Education & Leisure.....	23
Directorate of Social Services	25
Directorate of the Environment.....	27
TURNOVER SUMMARY BY DIRECTORATE.....	29
Authority Leavers 01/04/2009-31/03/2010	29
Authority Leavers 01/01/2010 – 31/03/2010.....	29
Leaving Reasons Summary By Directorate 01/01/2010 – 31/03/2010	30
Leavers Length of Service	31
AGE PROFILE BY AUTHORITY AND DIRECTORATE 31/03/2010.....	33
DIVERSITY SUMMARY BY DIRECTORATE 31/03/2010	34
TOTAL AUTHORITY SICKNESS DAYS LOST PER FTE.....	35
Total Authority Sickness Days Lost Per FTE 01/04/2009 – 31/03/2010.....	35
TOTAL AUTHORITY SICKNESS DAYS LOST PER FTE 01/01/2010 – 31/03/2010	36
SICKNESS DAYS LOST PER FTE BY DIRECTORATE 01/01/2010-31/03/2010.....	37
CHIEF EXECUTIVE’S DEPARTMENT	37



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

DIRECTORATE OF EDUCATION & LEISURE.....	40
DIRECTORATE OF SOCIAL SERVICES.....	42
DIRECTORATE OF THE ENVIRONMENT.....	44
AUTHORITY SICKNESS PERCENTAGE REPORT 01/01/2010-31/03/2010	47
SICKNESS PERCENTAGE REPORT BY DIRECTORATE 01/01/2010-31/03/2010.....	48
CHIEF EXECUTIVE'S DEPARTMENT	48
DIRECTORATE OF EDUCATION & LEISURE.....	51
DIRECTORATE OF SOCIAL SERVICES.....	53
DIRECTORATE OF THE ENVIRONMENT.....	55



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Authority Headcount Summary 31/03/2010

Directorate	Headcount	FTE Headcount
Chief Executive's Department	835	730.27
Directorate of Education & Leisure	5938	3655.35
Directorate of Social Services	1510	1127.99
Directorate of the Environment	1918	1429.34
Overall Authority Total	9922	6942.95



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Headcount Summary By Directorate 31 03 2010

		Headcount	FTE
TOTAL:	CHIEF EXECUTIVES DEPARTMENT	835	730.27

	Headcount	FTE
Chief Executive		
Head & Secretary	2.00	1.74
Corporate Finance	197.00	186.25
Head & Secretary		
Accountancy	32.00	29.86
Council Tax & Benefits	90.00	84.45
Finance (Seconded)	46.00	45.20
Income	16.00	14.20
	12.00	10.80
Internal Audit		
Economic Development Tourism & European Affairs	190.00	125.55
Heads & Admin	4.00	3.50
Business Development	22.00	20.73
Community Regeneration	37.00	36.80
European	3.00	2.80
Fast4Ward	17.00	16.11
Regeneration Partnership	1.00	0.90
Tourism	107.00	44.72

	Headcount	FTE
Legal Services	29.00	27.53
Heads & Admin	7.00	6.49
	11.00	10.61
Litigation & Welfare		
Planning / Land & Highways	11.00	10.43
ICT & Property Services	243.00	228.43
Head & Secretary	2.00	2.00
Business Support	36.00	35.22
	18.00	17.50
Communications		
Corporate Property	34.00	33.35
	69.00	57.75
Customer First		
Development	41.00	39.60
IT Operations	43.00	43.00
Procurement	24.00	24.00
Head	1.00	1.00
Business	7.00	7.00
Contracts	16.00	16.00

	Headcount	FTE
Personnel Services	101.00	92.65
Head & Secretary	2.00	2.00
Chief Executive / Corporate Services DPU	8.00	8.00
Corporate Health & Safety	11.00	10.50
Education & Leisure DPU	16.00	15.66
Employee Service Centre	27.00	24.26
Environment DPU	6.00	5.78
Occupational Health Unit	3.00	2.50
Organisational Development Unit	3.00	3.00
Policy & Performance	3.00	2.60
	22.00	18.34
Social Services DPU		
Policy & Performance	54.00	43.86
Head	2.00	2.00
Committee Services	3.00	3.00
Democratic Services	10.00	6.00
Electoral Services	5.00	5.00
Emergency Planning	3.00	3.00
Performance Management	7.00	6.41
Policy & Research	13.00	12.44
Registrars	11.00	6.01



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Headcount Summary By Directorate 31/03/2010

		Headcount	FTE
TOTAL:	DIRECTORATE OF EDUCATION & LEISURE	5,938.00	3655.35

	Headcount	FTE
Director		
Learning Education and Inclusion	292.00	256.00
Heads & Admin	80.00	67.64
Additional Learning Needs	97.00	83.46
Admin, Finance & IT	24.00	21.97
Behaviour Support	16.00	13.46
Education Psychology Service	23.00	20.70
Education Welfare	15.00	14.62
Governor Support	7.00	6.20
Visually Impaired Service	31.00	28.95
Lifelong Learning & Leisure	1789.00	629.91
Head & Secretary	6.00	6.00
Catering	720.00	208.48
Community Education & Libraries	639.00	227.65
Leisure Service	314.00	106.78
Marketing (Ed & Leisure)	2.00	2.00
Music & Arts Service	79.00	40.57
Sports Development	78.00	23.43
Youth Access	15.00	15.00

	Headcount	FTE
Planning & Strategy	30.00	26.70
Head		
Awards / Student Support	5.00	4.50
Health & Safety, Transport & Complaints / Customer Service	18.00	15.60
School Planning, Admissions & Placement	4.00	4.00
Secretariat	3.00	2.60
School Effectiveness	4,129.00	2740.74
Schools	4129.00	2740.74
Our Schools Our Future	1.00	1.00



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Headcount Summary By Directorate 31/03/2010

		Headcount	FTE
TOTAL:	DIRECTORATE OF SOCIAL SERVICES	1,510.00	1,127.99

	Headcount	FTE
Director	1.00	1.00
Adult Services	1,125.00	773.73
Head & Secretary	3.00	3.00
Assessment & Service Improvement	70.00	65.98
Contracting & Quality Assurance	25.00	24.00
Health Social Care & Well being	3.00	3.00
Learning Disability	572.00	404.36
Mental Health & Substance Misuse	60.00	54.97
Operation Jasmine	1.00	1.00
Physical Disability & Sensory Impairment	352.00	191.33
Protection of Vulnerable Adults (POVA)	10.00	10.00
South East Wales Emergency Duty Team	26.00	10.60
Supporting People	6.00	5.50
Children's Services	280.00	261.58
Head	1.00	1.00
Administration (Children's Services)	39.00	36.51
Children's Services East	27.00	25.48
Children's Services North	53.00	49.45
Children's Services South	48.00	43.00

	Headcount	FTE
Children's Services (Cont)		
Looked After Children	55.00	49.99
Quality & Planning	15.00	14.22
Youth Offending Team	42.00	41.95
Resourcing & Performance	107.00	91.86
Head	1.00	1.00
Finance (Social Services)	79.00	66.05
Performance Management (Social Services)	14.00	13.81
Training & Development	13.00	11.00



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Headcount Summary By Directorate 31/03/2010

		Headcount	FTE
TOTAL:	DIRECTORATE OF THE ENVIRONMENT	1,918.00	1429.34

	Headcount	FTE
Director & Admin	4.00	3.00
Building Maintenance DLO	274.00	272.35
Heads & Admin	39.00	39.00
Building Services	224.00	223.35
Estimating	11.00	11.00
Engineering	246.00	175.56
Head & Secretary	2.00	2.00
Engineering Projects Group	29.00	27.90
Highways Operations Group	95.00	94.30
Transportation Engineering	120.00	50.69

	Headcount	FTE
Public Services	956.00	549.60
Heads & Admin	3.00	3.00
Building Cleaning	547.00	175.21
Fleet Management	4.00	4.00
Parks Services	156.00	116.93
Vehicle Maintenance	14.00	14.00
Waste Management	237.00	236.46
Housing	200.00	185.55
Head	1.00	1.00
Housing Technical		
Private Sector Housing	51.00	46.94
Public Sector Housing	132.00	122.83
Strategy & Resources	16.00	14.79
Property Services	29.00	28.65
Building Consultancy	29.00	28.65

	Headcount	FTE
Planning Services	106.00	101.56
Head & Secretary	2.00	2.00
Building Control	6.00	6.00
Countryside	42.00	40.60
Development Control	16.00	15.68
Planning Administration	24.00	21.68
Strategic Planning & Urban Renewal	16.00	15.61
Public Protection	119.00	112.07
Head & Secretary	1.00	1.00
Divisional Support	8.00	7.34
Community Safety	35.00	31.01
Environmental Health	46.00	43.71
Trading Standards & Licensing	29.00	29.00
Property Support Services		



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

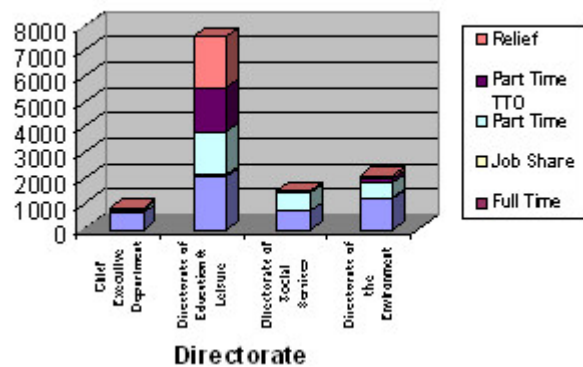
Authority Position Summary 31/03/2010

POSITION BASIS

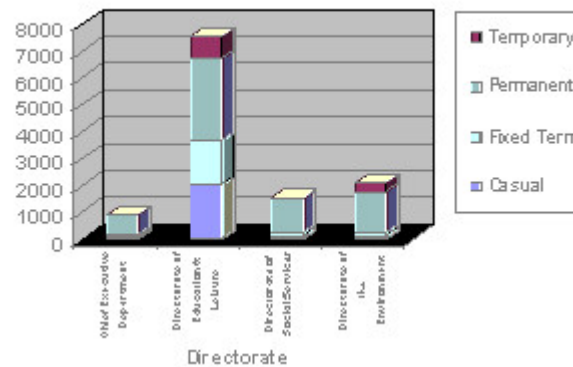
POSITION TYPE

Directorate	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Casual	Fixed Term	Permanent	Temporary
Chief Executive Department	636	1	5	147	1	69	70	90	684	15
Directorate of Education & Leisure	2018	123	4	1660	1765	1998	2004	1624	3121	819
Directorate of Social Services	692		3	737		100	99	138	1266	29
Directorate of the Environment	1194		12	634	101	146	121	100	1508	358

Position Basis



Position Type





CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010

Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Head & Secretary	2						2
Corporate Finance	165			33			198
Head & Secretary	1			1			2
Accountancy	25			7			32
Council Tax & Benefits	74			16			90
Finance (Seconded)	44			2			46
Income	13			3			16
Internal Audit	8			4			12
Economic Development Tourism & European Affairs	105	1	2	35	1	55	199
Heads & Admin	3			1			4
Business Development	18			4			22
Community Regeneration	36			1			37
European	2			1			3
Fast4Ward	14	1		2			17
Regeneration Partnership				1			1
Tourism	32		2	25	1	55	115



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010 Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
ICT & Property Services	204		1	38			243
Head & Secretary	2						2
Business Support	32			4			36
Communications	17			1			18
Corporate Property	32			2			34
Customer First	40			29			69
Development	38		1	2			41
IT Operations	43						43
Legal Services	23			6			29
Heads & Admin	5			2			7
Litigation & Welfare	9			2			11
Planning / Land & Highways	9			2			11
Personnel Services	74		2	26			102
Head & Secretary	2						2
Chief Executive / Corporate Services DPU	8						8
Corporate Health & Safety	10			1			11
Education & Leisure DPU	14			2			16
Employee Service Centre	16			12			28
Environment DPU	5			1			6
Occupational Health Unit	2			1			3
Organisational Development Unit	3						3
Policy & Performance Unit	2			1			3
Social Services DPU	12		2	8			22



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010

Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Policy & Performance	39			9		14	62
Head & Secretary	2						2
Committee Services	3						3
Democratic Services	6					4	10
Electoral Services	5						5
Emergency Planning	3						3
Performance Management	5			2			7
Policy & Research	11			2			13
Registrars	4			5		10	19
Procurement Services	24						24
Head	1						1
Business	7						7
Contracts	16						16



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010 Directorate of Education & Leisure

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director	2						
Learning Education and Inclusion	143	21		44	79	7	294
Heads & Admin	27			3	49		79
Additional Learning Needs	51	6		20	13	7	97
Admin, Finance & IT	17			6	1		24
Behaviour Support	7	1		4	4		16
Education Psychology Service	16			7			23
Education Welfare	5	8		2	1		16
Governor Support	5			2			7
Visually Impaired Service	15	6			11		32
Lifelong Learning & Leisure	362	17	3	792	317	1140	2631
Head & Secretary	5						5
Catering	119	2		371	205	240	937
Community Education & Libraries	126	5	3	287	99	319	839
Leisure Service	59			103	1	494	657
Marketing (Ed & Leisure)	2						2
Music & Arts Service	29			26		33	88
Sports Development	17			5	12	54	88
Youth Access	5	10					15



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010
Directorate of Education & Leisure

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Planning & Strategy	22	1	1	6			30
Head							
Awards / Student Support	4		1				5
Health & Safety, Transport & Complaints / Customer Service	12	1		5			18
School Planning, Admissions & Placement	4						4
Secretariat	2			1			3
School Effectiveness	1489	84		818	1369	851	4611
Schools	1489	84		818	1369	851	4611



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010 Directorate of Social Services

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director	1						1
Adult Services	383		2	665		93	1143
Head & Secretary	3						3
Assessment & Service Improvement	59			11			70
Contracting & Quality Assurance	23			2			25
Health Social Care & Well being	3						3
Learning Disability	156		2	368		62	588
Mental Health & Substance Misuse	49			11			60
Operation Jasmine	1						1
Physical Disability & Sensory Impairment	65			269		17	351
Protection of Vulnerable Adults (POVA)	10						10
South East Wales Emergency Duty Team	9			3		14	26
Supporting people	5			1			6
Children's Services	229		1	50		1	281
Head	1						1
Administration (Children's Services)	32		1	7			40
Children's Services East	22			5			27
Children's Services North	45			8			53
Children's Services South	37			10		1	48
Looked After Children	38			17			55
Quality & Planning	13			2			15
Youth Offending Team	41			1			42



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010
Directorate of Social Services

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Resourcing & Performance	79			22		6	107
Head	1						1
Finance (Social Services)	57			16		6	79
Performance Management (Social Services)	13			1			14
Training & Development	8			5			13



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010 Directorate of the Environment

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director & Admin	2		2				4
Building Maintenance DLO	271			2			273
Heads & Admin	39						39
Building Services	223			2			225
Estimating	9						9
Engineering	144		1	24	68	9	246
Head & Secretary	2						2
Engineering Projects Group	26			3			29
Highways Operations Group	93		1	1			95
Transportation Engineering	23			20	68	9	120
Housing	169		4	29		1	203
Head	1						1
Housing Technical							
Private Sector Housing	44			7			51
Public Sector Housing	113		2	16		1	132
Strategy & Resources	11		2	6			19



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Basis By Directorate 31/03/2010 Directorate of the Environment

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Planning Services	96		2	8			106
Head & Secretary	2						2
Building Control	6						6
Countryside	39			3			42
Development Control	15			1			16
Planning Administration	19		2	3			24
Strategic Planning & Urban Renewal	15			1			16
Property Services	29			1			30
Building Consultancy	29			1			30
Public Protection	102		2	15			119
Head & Secretary	1						1
Divisional Support Unit	7			1			8
Community Safety	26		1	8			35
Environmental Health	39		1	6			46
Trading Standards & Licensing	29						29
Public Services	381		1	555	33	136	1106
Heads & Admin	3						3
Building Cleaning	11			539	33	100	683
Fleet Management	4						4
Parks Services	114			15		36	165
Vehicle Maintenance	14						14
Waste Management	235		1	1			237



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010

Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
CE & Secretary			2		2
Corporate Finance		17	177	4	198
Head & Secretary			2		2
Accountancy		5	27		32
Council Tax & Benefits		6	82	2	90
Finance (Seconded)		4	40	2	46
Income		2	14		16
Internal Audit			12		12
Economic Development Tourism & European Affairs	55	31	108	5	199
Heads & Admin			3	1	4
Business Development		4	18		22
Community Regeneration		24	11	2	37
European			3		3
Fast4Ward		1	16		17
Regeneration Partnership			1		1
Tourism	55	2	56	2	115



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
ICT & Property Services		15	228		243
Head & Secretary			2		2
Business Support		1	35		36
Communications		1	17		18
Corporate Property		2	32		34
Customer First		3	66		69
Development		4	37		41
IT Operations		4	39		43
Legal Services		1	28		29
Heads & Admin			7		7
Litigation & Welfare		1	10		11
Planning / Land & Highways			11		11
Personnel Services		23	75	4	102
Head & Secretary			2		2
Chief Executive / Corporate Services DPU		3	5		8
Corporate Health & Safety		1	10		11
Education & Leisure DPU		6	7	3	16
Employee Service Centre		5	22	1	28
Environment DPU			6		6
Occupational Health Unit		2	1		3
Organisational Development Unit		1	2		3
Policy & Performance Unit			3		3
Social Services DPU		5	17		22



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
Policy & Performance	15	1	44	2	62
Head & Secretary			2		2
Committee Services			3		3
Democratic Services	4		6		10
Electoral Services		1	4		5
Emergency Planning			3		3
Performance Management			7		7
Policy & Research			12		13
Registrars	11		7		19
Procurement Services		2	22		24
Head			1		1
Business			7		7
Contracts		2	14		16



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Directorate of Education & Leisure

	Casual	Fixed Term	Permanent	Temporary	Total
Head					
Learning Education and Inclusion	7	123	139	25	294
Heads & Admin		64	13	2	79
Additional Learning Needs	7	32	41	17	97
Admin, Finance & IT		4	19	1	24
Behaviour Support		3	13		16
Education Psychology Service		4	16	3	23
Education Welfare		5	10	1	16
Governor Support		2	5		7
Visually Impaired Service		9	22	1	32
Lifelong Learning & Leisure	1150	354	780	347	2631
Head & Secretary			5		5
Catering	250	6	407	274	937
Community Education & Libraries	319	281	197	42	839
Leisure Service	494	21	114	28	657
Marketing (Ed & Leisure)			2		2
Music & Arts Service	33	7	47	1	88
Sports Development	54	30	4		88
Youth Access		9	4	2	15



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010
Directorate of Education & Leisure

	Casual	Fixed Term	Permanent	Temporary	Total
Planning & Strategy		9	21		30
Head					
Awards / Student Support			5		5
Health & Safety, Transport & Complaints / Customer Service		7	11		18
School Planning, Admissions & Placement		2	2		4
Secretariat			3		3
School Effectiveness	847	1138	2181	447	4611
School Effectiveness	847	1138	2181	447	4611
Schools	847	1138	2181	447	4611



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Directorate of Social Services

	Casual	Fixed Term	Permanent	Temporary	Total
Director			1		1
Adult Services	92	73	954	24	1143
Head & Secretary		3			3
Assessment & Service Improvement		12	58		70
Contracting & Quality Assurance		5	20		25
Health Social Care & Well being		2	1		3
Learning Disability	61	29	481	17	588
Mental Health & Substance Misuse		8	49	3	60
Operation Jasmine			1		1
Physical Disability & Sensory Impairment	17	11	320	3	351
Protection of Vulnerable Adults (POVA)		1	9		10
South East Wales Emergency Duty Team	14		11		26
Supporting People		2	4		6
Children's Services	1	54	224	2	281
Head			1		1
Administration (Children's Services)		9	31		40
Children's Services East		7	19	1	27
Children's Services North		5	48		53
Children's Services South	1	6	41		48
Looked After Children		5	50		55
Quality & Planning		4	11		15
Youth Offending Team		18	23	1	42



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010
Directorate of Social Services

	Casual	Fixed Term	Permanent	Temporary	Total
Resourcing & Performance	6	11	87	3	107
Head			1		1
Finance (Social Services)	6	5	65	3	79
Performance Management (Social Services)		3	11		14
Training & Development		3	10		13



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Directorate of the Environment

	Casual	Fixed Term	Permanent	Temporary	Total
Heads & Admin					
Building Maintenance DLO		10	220	43	273
Heads & Admin		4	29	6	39
Building Services		6	183	36	225
Estimating			8	1	9
Engineering	1	13	209	23	246
Head & Secretary			2		2
Engineering Projects Group		3	26		29
Highways Operations Group		4	75	16	95
Transportation Engineering	1	6	106	7	120
Housing	1	11	174	17	203
Head			1		1
Housing Technical					
Private Sector Housing		4	46	1	51
Public Sector Housing	1	6	112	13	132
Strategy & Resources		1	15	3	19



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 31/03/2010 Directorate of the Environment

	Casual	Fixed Term	Permanent	Temporary	Total
Planning Services		12	89	5	106
Head & Secretary			2		2
Building Control			5	1	6
Countryside		8	32	2	42
Development Control		2	14		16
Planning Administration		2	21	1	24
Strategic Planning & Urban Renewal			15	1	16
Property Services			24	6	30
Building Consultancy			24	6	30
Public Protection		10	103	6	119
Head & Secretary			1		1
Administrative Support			7	1	8
Community Safety		6	28	1	35
Environmental Health		4	39	3	46
Trading Standards & Licensing			28	1	29
Public Services	119	44	685	258	1106
Heads & Admin			3		3
Building Cleaning	117	4	381	181	683
Parks Services	2	38	113	12	165
Vehicle Maintenance			12	2	14
Waste Management		2	172	63	237
Property Support Services					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Turnover Summary By Directorate

Authority Leavers 01/04/2009-31/03/2010

People at Start Point	People at End Point	Average People Headcount	All Leavers (People)	Voluntary Leavers (People)	Total Authority Turnover %	Total Authority Voluntary Turnover %
10,101.00	9,941.00	10,021.00	1,265.00	821.00	12.62 %	8.19 %

Authority Leavers 01/01/2010 – 31/03/2010

People at Start Point	People at End Point	Average People Headcount	Total Authority Leavers (People)	Total Authority Voluntary Leavers	Q4 Total Authority Turnover %	Q4 Total Authority Voluntary Turnover %	Q3 Total Authority Turnover %	Q3 Total Authority Voluntary Turnover %
10,011.00	9,926.00	9,968.50	305.00	227.00	3.06 %	2.28 %	1.83%	1.40%

Directorate	People at Start Point	People at End Point	Average People Headcount	All Leavers (People)	Voluntary Leavers (People)	Q4 All Turnover %	Q4 Voluntary Turnover %	Q3 All Turnover %	Q3 Voluntary Turnover %
Chief Executives Department	856.00	835.00	845.50	29.00	7.00	3.43 %	0.83 %	1.52 %	0.98 %
Directorate of Education & Leisure	5,991.00	5,938.00	5,964.50	194.00	166.00	3.25 %	2.78 %	1.88 %	1.60 %
Directorate of Social Services	1,503.00	1,510.00	1,506.50	24.00	18.00	1.59 %	1.19 %	2.06 %	1.46 %
Directorate of the Environment	1,939.00	1,918.00	1,928.50	58.00	36.00	3.01 %	1.87 %	1.69 %	0.92 %
Totals	10,291.00	10,203.00	10,247.00	305.00	227.00				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Leaving Reasons Summary By Directorate 01/01/2010 – 31/03/2010

Leaving Reason	Chief Executive's Department	Directorate of Education & Leisure	Directorate of Social Services	Directorate of the Environment	Total
Absenteeism			1		1
Better Job Prospects				1	1
Dismissal		2		3	5
Dismissal on Ill Health Grounds - Tier 1		2		4	6
Dismissal on Ill Health Grounds - Tier 2					
Dismissal on Ill Health Grounds - Tier 3					
Death in Service		1	1		2
End of Fixed Term Contract	16	9		3	28
End of Relief Employment		4		1	5
End of Seasonal Work					
Failed Probation					
Forced Redundancy					
Gross Misconduct			1		1
Ill Health - Medical Severance					
Leaver Reason Blank					
Mutual Agreement		2		1	3
Personal Reasons					
Resignation - Early Release of Pen Benefits	2	1		8	11
Retirement at 65	3	2	2		7
Retirement over 65	1	4	1	1	7
Secondment to other Authority					
Transfer					
Transfer - Re-organisation					
Voluntary Redundancy - No release of Pen Benefits					
Voluntary Redundancy - Release of Pen Benefits					
Voluntary Resignation	7	167	18	36	228
Total	29	194	24	58	305



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT



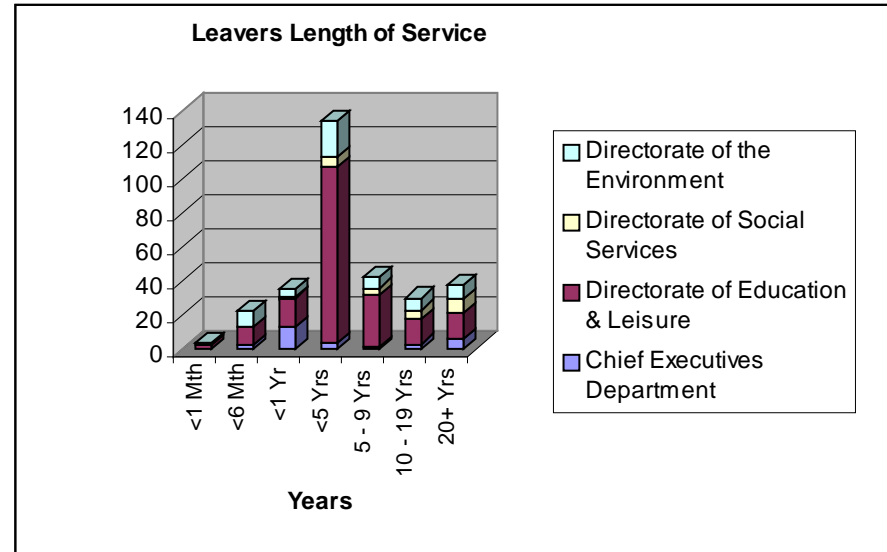
Turnover Summary By Directorate 01/01/2010-31/03/2010
Leavers Length of Service

Directorate	<1 Mth	<6 Mth	<1 Yr	<5 Yrs	5 - 9 Yrs	10 - 19 Yrs	20+ Yrs	Total
Chief Executives Department	0	2	13	4	1	3	6	29
Directorate of Education & Leisure	2	11	17	103	31	15	15	194
Directorate of Social Services	0	0	1	6	4	5	8	24
Directorate of the Environment	2	9	4	21	6	7	9	58



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT



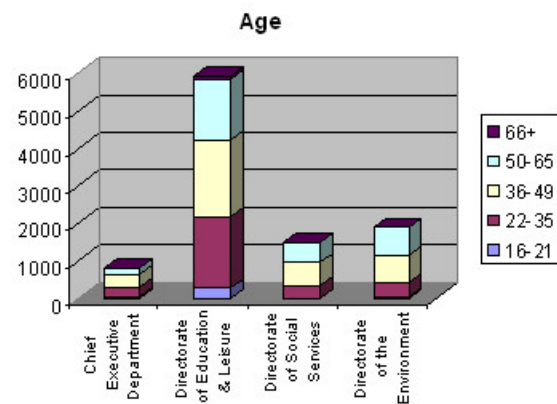


CAERPHILLY COUNTY BOROUGH COUNCIL WORKFORCE INFORMATION REPORT

Age Profile By Authority and Directorate 31/03/2010

Authority Totals	Categories					Total
	16-21	22-35	36-49	50-65	66+	
Total	405	2686	3688	3014	129	9922

Directorate	Categories					Total
	16-21	22-35	36-49	50-65	66+	
Chief Executive's Department	38	270	326	193	8	835
Directorate of Education & Leisure	283	1901	2022	1636	96	5938
Directorate of Social Services	9	347	610	540	4	1510
Directorate of the Environment	81	354	713	741	29	1918



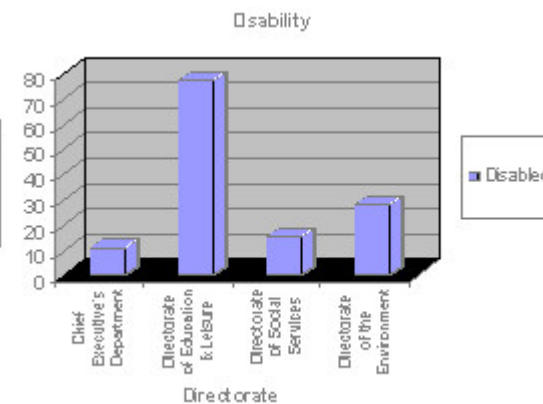
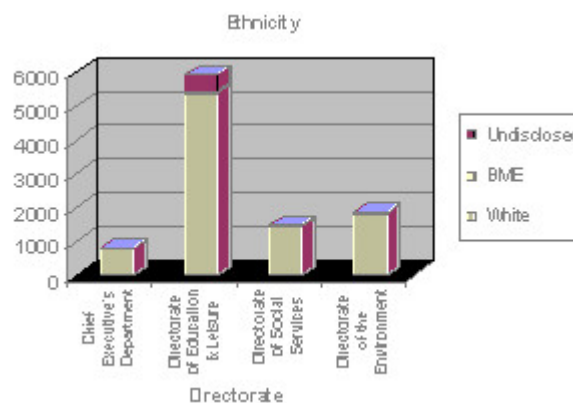
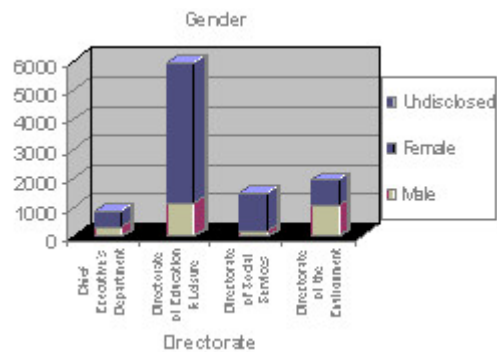


CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Diversity Summary By Directorate 31/03/2010

Directorate	Male	Female	Undisclosed	% White	% BME	% Undisclosed	% Disabled
Chief Executive's Department	301	534	0	816	6	13	11
Directorate of Education & Leisure	1128	4810	0	5415	36	486	77
Directorate of Social Services	211	1299	0	1465	18	27	15
Directorate of the Environment	1036	882	0	1829	15	74	28
Authority Total	2635	7287	0	9262	72	588	124





CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Total Authority Sickness Days Lost Per FTE

Total Authority Sickness Days Lost Per FTE 01/04/2009 – 31/03/2010

Directorate	Days Lost per FTE
Chief Executive's Department	9.71
Directorate of Education & Leisure	11.45
Directorate of Social Services	15.63
Directorate of the Environment	10.90
Authority Total	11.83



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Total Authority Sickness Days Lost Per FTE 01/01/2010 – 31/03/2010

Directorate	Days Lost per FTE Q1	Days Lost per FTE Q2	Days Lost per FTE Q3	Days Lost per FTE Q4
Chief Executive's Department	2.26	2.75	3.02	2.50
Directorate of Education & Leisure	3.09	2.37	4.42	3.54
Directorate of Social Services	4.11	3.93	5.22	4.57
Directorate of the Environment	3.01	3.54	3.07	2.87
Authority Total	3.15	2.91	4.12	3.46



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

CHIEF EXECUTIVE'S DEPARTMENT

Chief Executive's Department			Q1 2.26	Q2 2.75	Q3 3.02	Q4 2.50
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Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Accountancy	1.43	4.43	4.15	1.38
		Council Tax & Benefits	3.32	4.99	5.01	2.58
		Finance (Seconded)	0.72	2.90	1.96	3.06
		Income	0.29	2.52	1.11	1.17
		Internal Audit (Audit)	0.18	0.45	0.63	1.57
		Head & Secretary	1.11	0.00	0.43	0.43
	Corporate Finance		1.93	3.89	3.54	2.32
		Business Development	0.60	0.53	1.40	0.85
		Community Regeneration	0.45	2.44	3.49	0.96
		European	0.26	0.26	3.63	1.36
		Fast4Ward	3.60	0.46	1.18	5.37
		Regeneration Partnership	0.90	0.00	0.00	0.00
		Tourism	0.98	0.88	0.50	0.55
		Heads & Admin	0.00	6.00	0.00	0.00
	Economic Development Tourism & European Affairs		1.15	1.29	1.65	1.33
		Business Support (I.T)	8.11	9.12	10.67	6.76
		Communications	0.57	2.82	1.25	0.29
		Corporate Property	1.83	2.22	0.93	1.49
		Customer First	3.85	3.54	4.32	4.51



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/03/2010-31/03/2010

CHIEF EXECUTIVE'S DEPARTMENT

Directorate	Service Area	Section	Days Lost per FTE Q1	Days Lost per FTE Q2	Days Lost per FTE Q3	Days Lost per FTE Q4
		Development (I.T)	0.85	0.83	3.43	1.78
		IT Operations (I.T Ops)	5.45	3.22	2.64	2.79
		Head & Secretary	6.50	1.50	1.50	3.00
	ICT & Property Services		3.72	3.61	4.08	3.28
		Litigation & Welfare (Legal L&W)	3.64	1.25	3.96	2.58
		Planning / Land & Highways (Legal P/L&H)	0.10	0.62	0.74	4.99
		Heads & Admin	0.00	0.93	0.70	1.74
	Legal Services (Legal)		1.36	0.92	1.90	3.31
		Chief Executive / Corporate Services DPU	2.13	0.38	0.00	1.31
		Corporate Health & Safety	0.65	0.93	4.10	0.20
		Education & Leisure DPU	2.03	4.12	1.90	3.00
		Employee Service Centre	4.56	6.22	5.18	5.19
		Environment DPU	1.55	0.00	6.13	4.35
		Occupational Health Unit	17.67	0.77	0.00	1.20
		Organisation Development Unit	0.00	0.00	2.33	1.33
		Policy & Performance Unit	0.00	0.00	0.00	7.50
		Social Services DPU	0.64	0.78	1.11	2.94
		Head & Secretary	0.00	0.00	4.00	0.50
	Personnel Services		2.54	2.62	2.85	3.18



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

CHIEF EXECUTIVE'S DEPARTMENT

Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Committee Services	0.50	0.13	0.29	0.83
		Democratic Services	0.83	0.00	0.67	1.33
		Electoral Services	0.20	1.60	0.00	1.43
		Emergency Planning	0.00	0.00	0.00	0.00
		Performance Management (Perf Man)	1.25	0.42	0.30	0.57
		Policy & Research	0.39	0.32	3.12	2.30
		Registrars	0.79	0.52	6.60	2.67
		Head	0.25	0.50	0.00	1.50
	Policy & Performance		0.54	0.43	1.88	1.56
		Business (Procurement)	0.00	1.50	0.00	0.29
		Contracts (Procurement)	0.00	0.00	0.24	1.00
		Head	0.00	0.00	5.00	0.00
	Procurement Services		0.00	0.43	0.36	0.75
		Director & Secretary	2.00	0.00	1.00	1.50



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate of Education & Leisure		Q1 3.09	Q2 2.37	Q3 4.42	Q4 3.54
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Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Additional Learning Needs	3.18	2.51	4.08	2.99
		Admin, Finance & IT	10.25	6.18	4.71	7.25
		Behaviour Support	3.36	2.49	5.80	5.37
		Education Psychology Service	3.77	5.59	6.07	5.31
		Education Welfare	7.03	7.20	2.65	4.96
		Governor Support	1.25	0.42	1.27	0.81
		Visually Impaired Service	3.49	3.05	4.41	4.27
		Heads & Admin	1.49	2.98	3.88	3.63
	Learning, Education and Inclusion		3.27	3.43	4.21	4.05
		Catering	3.35	3.66	6.50	4.50
		Community Education & Libraries	2.95	2.73	4.27	3.36
		Leisure Service	4.11	2.63	3.97	3.08
		Marketing (Ed & Leisure)	1.00	10.00	2.33	2.00
		Music & Arts Service	2.72	3.94	4.18	2.81
		Sports Development	0.17	1.13	0.21	0.27
		Youth Access	5.86	0.39	3.21	1.17
		Head & Secretary	0.00	0.77	0.00	0.00
	Lifelong Learning & Leisure		3.18	2.97	4.69	3.44



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
	Our Schools Our Future		N/A	N/A	N/A	9.00
		Awards / Student Support	0.00	0.00	0.00	8.44
		Health & Safety, Transport & Complaints/Customer Care	0.43	1.71	2.72	1.35
		School Planning, Admissions & Placement	11.14	0.67	0.29	0.00
		Secretariat	6.67	1.15	2.69	8.08
		Head	0.00	0.00	0.00	0.00
	Planning & Strategy		2.51	1.17	1.84	2.94
		Schools		2.14	4.40	3.53
	School Effectiveness		3.07	2.14	4.40	3.53



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF SOCIAL SERVICES

Directorate of Social Services			Q1 4.11	Q2 3.93	Q3 5.22	Q4 4.57
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Directorate	Service Area	Section	Day Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Assessment & Service Improvement	6.66	2.71	4.95	6.87
		Contracting & Quality Assurance (Contracting & QA)	0.81	0.35	2.33	0.92
		Health Social Care & Wellbeing	0.67	1.76	0.64	18.67
		Learning Disability	5.44	5.45	9.80	5.69
		Mental Health & Substance Misuse	3.68	2.81	4.24	2.44
		Operation Jasmine	4.64	0.00	0.00	0.00
		Physical Disability & Sensory Impairment	3.00	1.44	1.65	4.78
		Protection Of Vulnerable Adults (POVA)	3.63	0.16	0.90	1.60
		South East Wales Emergency Duty Team	0.11	1.11	0.53	3.12
		Supporting People	N/A	N/A	10.61	0.25
		Head & Secretary	0.00	0.00	0.00	4.00
	Adult Services		4.72	4.48	5.66	5.10



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF SOCIAL SERVICES

Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Administration (Children's Services)	1.99	0.96	2.27	2.04
		Children's Services East	3.36	3.84	7.73	3.40
		Children's Services North	3.91	5.35	7.06	2.71
		Children's Services South	3.93	2.82	4.39	2.60
		Looked After Children	1.62	1.19	3.58	2.88
		Quality & Planning	7.91	4.27	4.14	4.35
		Youth Offending	0.92	2.21	2.64	5.64
		Head	0.00	0.00	0.00	0.00
	Children's Services		2.84	2.75	4.44	3.25
		Finance (Social Services)	1.56	2.51	3.96	3.84
		Performance Management (Social Services)	5.69	0.16	0.79	1.92
		Training & Development	5.64	6.72	7.04	7.46
		Head	0.00	0.00	0.00	1.00
	Resourcing & Performance		2.57	2.60	3.80	3.94
		Director	0.00	0.00	4.00	0



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate of the Environment			Q1 3.01	Q2 3.54	Q3 3.07	Q4 2.87
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Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Building Services	3.03	3.58	2.88	1.79
		Estimating	2.04	1.74	1.11	2.11
		Heads & Admin	3.80	2.01	3.01	3.80
	Building Maintenance DLO		3.10	3.28	2.84	2.09
		Engineering Projects Group	4.19	4.96	0.14	3.24
		Highways Operations Group	9.07	4.81	4.34	4.01
		Transportation Engineering	1.66	4.46	4.81	3.07
		Head & Secretary	0.00	0.00	1.00	0.00
	Engineering		3.32	4.68	3.76	3.58
		Housing Technical	0.00	0.33	2.33	0.00
		Private Sector Housing	1.54	1.74	1.16	1.82
		Public Sector Housing	4.95	3.99	3.45	5.22
		Strategy & Resources	5.65	9.33	11.98	5.61
		Head	4.00	3.00	10.00	0.00
	Housing		4.34	3.98	3.76	4.45



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Building Control	0.00	0.43	0.00	0.00
		Countryside	0.47	0.16	0.70	0.70
		Development Control	0.20	0.56	0.89	0.64
		Planning Administration	5.59	0.24	3.52	3.32
		Strategic Planning & Urban Renewal	2.12	2.84	4.41	2.56
		Head & Secretary	0.00	3.50	1.00	0.00
	Planning Services		1.68	0.75	1.84	1.47
		Building Consultancy	2.43	3.84	0.67	0.59
	Property Services		2.43	3.84	0.67	0.59
		Divisional Support Unit	0.15	1.15	0.00	4.03
		Community Safety	1.95	2.66	1.03	4.77
		Environmental Health	0.41	1.06	1.23	2.86
		Trading Standards & Licensing	2.24	2.24	1.49	2.86
		Head	0.00	0.00	0.00	0.00
	Public Protection		1.32	1.82	1.19	3.28



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate	Service Area	Section	Days Lost Per FTE Q1	Days Lost Per FTE Q2	Days Lost Per FTE Q3	Days Lost Per FTE Q4
		Building Cleaning	3.51	3.84	4.19	2.70
		Fleet Management				17.25
		Parks Services	3.51	4.78	3.35	3.44
		Vehicle Maintenance	5.93	5.21	0.00	0.86
		Waste Management	2.26	1.08	3.22	2.60
		Heads & Admin	0.70	1.08	4.29	0.40
	Public Services		3.00	4.04	3.48	2.80
		Property Support Services	0.00	0.00	0.00	0.00
		Administrative Support Services	18.95	0.00		
		Engineering Support Services	0.00	0.00		
	Support Services		8.24	0.00	0.00	0.00
		Director & Admin	0.00	0.50	0.00	0.00



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Authority Sickness Percentage Report 01/01/2010-31/03/2010

Directorate	% Sickness Q3	% Sickness Q4
Chief Executive's Department	4.72 %	3.96 %
Directorate of Education & Leisure	6.90 %	5.62 %
Directorate of Social Services	8.16 %	7.25 %
Directorate of the Environment	4.79 %	4.55 %
Authority Total Percentage Sickness	6.43 %	5.49 %



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report by Directorate 01/01/2010-31/03/2010

CHIEF EXECUTIVE'S DEPARTMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Accountancy	6.48 %	2.20 %
		Council Tax & Benefits	7.83 %	4.10 %
		Finance (Seconded)	3.07 %	4.86 %
		Income	1.73 %	1.85 %
		Internal Audit (Audit)	0.98 %	2.50 %
		Head & Secretary	0.67 %	0.68 %
	Corporate Finance		5.53 %	3.68 %
		Business Development	2.19 %	1.35 %
		Community Regeneration	5.45 %	1.53 %
		European	5.68 %	2.15 %
		Fast4Ward	1.84 %	8.52 %
		Regeneration Partnership	0.00 %	0.00 %
		Tourism	0.78 %	0.87 %
		Heads & Admin	0.00 %	0.00 %
	Economic Development Tourism & European Affairs		2.58 %	2.12 %
		Business Support (I.T)	16.67 %	10.72 %
		Communications	1.95 %	0.45 %
		Corporate Property	1.45 %	2.37 %
		Customer First	6.75 %	7.16 %
		Development (I.T)	5.35 %	2.83 %
		IT Operations (I.T Ops)	4.13 %	4.43 %
		Head & Secretary	2.34 %	4.76 %



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report by Directorate 01/01/2010-31/03/2010

CHIEF EXECUTIVE'S DEPARTMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
	ICT & Property Services		6.38 %	5.20 %
		Litigation & Welfare (Legal L&W)	6.19 %	4.10 %
		Planning / Land & Highways (Legal P/L&H)	1.15 %	7.92 %
		Heads & Admin	1.09 %	2.75 %
	Legal Services (Legal)		2.96 %	5.25 %
		Chief Executive / Corporate Services DPU	0.00 %	2.08 %
		Corporate Health & Safety	6.40 %	0.31 %
		Education & Leisure DPU	2.96 %	4.76 %
		Employee Service Centre	8.10 %	8.25 %
		Environment DPU	9.57 %	6.90 %
		Occupational Health Unit	0.00 %	1.90 %
		Organisation Development Unit	3.65 %	2.12 %
		Policy & Performance Unit	0.00 %	11.90 %
		Social Services DPU	1.74 %	4.67 %
		Head & Secretary	6.25 %	0.79 %
	Personnel Services		4.45 %	5.05 %
		Committee Services	0.45 %	1.32 %
		Democratic Services	1.04 %	2.12 %
		Electoral Services	0.00 %	2.27 %



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

CHIEF EXECUTIVE'S DEPARTMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Emergency Planning	0.00 %	0.00 %
		Performance Management (Perf Man)	0.47 %	0.90 %
		Policy & Research	4.87 %	3.65 %
		Registrars	10.31 %	4.24 %
		Head	0.00 %	2.38 %
	Policy & Performance		2.93 %	2.48 %
		Business (Procurement)	0.00 %	0.45 %
		Contracts (Procurement)	0.37 %	1.59 %
		Head	7.81 %	0.00 %
	Procurement Services		0.56 %	1.19 %
		Director & Secretary	1.56 %	2.38 %

Chief Executive's Department			4.72%	3.96 %
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CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Additional Learning Needs	6.38 %	4.75 %
		Admin, Finance & IT	7.36 %	11.51 %
		Behaviour Support	9.07 %	8.52 %
		Education Psychology Service	9.48 %	8.43 %
		Education Welfare	4.15 %	7.87 %
		Governor Support	1.98 %	1.28 %
		Visually Impaired Service	6.90 %	6.78 %
		Heads & Admin	6.06 %	5.76 %
	Learning, Education and Inclusion		6.58 %	6.42 %
		Catering	10.15 %	7.14 %
		Community Education & Libraries	6.68 %	5.33 %
		Leisure Service	6.21 %	4.89 %
		Marketing (Ed & Leisure)	3.65 %	3.17 %
		Music & Arts Service	6.54 %	4.45 %
		Sports Development	0.33 %	0.43 %
		Youth Access	5.02 %	1.86 %
		Head & Secretary	0.00 %	0.00 %
	Lifelong Learning & Leisure		7.33 %	5.46 %
				14.29 %
	Our Schools Our Future			14.29 %



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Awards / Student Support	0.00 %	13.40 %
		Health & Safety, Transport & Complaints/ Customer Care	4.24 %	2.14 %
		School Planning, Admissions & Placement	0.45 %	0.00 %
		Secretariat	4.21 %	12.82 %
		Head	0.00 %	0.00 %
	Planning & Strategy		2.87 %	4.67 %
		Schools	6.87 %	5.60 %
	School Effectiveness		6.87 %	5.60 %
		Directorate	0.00 %	0.00 %

Directorate of Education & Leisure			6.90%	5.62 %
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CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF SOCIAL SERVICES

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Assessment & Service Improvement	7.74 %	10.91 %
		Contracting & Quality Assurance (Contracting & QA)	3.63 %	1.46 %
		Health Social Care & Wellbeing	1.00 %	29.63 %
		Learning Disability	15.31 %	9.03 %
		Mental Health & Substance Misuse	6.63 %	3.88 %
		Older People	0.00 %	
		Operation Jasmine	0.00 %	0.00 %
		Physical Disability & Sensory Impairment	2.58 %	7.59 %
		Protection Of Vulnerable Adults (POVA)	1.41 %	2.54 %
		South East Wales Emergency Duty Team	0.83 %	4.96 %
		Supporting People	16.57 %	0.39 %
		Head & Secretary	0.00 %	6.35 %
	Adult Services		8.85 %	8.09 %
		Administration (Children's Services)	3.54 %	3.23 %
		Children's Services East	12.09 %	5.40 %
		Children's Services North	11.03 %	4.30 %
		Children's Services South	6.86 %	4.13 %



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF SOCIAL SERVICES

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Looked After Children	5.59 %	4.58 %
		Quality & Planning	6.47 %	6.90 %
		Youth Offending	4.13 %	8.95 %
		Head	0.00 %	0.00 %
	Children's Services		6.94 %	5.15 %
		Finance (Social Services)	6.18 %	6.09 %
		Performance Management (Social Services)	1.23 %	3.04 %
		Training & Development	11.00 %	11.84 %
		Head	0.00 %	1.59 %
	Resourcing & Performance		5.94 %	6.26 %
		Director	6.25 %	0.00 %

Directorate of Social Services			8.16%	7.25%
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CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Building Services	4.50 %	2.85 %
		Estimating	1.74 %	3.35 %
		Heads & Admin	4.70 %	6.03 %
	Building Maintenance DLO		4.44 %	3.31 %
		Engineering Projects Group	0.22 %	5.14 %
		Highways Operations Group	6.77 %	6.37 %
		Transportation Engineering	7.52 %	4.88 %
		Head & Secretary	1.56 %	0.00 %
	Engineering		5.88 %	5.68 %
		Housing Technical	3.65 %	0.00 %
		Private Sector Housing	1.81 %	2.89 %
		Public Sector Housing	5.40 %	8.29 %
		Strategy & Resources	18.72 %	8.91 %
		Head	15.63 %	0.00 %
	Housing		5.88 %	7.06 %
		Building Control	0.00 %	0.00 %
		Countryside	1.10 %	1.11 %
		Development Control	1.40 %	1.01 %



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
		Planning Administration	5.50 %	5.27 %
		Strategic Planning & Urban Renewal	6.89 %	4.07 %
		Head & Secretary	1.56 %	0.00 %
	Planning Services		2.88 %	2.34 %
		Building Consultancy	1.05 %	0.94 %
	Property Services		1.05 %	0.94 %
		Divisional Support Unit	0.00 %	7.57%
		Community Safety	1.61 %	6.39 %
		Environmental Health	1.92 %	4.55 %
		Trading Standards & Licensing	2.33 %	4.54 %
			0.00 %	
	Public Protection		1.86 %	5.21 %
		Building Cleaning	6.55 %	4.29%
		Fleet Management		27.38%
		Parks Services	5.23 %	5.46 %
		Vehicle Maintenance	0.00 %	1.36 %
		Waste Management	5.02 %	4.12 %
		Heads & Admin	6.70 %	0.63 %
	Public Services		5.43 %	4.45 %
		Property Support Services	0.00 %	0.00 %
	Support Services		0.00%	0.00%
		Director & Admin	0.00%	0.00%



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report 01/01/2010-31/03/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate	Service Area	Section	% Sickness Q3	% Sickness Q4
Directorate of the Environment			4.79 %	4.55 %