



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

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WORKFORCE INFORMATION REPORT



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Authority Headcount Summary 30/06/2010

Authority Headcount Totals

Directorate	Headcount Q2 July - Sept 09	Headcount Q3 Oct - Dec 09	Headcount Q4 Jan - Mar 10	Headcount Q1 April - June 10	Headcount Q2 July - September 10
Chief Executive's Department			835	830	881
Directorate of Education & Leisure			5938	5932	5884
Directorate of Social Services			1510	1509	1505
Directorate of the Environment			1918	1884	1895
Overall Authority Total			9922	9885	9897

Authority FTE Headcount Totals

Directorate	FTE Count Q2 July - Sept 09	FTE Count Q3 Oct - Dec 09	FTE Count Q4 Jan - Mar 10	FTE Count Q1 April - June 10	FTE Count Q2 July - September 10
Chief Executive's Department			730.27	724.19	712.23
Directorate of Education & Leisure			3655.35	3607.32	3578
Directorate of Social Services			1127.99	1121.78	1121.03
Directorate of the Environment			1429.34	1432.7	1410.80
Overall Authority Total			6942.95	6887.99	6822.06



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Authority Sickness Days Lost Per FTE

Directorate	Days Lost per FTE Q2 July - Sept 09	Days Lost Per FTE Q3 Oct - Dec 09	Days Lost Per FTE Q4 Jan - Mar 10	Days Lost Per FTE Q1 April - June 10	Days Lost Per FTE Q2 July - September 10
Chief Executive's Department	2.75	3.02	2.50	2.28	1.70
Directorate of Education & Leisure	2.37	4.42	3.54	3.00	1.91
Directorate of Social Services	3.93	5.22	4.57	2.96	3.28
Directorate of the Environment	3.54	3.07	2.87	2.76	2.65
Overall Authority Total	2.91	4.12	3.46	2.87	2.26

Total Authority Sickness Days Lost Per FTE 2008/09 & 2009/2010

Directorate	2008/09 Days Lost per FTE	2009/10 Days Lost per FTE
Chief Executive's Department	N/A	9.71
Directorate of Education & Leisure	N/A	11.45
Directorate of Social Services	N/A	15.63
Directorate of the Environment	N/A	10.90
Authority Total	13.48	11.83



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Headcount Summary By Directorate 30/09/2010

Headcount Summary By Directorate 30/09/2010

TOTAL:	CHIEF EXECUTIVES DEPARTMENT	Headcount Q1	830	FTE Q1	724.19	Headcount Q2	885.00	FTE Q2	712.23
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	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Chief Executive	2		2	
Head & Secretary	2		2	
Corporate Finance	196	194	184.57	182.50
Head & Secretary	2	2	1.59	1.59
Accountancy	32	33	29.86	30.18
Council Tax & Benefits	89	88	83.2	82.30
Finance (Seconded)	45	44	44.41	43.41
Income	16	15	14.9	14.40
Internal Audit	12	12	10.61	10.61
Economic Development Tourism & European Affairs	187	244	120.82	117.34
Heads & Admin	2	2	2	2
Advisory Services	13	77	12.42	13.42
Community Regeneration	20	N/A	20	N/A
European	3	N/A	2.8	N/A
Fast4Ward	15	N/A	14.11	N/A
Operations	113	109	49.29	47.79
Programme Delivery	15	48	14.4	46.72
Strategy, Funding & Support	5	8	4.8	7.40
Regeneration Partnership	N/A	N/A	N/A	N/A
Tourism	1	N/A	1	N/A

	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Legal Services	29	29	27.53	27.53
Heads & Admin	7	7	6.49	6.49
Litigation & Welfare	11	11	10.61	10.61
Planning / Land & Highways	11	11	10.43	10.43
ICT & Property Services	242	239	227.81	224.64
Head & Secretary	2	2	2	2
Business Support	36	36	35.22	35.22
Communications	19	17	18.5	16.50
Corporate Property	34	34	33.36	33.36
Customer First	68	67	57.13	56.16
Development	40	40	38.6	38.40
IT Operations	43	43	43	43
Procurement	24	24	24	24
Head	1	1	1	1
Business	7	7	7	7
Contracts	16	16	16	16



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	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Personnel Services		98		91.58
Chief Executive / Corporate Services DPU	9	9	9	9
Corporate Health & Safety	10	10	9.18	9.18
Education & Leisure DPU	16	14.00	15.26	13.25
Employee Service Centre	28	26.00	25.94	24.02
Environment DPU	8	8.00	7.78	7.78
HR Shared Service	N/A	5	N/A	4.68
MA Team	N/A	1	N/A	1
Occupational Health Unit	3	3	2.5	2.50
Organisational Development Unit	2	1	2	1
Policy & Performance	3	3	2.6	2.80
Social Services DPU	20	18	17.34	16.38
	54	57	43.86	43.65
Policy & Performance				
Head	2	2	2	2
Committee Services	4	N/A	4	N/A
Democratic Services	10	14	6	10
Electoral Services	5	5	5	5
Emergency Planning	3	3	3	3
Performance Management	7	7	6.41	6.41
Policy & Research	12	12	11.44	11.44
Registrars	11	14	6.01	5.80



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Headcount Summary By Directorate 30/09/2010

TOTAL:	DIRECTORATE OF EDUCATION & LEISURE	Headcount Q1	5932	Headcount Q2	5884	FTE Q1	3607.32	FTE Q2	3578.00
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	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Director	2	2	2	2
Learning Education and Inclusion	295	373	235.71	286.39
Head & Admin	86	82	71.93	69.04
Additional Learning Needs	94	114	59.28	70.25
Admin, Finance & IT	23	23	20.97	20.97
Behaviour Support	N/A	N/A	N/A	N/A
Education Psychology Service	N/A	N/A	N/A	N/A
Education Welfare	N/A	N/A	N/A	N/A
Governor Support	7	7	6	6
Social Inclusion	54	52	48.58	47.09
Visually Impaired Service	31	31	28.95	28.95
Youth Access		14		14
Music Service	N/A	50	N/A	30.09
Lifelong Learning & Leisure	1769	1707	618.82	570.02
Head & Secretary	7	6	7	6
Catering	721	717	206.01	205.72
Community Education & Libraries	615	612	222.11	219.57
Leisure Service	309	298	104.11	102.02
Music & Arts Service	79	N/A	40.57	N/A
Sports Development	89	103	25.03	26.84
Blackwood Miners Institute	N/A	31	N/A	9.86

	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Planning & Strategy	25	25	22.1	22.1
Awards / Student Support	5	5	4.5	4.5
Health & Safety, Transport & Complaints / Customer Service	18	18	15.6	15.6
School Planning, Admissions & Placement	2	2	2	2
Our Schools our Future	4	4	4	4
Schools	4131	4090	2724.7	2693
Inclusion Staff - Relief	1	N/A	0	N/A
Primary Schools	2298	2293	1526.7	1511.27
Secondary Schools	1470	1471	1094.8	1077.38
Schools	N/A	N/A	N/A	N/A
Supply Teachers	302	282	0	0
Trinity Fields Special School	148	149	103.11	104.84



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Headcount Summary By Directorate 30/09/2010

TOTAL:	DIRECTORATE OF SOCIAL SERVICES	Headcount Q1	1509	Headcount Q2	1505	FTE Q1	1121.78	FTE Q2	1121.03
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	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Director	1	1	1	1
Adult Services	1126	1124	771.2	771.37
Head & Secretary	3	1	3	1
Assessment & Service Improvement	72	73	68.48	68.47
Contracting & Quality Assurance	25	25	24	23.39
Health Social Care & Well being	3	3	3	3
Learning Disability	565	549	390.44	385.68
Mental Health & Learning Disability	73	77	67.21	71.71
Operation jasmine	N/A	N/A	N/A	N/A
Physical Disability & Sensory Impairment	345	356	186.57	188.61
Protection of Vulnerable Adults (POVA)	11	11	11	11
South East Wales Emergency Duty Team	26	26	11	11
Supporting People	7	6	6.5	5.50
Pan Gwent Integrated Community Equipment Service.	N/A	1	N/A	1
ACRF	N/A	1	N/A	1
Children's Services	277	275	258.4	256.92
Head	1	1	1	1
Administration (Children's Services)	39	39	36.51	36.91
Children's Services East	25	27	23.42	25.42
Children's Services North	53	53	48.86	48.36

	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Children's Services (Cont)				
Children's Services South	46	43	42.1	39.33
Looked After Children	55	54	49.8	48.8
Quality & Planning	16	15	15.22	14.60
Youth Offending Team	42	43	41.5	42.50
Resourcing & Performance	108	109	91.18	91.74
Head				
Finance (Social Services)	77	76	63.86	62.86
Performance Management (Social Services)	15	16	14.81	15.81
	16	17	12.5	13.07
Training & Development				



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Headcount Summary By Directorate 30/09/2010

TOTAL:	DIRECTORATE OF ENVIRONMENT	Headcount Q1	1884	FTE Q1	1432.70	Headcount Q2	1895.00	FTE Q2	1410.80
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	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Director & Admin	4	3	3	2
Building Maintenance DLO	266	267	265.35	266.38
Heads & Admin	39	40	39	40
Building Services	216	216	215.35	215.38
Estimating	11	11	11	11
Engineering	247	245	178.43	180.03
Head & Secretary	2	2	2	2
Engineering Projects Group	30	30	28.9	28.90
Highways Operations Group	95	97	94.3	96.30
Transportation Engineering	120	116.00	53.23	52.83

	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Public Services	936	951	568.95	544.39
Heads & Admin	3	3	3	3
Building Cleaning	534	538	174.1	168.13
Fleet Management	4	4	4	4
Parks Services	147	157	136.39	115.74
Vehicle Maintenance	14	14	14	14
Waste Management	238	240	237.46	239.51
Housing	191	190	176.48	177.88
Head	1	1	1	1
Private Sector Housing	48	49	44.94	46.23
Public Sector Housing	127	106	116.98	102.50
Strategy & Resources	15	34	13.56	28.15
Property Services	29	29	28.6	28.60
Building Consultancy	29	29	28.6	28.60



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Headcount Summary By Directorate 30/09/2010

	Headcount Q1	Headcount Q2	FTE Q1	FTE Q2
Planning Services	105	104	100.16	99.56
Head & Secretary	2	2	2	2
Building Control	5	5	5	5
Countryside	42	41	40.2	39.60
Development Control	16	16	15.68	15.68
Planning Administration	23	23	20.68	20.68
Strategic Planning & Urban Renewal	17	17	16.61	16.61
Public Protection	121	121	111.74	111.96
Head & Secretary	1	1	1	1
Divisional Support	9	9	8.34	8.34
Community Safety	39	39	32.68	32.68
Environmental Health	43	43	40.71	40.94
Trading Standards & Licensing	29	29	29	29
Property Support Services				



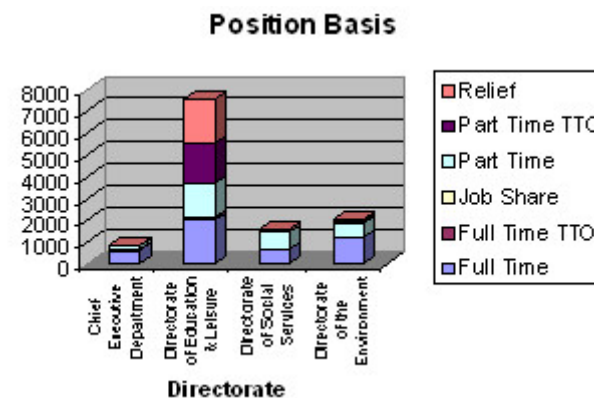
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Authority Position Summary 30/09/2010

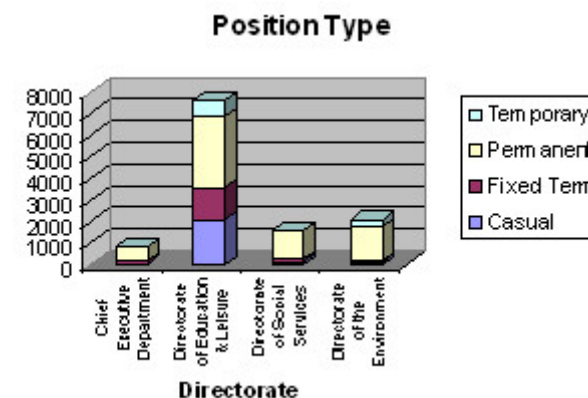
Position Basis

Directorate	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief
Chief Executive Department	616	1	3	152	2	135
Directorate of Education & Leisure	1935	136	2	1477	1971	2045
Directorate of Social Services	687		5	733		110
Directorate of the Environment	1182		10	625	97	152
Overall Total	4420	137	20	2987	2070	2442



Position Type

Directorate	Casual	Fixed Term	Permanent	Temporary
Chief Executive Department	135	103	667	4
Directorate of Education & Leisure	2053	1340	3582	591
Directorate of Social Services	110	105	1306	144
Directorate of the Environment	150	59	1790	67
Overall Total	2448	1607	7345	806





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Position Basis By Directorate 30/09/2010 Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Head & Secretary	1						1
Corporate Finance	160			33	1		194
Head & Secretary	1			1			2
Accountancy	25			8			33
Council Tax & Benefits	71			16		1	88
Finance (Seconded)	42			2			44
Income	14			1			15
Internal Audit	7			5			12
Economic Development Tourism & European Affairs	94	1	2	44		1	115
Heads & Admin	2						2
Advisory Services	10			7		63	80
Operations	33		2	31		1	52
Programme Delivery	43	1		4			48
Strategy, Funding & Support	6			2			8



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Position Basis By Directorate 30/09/2010

Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
ICT & Property Services	200		1	38			239
Head & Secretary	2						2
Business Support	32			4			36
Communications	16			1			17
Corporate Property	32			2			34
Customer First	39			28			67
Development	36		1	3			40
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	75			23			98
Head & Secretary	2						2
Chief Executive / Corporate Services DPU	7						7
Corporate Health & Safety	8			2			10
Education & Leisure DPU	11			3			14
Employee Service Centre	18			8			26
Environment DPU	7			1			8
HR Shared Service	3			2			5
MA Team	1						1
Occupational Health Unit	2			1			3
Organisational Development Unit	1						1
Policy & Performance Unit	2			1			3
Social Services DPU	13			5			18



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Position Basis By Directorate 30/09/2010
Chief Executives Department

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Policy & Performance	39			8		20	67
Head & Secretary	2						2
Democratic Services	10					4	14
Electoral Services	5						5
Emergency Planning	3						3
Performance Management	5			2			7
Policy & Research	10			2			12
Registrars	4			4		16	24
Procurement Services	24						24
Head	1						1
Business	7						7
Contracts	16						16



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Position Basis By Directorate 30/09/2010 Directorate of Education & Leisure

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director	1						1
Learning Education and Inclusion	158	32		67	101	17	375
Heads & Admin	25	1		4	52		82
Additional Learning Needs	45	6		23	31	9	23
Admin, Finance & IT	16			6	1		7
Governor Support	4			3			50
Music Service	22			20		8	52
Social Inclusion	27	10		10	5		33
Visually Impaired Service	14	6		1	12		14
Youth Access	5	9					82
Lifelong Learning & Leisure	298	8	1	708	424	1129	2568
Head & Secretary	6						6
Blackwood Miners Institute	7			5		25	37
Catering	90	3		328	305	227	953
Community Education & Libraries	121	5	1	270	105	283	785
Leisure Service	54			100	1	517	672
Sports Development	20			5	13	77	115



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Position Basis By Directorate 30/09/2010 Directorate of Education & Leisure

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Planning & Strategy	18	1	1	5			25
Head							
Awards / Student Support	4		1				5
Health & Safety, Transport & Complaints / Customer Service	12	1		5			18
School Planning, Admissions & Placement	2						2
Our Schools Our Future	4						4
Our Schools Our Future	4						4
School Effectiveness	1455	95		697	1446	899	4592
Primary Schools	726	33		473	1035	327	2594
Secondary Schools	700	56		211	325	250	1542
Supply Teachers						279	279
Trinity Fields Special School	29	6		13	86	43	177



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Position Basis By Directorate 30/09/2010 Directorate of Social Services

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director	1						1
Adult Services	389		2	654		104	1149
Head & Secretary	1						1
ACRF	61			12			73
Assessment & Service Improvement	22			3			25
Contracting & Quality Assurance	3						3
Health Social Care & Well being	144		2	360		63	569
Learning Disability	64			13			77
Mental Health & Learning Disability	1						1
Pan Gwent Integrated Com Equipment Service	66			263		27	356
Physical Disability & Sensory Impairment	11						11
Protection of Vulnerable Adults (POVA)	10			2		14	26
South East Wales Emergency Duty Team	5			1			6
Supporting People	1						1
Children's Services	221		1	54			276
Head	1						1
Administration (Children's Services)	33		1	6			40
Children's Services East	22			5			27
Children's Services North	42			11			53
Children's Services South	31			12			43
Looked After Children	36			18			54
Quality & Planning	14			1			15
Youth Offending Team	42			1			43



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Position Basis By Directorate 30/09/2010

Directorate of Social Services

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Resourcing & Performance	76		2	25		6	109
Head							
Finance (Social Services)	53			17		6	76
Performance Management (Social Services)	15			1			16
Training & Development	8		2	7			17



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Position Basis By Directorate 30/09/2010 Directorate of the Environment

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Director & Admin	1		2				3
Building Maintenance DLO	265			2			267
Heads & Admin	40						40
Building Services	214			2			216
Estimating	11						11
Engineering	149		1	26	67	2	245
Head & Secretary	2						2
Engineering Projects Group	27			3			30
Highways Operations Group	95		1	1			97
Transportation Engineering	25			22	67	2	116
Housing	162		3	27		1	193
Head	1						1
Private Sector Housing	42			7			49
Public Sector Housing	98		1	7			106
Strategy & Resources	21		2	13		1	37



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Position Basis By Directorate 30/09/2010 Directorate of the Environment

	Full Time	Full Time TTO	Job Share	Part Time	Part Time TTO	Relief	Total
Planning Services	94		2	7		1	104
Head & Secretary	2						2
Building Control	5						5
Countryside	38			2		1	41
Development Control	15			1			16
Planning Administration	18		2	3			23
Strategic Planning & Urban Renewal	16			1			17
Property Services	28			1			29
Building Consultancy	28			1			29
Public Protection	101		2	18			121
Head & Secretary	1						1
Community Safety	27		1	11			39
Divisional Support Unit	8			1			9
Environmental Health	36		1	6			43
Trading Standards & Licensing	29						29
Public Services	382			544	30	148	1104
Heads & Admin	3						3
Building Cleaning	10			529	30	109	678
Fleet Management	4						4
Parks Services	111			15		39	165
Vehicle Maintenance	14						14
Waste Management	240						240



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010

Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
CE & Secretary			1		1
Corporate Finance		14	178	2	194
Head & Secretary			2		2
Accountancy		4	29		33
Council Tax & Benefits		7	81		88
Finance (Seconded)		2	40	2	44
Income		1	14		15
Internal Audit			12		12
Economic Development Tourism & European Affairs	115	36	105	2	257
Heads & Admin			2		2
Advisory Services	63	7	10		80
Operations	52	2	64	1	119
Programme Delivery		27	21		48
Strategy, Funding & Support			8	1	8



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
ICT & Property Services		13	226		239
Head & Secretary			2		2
Business Support		1	35		36
Communications			17		17
Corporate Property		1	33		34
Customer First		2	65		67
Development		5	35		40
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		34	63	1	98
Head & Secretary			2		2
Chief Executive / Corporate Services DPU		6	1		7
Corporate Health & Safety		1	9		10
Education & Leisure DPU		8	6		14
Employee Service Centre		9	16	1	26
Environment DPU		1	7		8
HR Shared Service		3	2		5
MA Team		1			1
Occupational Health Unit		1	2		3
Organisational Development Unit			1		1
Policy & Performance Unit			3		3
Social Services DPU		4	14		18



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010
Chief Executives Department

	Casual	Fixed Term	Permanent	Temporary	Total
Policy & Performance	20	3	44		67
Head & Secretary			2		22
Democratic Services	4		10		14
Electoral Services		1	4		5
Emergency Planning			3		3
Performance Management		2	5		7
Policy & Research			12		12
Registrars	16		8		24
Procurement Services			22		24
Head			1		1
Business			7		7
Contracts		2	14		16



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Directorate of Education & Leisure

	Casual	Fixed Term	Permanent	Temporary	Total
Head			2		2
Learning Education and Inclusion	17	124	211	23	375
Heads & Admin		68	13	1	82
Additional Learning Needs	9	26	63	16	114
Admin, Finance & IT		3	19	1	23
Governor Support		2	5		7
Music Service	8	6	35	1	50
Social Inclusion		10	39	3	52
Visually Impaired Service			33		33
Youth Access		9	4	1	14
Lifelong Learning & Leisure	1138	335	776	319	2568
Head & Secretary			6		6
Blackwood Miners Institute	25		12		37
Catering	236	4	450	263	953
Community Education & Libraries	283	284	183	35	785
Leisure Service	517	14	120	21	672
Sports Development	77	33	5		115
Our Schools Our Future		4			4
Our Schools Our Future		4			4



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010
Directorate of Education & Leisure

	Casual	Fixed Term	Permanent	Temporary	Total
Planning & Strategy		9	16		25
Head					
Awards / Student Support			5		5
Health & Safety, Transport & Complaints / Customer Service		8	10		18
School Planning, Admissions & Placement		1	1		2
School Effectiveness	898	1340	3582	591	4592
Primary Schools	327	625	1468	174	2594
Secondary Schools	249	214	1012	67	1542
Supply Teachers	279				279
Trinity Fields Special School	43	29	97	8	177



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Directorate of Social Services

	Casual	Fixed Term	Permanent	Temporary	Total
Director			1		1
Adult Services	104	52	979	14	1149
Head & Secretary		1			1
ACRF		1			1
Assessment & Service Improvement		6	67		73
Contracting & Quality Assurance		7	18		25
Health Social Care & Well being		1	2		3
Learning Disability	63	23	474	9	569
Mental Health & Substance Misuse		5	69	3	77
Pan Gwent Integrated Community Equipment Service		1			1
Physical Disability & Sensory Impairment	27	3	324	2	356
Protection of Vulnerable Adults (POVA)		1	10		11
South East Wales Emergency Duty Team	14		12		26
Supporting People		3	3		6
Children's Services		39	237		276
Head			1		1
Administration (Children's Services)		7	33		40
Children's Services East			27		27
Children's Services North		4	49		53
Children's Services South		3	40		43
Looked After Children		2	52		54
Quality & Planning		4	11		15
Youth Offending Team		19	24		43



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Directorate of Social Services

	Casual	Fixed Term	Permanent	Temporary	Total
Resourcing & Performance	6	14	89		109
Head					
Finance (Social Services)	6	2	68		76
Performance Management (Social Services)		6	10		16
Training & Development		6	11		17



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Directorate of the Environment

	Casual	Fixed Term	Permanent	Temporary	Total
Heads & Admin			3		3
Building Maintenance DLO		6	250	11	267
Heads & Admin		2	36	2	40
Building Services		4	203	9	216
Estimating			11		11
Engineering	1	16	228		245
Head & Secretary			2		2
Engineering Projects Group		3	27		30
Highways Operations Group		3	94		97
Transportation Engineering	1	10	105		116
Housing	1	8	173	11	193
Head			1		1
Private Sector Housing			48	1	49
Public Sector Housing		7	90	9	106
Strategy & Resources	1	1	34	1	37



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Position Type By Directorate 30/09/2010 Directorate of the Environment

	Casual	Fixed Term	Permanent	Temporary	Total
Planning Services	1	11	88	1	104
Head & Secretary			2		2
Building Control			4	1	5
Countryside	1	8	31	1	41
Development Control		1	15		16
Planning Administration		1	21	1	23
Strategic Planning & Urban Renewal		1	15	1	17
Property Services			28	1	29
Building Consultancy			28	1	29
Public Protection		12	106	3	121
Head & Secretary			1		1
Community Safety		7	31	1	39
Divisional Support			8	1	9
Environmental Health		4	38	1	43
Trading Standards & Licensing		1	28		29
Public Services	147	6	914	37	1104
Heads & Admin			3		3
Building Cleaning	109	1	555	13	678
Fleet Management			4		4
Parks Services	38	5	113	9	165
Vehicle Maintenance			13	1	14
Waste Management			226	14	240



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Turnover Summary By Directorate

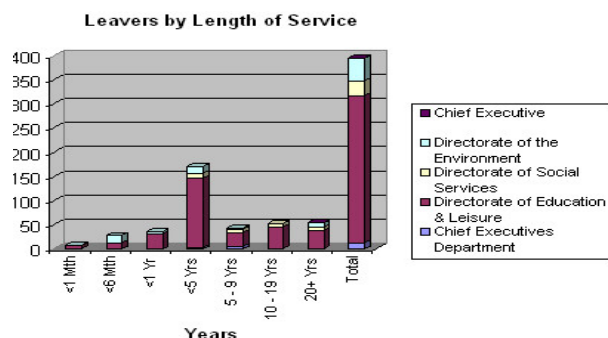
Authority Leavers 01/07/2010 – 30/09/2010

Directorate	People at Start Point	People at End Point	Average People Headcount	All Leavers (People)	Voluntary Leavers (People)	Q2 All Turnover %	Q2 Voluntary Turnover %	Q1 All Turnover %	Q1 Voluntary Turnover %
Chief Executives Department	837.00	881.00	859.00	13.00	6.00	1.51 %	0.70 %	0.84 %	0.48 %
Directorate of Education & Leisure	5,955.00	5,889.00	5,922.00	303.00	212.00	5.12 %	3.58 %	1.91 %	0.96 %
Directorate of Social Services	1,507.00	1,505.00	1,506.00	32.00	17.00	2.12 %	1.13 %	1.79 %	1.06 %
Directorate of the Environment	1,883.00	1,895.00	1,889.00	45.00	17.00	2.38 %	0.90 %	3.64 %	2.22 %
				1	1				
Totals				394	252	3.97%	2.54%	2.17 %	1.20 %

Turnover Summary By Directorate 01/07/2010-30/09/2010

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	1			4	5	1	2	13
Directorate of Education & Leisure	6	12	32	142	29	45	37	303
Directorate of Social Services		1		10	7	7	7	32
Directorate of the Environment	2	15	4	14	2		8	45
							1	1





CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Leaving Reasons Summary By Directorate 01/07/2010 – 30/09/2010

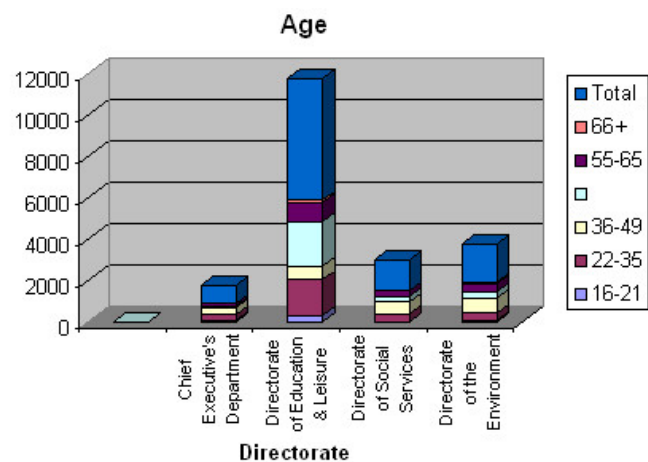
Leaving Reason	Chief Executive's Department inc CE	Directorate of Education & Leisure	Directorate of Social Services	Directorate of the Environment	Total
Absenteeism			3		3
Better Job Prospects					
Death in Service					
Dismissal		3			3
Dismissal on Ill Health Grounds - Tier 1		1			1
Dismissal on Ill Health Grounds - Tier 2		1			1
Dismissal on Ill Health Grounds - Tier 3					
End of Apprenticeship					
End of Fixed Term Contract		57	1	18	75
End of Relief Employment	1	2		1	4
End of Seasonal Work					
Failed Probation					
Forced Redundancy					
Gross Misconduct	2	1	2	1	6
Ill Health - Medical Severance	1			1	2
Leaver Reason Blank					
Mutual Agreement	1	7	1	3	12
Personal Reasons					
Resignation - Early Release of Pen Benefits		7	1	1	9
Retirement at 65		2			2
Retirement over 65		2		2	4
Secondment to other Authority					
Voluntary Redundancy – No Release of Pen Benefits					
Voluntary Redundancy/ VER – Release of Pen Benefits					
Voluntary Resignation	7	212	17	16	252
Voluntary Resignation – 60-65 No Release of Pen Benefits		1			1
Voluntary Resignation – 60-65 Release of Pen Benefits	2	7	7	2	18
Total	14	303	32	43	394



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Age Profile By Authority and Directorate 30/09/2010

Directorate	Categories						Total
	16-21	22-35	36-49	50-54	55-65	66+	
Chief Executive's Department	75	276	328	84	114	8	885
Directorate of Education & Leisure	278	1766	639	2173	929	101	5885
Directorate of Social Services	10	338	587	247	295	4	1505
Directorate of the Environment	71	313	604	286	363	20	1895
Overall Totals	432	2692	3689	1253	1698	133	9897



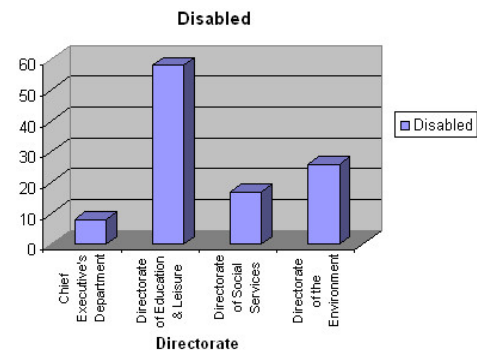
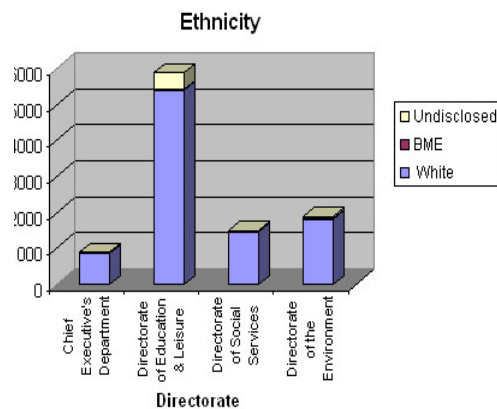
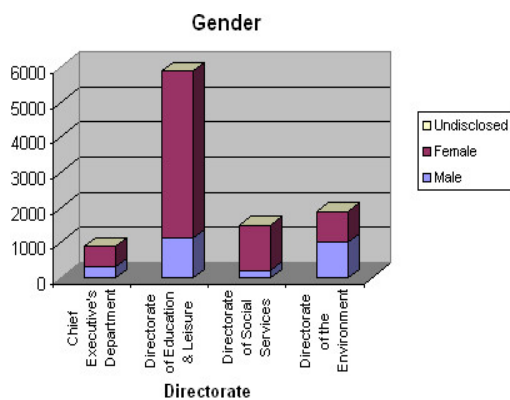


CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Diversity Summary By Directorate 30/09/2010

Directorate	Male	Female	Undisclosed	White	BME	Undisclosed	Disabled
Chief Executive's Department	314.00	571.00	0	864.00	6.00	15.00	8.00
Directorate of Education & Leisure	1,136.00	4,748.00	1.00	5,394.00	30.00	461.00	58.00
Directorate of Social Services	211.00	1,294.00	0	1,457.00	20.00	28.00	17.00
Directorate of the Environment	1,018.00	877.00	0	1,813.00	10.00	72.00	26.00
Authority Total	2,637.00	7,259.00	1.00	9,265.00	65.00	567.00	105.00





CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Languages By Directorate 30/09/2010
Chief Executive Department

British Sign Language		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
	Reading						9
	Speaking/ Use			1	8		
	Understanding			1	8		
	Writing						9
	Total Staff who use British Sign Language	9					
	Difference to previous quarter	-7					
% Change over previous quarter	43.75						

French		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1	3	5	7	2
	Speaking/Use	1	1	6	9	1
	Understanding	1	1	5	9	2
	Writing	1	1	5	9	2
	Total Staff who use French	18				
	Difference to previous quarter	-10				
% Change over previous quarter	35.71					

German		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading			3	1	3
	Speaking/Use		1	2	3	1
	Understanding			2	3	2
	Writing			3	1	3
Total Staff who use German	7					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

	Difference to previous quarter	-3
	% Change over previous quarter	30.00

Italian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Italian	1				
	Difference to previous quarter	-1				
% Change over previous quarter	100.00					

Maltese		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Maltese	1				
	Difference to previous quarter	-1				
% Change over previous quarter	100.00					

Spanish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading		2	1		
	Speaking/ Use		1	1	1	
	Understanding			2		1
	Writing			2	1	
	Total staff who use Spanish	3				
	Difference to previous quarter	-3				
% Change over previous quarter	50.00					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Turkish	Reading				1	
	Speaking/ Use				1	
	Understanding				1	
	Writing				1	
	Total staff who use Turkish	1				
	Difference to previous quarter	0				
	% Change over previous quarter	0.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Welsh	Reading	10	7	6	6	1
	Speaking/ Use	10	5	5	10	
	Understanding	11	3	6	7	3
	Writing	11	3	6	9	1
	Total staff who use Welsh	30				
	Difference to previous quarter	-18				
	% Change over previous quarter	37.50				

WORKFORCE INFORMATION REPORT

Directorate of the Education & Leisure

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
Braille	Reading	2	1	1		1	
	Speaking/ Use						5
	Understanding	1				4	
	Writing	1				4	
	Total staff who use Braille	5					
	Difference to previous quarter	-3					
	% Change over previous quarter	37.50					

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Breton	Reading			2		
	Speaking/Use			2		
	Understanding			2		
	Writing			2		
	Total staff who use Breton	2				
	Difference to previous quarter	-2				
	% Change over previous quarter	50.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
British Sign language	Reading						22
	Speaking/Use	1	1	2	11		7
	Understanding	1	1	1		10	9
	Writing						22
	Total staff who use British Sign Language	22					
	Difference to previous quarter	-12					
	% Change over previous quarter	35.29					



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Dutch		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Dutch	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				

French		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	2	5	8	9	
	Speaking/ Use	3	4	8	9	
	Understanding	2	4	8	5	5
	Writing	2	4	8	10	
	Total staff who use French	24				
	Difference to previous quarter	-21				
	% Change over previous quarter	46.67				

German		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	2	5	1	2	
	Speaking/ Use	2	4	2	2	
	Understanding	2	2	1	2	3
	Writing	2	2	1	5	
	Total staff who use German	10				
	Difference to previous quarter	-7				
	% Change over previous quarter	41.18				

WORKFORCE INFORMATION REPORT

Italian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1	2	1	1	
	Speaking/ Use	1	2	1	1	
	Understanding	1		3		1
	Writing	1		3	1	
	Total staff who use Italian	5				
	Difference to previous quarter	-4				
	% Change over previous quarter	44.44				

Makaton		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
	Reading						2
	Speaking/ Use				2		
	Understanding				2		
	Writing						2
	Total staff who use Makaton	2					
	Difference to previous quarter	0					
	% Change over previous quarter	0.0					

Portuguese		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading					
	Speaking/ Use					
	Understanding					
	Writing					
	Total staff who use Portuguese	0				
	Difference to previous quarter	0				
	% Change over previous quarter	0.0				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Serbian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use		1			
	Understanding				1	
	Writing				1	
	Total staff who use Serbian	1				
	Difference to previous quarter	-1				
% Change over previous quarter	50.00					

Spanish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading		2		3	
	Speaking/ Use		2		3	
	Understanding		2		3	
	Writing		2		3	
	Total staff who use Spanish	5				
	Difference to previous quarter	-5				
% Change over previous quarter	50.00					

Swedish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading					
	Speaking/ Use					
	Understanding					
	Writing					
	Total staff who use Swedish	0				
	Difference to previous quarter	0				
% Change over previous quarter	100.00					



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Turkish	Reading				2	
	Speaking/ Use				2	
	Understanding				2	
	Writing				2	
	Total staff who use Turkish	2				
	Difference to previous quarter	-2				
	% Change over previous quarter	50.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Welsh	Reading	81	8	9	25	
	Speaking/ Use	79	10	9	25	
	Understanding	20	4	8	23	68
	Writing	76	10	8	28	1
	Total staff who use Welsh	123				
	Difference to previous quarter	-60.00				
	% Change over previous quarter	32.79				



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Languages By Directorate 30/09/2010

Directorate of the Environment

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Arabic	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Arabic	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
British Sign Language	Reading						3
	Speaking/Use				3		
	Understanding				3		
	Writing						3
	Total staff who use British Sign Language	3					
	Difference to previous quarter	-1					
	% Change over previous quarter	25.00					

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
French	Reading			1	10	1
	Speaking/Use			1	10	1
	Understanding			1	8	3
	Writing				8	4
	Total staff who use French	12				
	Difference to previous quarter	-3				
	% Change over previous quarter	20.00				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

German		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading		1	3	2	1
	Speaking/Use	1		3	3	
	Understanding		1	2	4	
	Writing		1	1	5	
	Total staff who use German	7				
	Difference to previous quarter	-6				
% Change over previous quarter	46.15					

Greek		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use				1	
	Understanding					1
	Writing				1	
	Total staff who use Greek	1				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					

Italian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use				1	
	Understanding				1	
	Writing				1	
	Total staff who use Italian	1				
	Difference to previous quarter	-1				
% Change over previous quarter	50.00					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Kiswahili		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use				1	
	Understanding				1	
	Writing					1
	Total staff who use Kiswahili	1				
	Difference to previous quarter	0				
	% Change over previous quarter	0.0				

Kurdish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	2				
	Speaking/ Use	2				
	Understanding	1				1
	Writing	2				
	Total staff who use Kurdish	2				
	Difference to previous quarter	0				
	% Change over previous quarter	0.0				

Russian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use				1	
	Understanding					1
	Writing				1	
	Total staff who use Russian	1				
	Difference to previous quarter	0				
	% Change over previous quarter	0.0				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Spanish	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Spanish	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Turkish	Reading			1		
	Speaking/ Use					1
	Understanding			1		
	Writing					1
	Total staff who use Turkish	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Welsh	Reading	10	2	7	11	1
	Speaking/ Use	10	3	5	13	
	Understanding	9	3	8	10	1
	Writing	9	3	4	14	1
	Total staff who use Welsh	31				
	Difference to previous quarter	-20				
	% Change over previous quarter	39.21				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Languages By Directorate 30/09/2010

Directorate of the Social Services

British Sign Language		Fluently	Quite Well	Moderately	A Little	Level Undisclosed	Not Applicable
	Reading						14
	Speaking/ Use		1	2	11		
	Understanding		1	2	10		1
	Writing						14
	Total staff who use British Sign Language	14					
	Difference to previous quarter	-3					
% Change over previous quarter	17.65						

Bulgarian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading					1
	Speaking/Use				1	
	Understanding				1	
	Writing					1
	Total staff who use Bulgarian	1				
	Difference to previous quarter	1				
% Change over previous quarter	0.0					

Croatian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Croatian	1				
	Difference to previous quarter	-1				
% Change over previous quarter	50.00					

WORKFORCE INFORMATION REPORT

Dutch		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				2	1
	Speaking/Use	1	1		1	
	Understanding		1			2
	Writing			1	1	1
	Total staff who use Dutch	3				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					

French		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1	2	7	8	
	Speaking/Use	1	1	7	9	
	Understanding	1	1	7	9	
	Writing	1	1	8	8	
	Total staff who use French	18				
	Difference to previous quarter	-5				
% Change over previous quarter	21.74					

German		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	4	1		5	
	Speaking/ Use	4	1	1	4	
	Understanding	4	1	1	3	1
	Writing	4	1	1	4	
	Total staff who use German	10				
	Difference to previous quarter	-5				
% Change over previous quarter	33.33					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Greek	Reading				1	
	Speaking/ Use				1	
	Understanding				1	
	Writing				1	
	Total staff who use Greek	1				
	Difference to previous quarter	1				
	% Change over previous quarter	0.0				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Hindi	Reading		1			
	Speaking/ Use				1	
	Understanding				1	
	Writing		1			
	Total staff who use Hindi	1				
	Difference to previous quarter	1				
	% Change over previous quarter	0.0				

		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
Hungarian	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Hungarian	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Italian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1			1	
	Speaking/ Use	1			1	
	Understanding	1			1	
	Writing	1			1	
	Total staff who use Italian	2				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					

Malayalam		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Malayalam	1				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					

Nepali		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading				1	
	Speaking/ Use				1	
	Understanding				1	
	Writing				1	
	Total staff who use Nepali	1				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Portuguese		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	1				
	Speaking/ Use	1				
	Understanding	1				
	Writing	1				
	Total staff who use Portuguese	1				
	Difference to previous quarter	-1				
	% Change over previous quarter	50.00				

Romanian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	4				
	Speaking/ Use	4				
	Understanding	4				
	Writing	4				
	Total staff who use Rumanian	4				
	Difference to previous quarter	0				
	% Change over previous quarter	0.0				

Russian		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading					
	Speaking/ Use					
	Understanding					
	Writing					
	Total staff who use Russian	0				
	Difference to previous quarter	-1				
	% Change over previous quarter	100.00				



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Spanish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	2	3	1	2	
	Speaking/ Use	4	1	2	1	
	Understanding	3	1	2		2
	Writing	1	3	3		1
	Total staff who use Spanish	8				
	Difference to previous quarter	-1				
% Change over previous quarter	11.11					

Turkish		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading		1		1	
	Speaking/ Use		1	1		
	Understanding		1	1		
	Writing		1		1	
	Total staff who use Turkish	2				
	Difference to previous quarter	0				
% Change over previous quarter	0.0					

Welsh		Fluently	Quite Well	Moderately	A Little	Level Undisclosed
	Reading	11	14	5	11	1
	Speaking/ Use	14	4	11	13	
	Understanding	12	7	6	9	8
	Writing	10	10	10	11	1
	Total staff who use Welsh	42				
	Difference to previous quarter	-8				
% Change over previous quarter	16.00					



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Age by Salary Ranges 30/09/2010

			Adult Tutors	£38463-£131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
Chief Executive's	16-21	Female				24		23		47	
		Male				9		19		28	
		Unspecified									
	22-35	Female				181		8			189
		Male				82		5			87
		Unspecified									
	36-49	Female		2		216		2			220
		Male		5		102		1			108
		Unspecified									
	50-54	Female		1		49		1			51
		Male		4		29					33
		Unspecified									
	55-65	Female				56		2			58
		Male		5		49		2			56
		Unspecified									
	66+	Female				6					6
		Male				2					2
		Unspecified									
Total Staff			17		805		63		885		

			Adult Tutors	£38463-£131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
Education & Leisure	16-21	Female				5	176	3		184	
		Male				1	93			94	
		Unspecified									
	22-35	Female	9	1	17	5	856	536	1		1425
		Male	2		9		182	147			340
		Unspecified									
	36-49	Female	33	10	57	2	1359	395			1856
		Male	11	3	33		152	116	1		316
		Unspecified					1				1
	50-54	Female	9	1	24		367	118	1		520
		Male	3	1	14		60	40	1		119
		Unspecified									
	55-65	Female	13	4	30	1	473	173	1		695
		Male	6	6	32		130	60			234
		Unspecified									
	66+	Female	2				62	4			68
		Male	1				31	1			33
		Unspecified									
Total Staff		89	26	216	14	3941	1593	5		5885	



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Age by Salary Ranges 30/09/2010

			Adult Tutors	£38463-£131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
			Environment	16-21	Female					58	
Male						2	24			26	
Unspecified											
22-35	Female						144				144
	Male						197				197
	Unspecified										
36-49	Female			2			329				331
	Male			7			363				370
	Unspecified										
50-54	Female						145				145
	Male			5			177				182
	Unspecified										
55-65	Female						182				182
	Male			6			226				232
	Unspecified										
66+	Female						17				17
	Male						11				11
	Unspecified										
Total Staff				20		2	1873			1895	

			Adult Tutors	£38463-£131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
			Social Services	16-21	Female					9	
Male							1			1	
Unspecified											
22-35	Female						308				308
	Male						41				41
	Unspecified										
36-49	Female			5			506				511
	Male			4			82				86
	Unspecified										
50-54	Female			1			211				212
	Male			2			35				37
	Unspecified										
55-65	Female			5			245				250
	Male			1			44	1			46
	Unspecified										
66+	Female						4				4
	Male										
	Unspecified										
Total Staff				18			1486	1		1505	



CAERPHILLY COUNTY BOROUGH COUNCIL
WORKFORCE INFORMATION REPORT

Marital Status by Salary Range 30/09/2010

Chief Executive's		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Civil Partnership					1			1
	Dissolved Civil Partnership								
	Divorced		1			36		1	38
	Married		12			424		4	440
	Separated					10			10
	Single		1			260		53	314
	Surviving Civil Partnership								
	Undisclosed					12		3	15
	Widowed					3			3
	With Partner		3			59		2	64
Total Staff		17			805		63	885	

Education & Leisure		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Civil Partnership		1			4			5
	Dissolved Civil Partnership					1			1
	Divorced	7		13		167	53		240
	Married	54	19	165	2	2228	916	4	3388
	Separated		1		1	42	18		62
	Single	14	1	24	9	1050	462	1	1561
	Surviving Civil Partnership					1	1		2
	Undisclosed	12	3	6	1	239	42		303
	Widowed			1		48	5		54
	With Partner	2	1	7	1	162	96		269
Total Staff	89	26	216	14	3941	1593	5	5885	



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Marital Status by Salary Range 30/09/2010

Environment	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Civil Partnership				3			3
	Dissolved Civil Partnership				1			1
	Divorced	1			113			114
	Married	17			1074			1091
	Separated				20			20
	Single	1		2	432			435
	Surviving Civil Partnership							
	Undisclosed				112			112
	Widowed				11			11
	With Partner	1			107			108
Total Staff		20		2	1873			1895

Social Services	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Civil Partnership				1			1
	Dissolved Civil Partnership							
	Divorced				118			118
	Married	16			898	1		915
	Separated				25			25
	Single	1			292			293
	Surviving Civil Partnership							
	Undisclosed				16			16
	Widowed	1			16			17
	With Partner				120			120
Total Staff		18			1486	1		1505



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Ethnic Origin by Salary Range 30/09/2010

Chief Executive's	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	BME				6			6
	Undisclosed				10		5	15
	White	17			789		58	864
	Total Staff	17			805		63	885

Education & Leisure	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	BME	1				22	7	30
	Undisclosed	23	1	10	2	312	112	460
	White	65	25	206	12	3608	1474	5395
	Total Staff	89	26	216	14	3941	1593	5885

Environment	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	BME				10			10
	Undisclosed		1			71		72
	White	19			2	1792		1813
	Total Staff	20			2	1873		1895

Social Services	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	BME				20			20
	Undisclosed		1			27		28
	White	17				1439	1	1457
	Total Staff	18				1486	1	1505



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Disability by Salary Range 30/09/2010

Chief Executive's	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Not Disabled	17			779		40	836
	Not Known				18		23	41
	Disabled				8			8
	Total Staff	17			805		63	885

Education & Leisure	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
	Not Disabled	86	25	207	11	3539	1477	5	5350
	Not Known	1	1	7	2	356	110		477
	Disabled	2		2	1	47	6		58
	Total Staff	89	26	216		3941	1593	5	5885

Environment	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
	Not Disabled	20			2	1778			1800
	Not Known					69			69
	Disabled					26			26
	Total Staff	20			2	1873			1895

Social Services	Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:	
	Not Disabled	18				1445	1		1464
	Not Known					24			24
	Disabled					17			17
	Total Staff	18				1486	1		1505



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Gender by Salary Range 30/09/2010

Chief Executive's		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Male		14			273		27	314
	Female		3			532		36	571
	Undisclosed								
	Total Staff		17			805			885

Education & Leisure		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Male	23	10	88	1	648	364	2	1136
	Female	66	16	128	13	3293	1229	3	4748
	Undisclosed					1			1
	Total Staff	89	26	216	14	3941	1593	5	5885

Environment		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Male		18		2	998			1018
	Female		2			875			877
	Undisclosed								
	Total Staff		20		2	1873			1895

Social Services		Adult Tutors	£38463- £131645	Leadership	Less Than £12312	£12312 - £41616	Teacher	Unknown	Sum:
	Male		7			203	1		211
	Female		11			1283			1294
	Undisclosed								
	Total Staff		18			1486	1		1505



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Total Authority Sickness Days Lost Per FTE 01/07/2010 – 30/09/2010

Directorate	2009/10 Days Lost per FTE Q1	2009/11 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Chief Executive's Department	2.26	2.75	3.02	2.5	2.28	1.70		
Directorate of Education & Leisure	3.09	2.37	4.42	3.54	3	1.91		
Directorate of Social Services	4.11	3.93	5.22	4.57	2.96	3.28		
Directorate of the Environment	3.01	3.54	3.07	2.87	2.76	2.65		
Authority Total	3.15	2.91	4.12	3.46	2.87	2.26		



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Chief Executive's Department	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	2.26	2.75	3.02	2.5	2.28	1.70		

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
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Accountancy	1.43	4.43	4.15	1.38	1.04	0.45		
Council Tax & Benefits	3.32	4.99	5.01	2.58	1.45	0.82		
Finance (Seconded)	0.72	2.90	1.96	3.06	1.7	0.06		
Income	0.29	2.52	1.11	1.17	0.83	0.35		
Internal Audit (Audit)	0.18	0.45	0.63	1.57	0.09	0.00		
Head & Secretary	1.11	0.00	0.43	0.43	0	0.00		
Corporate Finance	1.93	3.89	3.54	2.32	1.3	0.48		

Advisory Services	N/A	N/A	N/A	N/A	3.3	1.56		
Business Development	0.60	0.53	1.40	0.85	N/A	N/A		
Community Regeneration	0.45	2.44	3.49	0.96	0.56	N/A		
European	0.26	0.26	3.63	1.36	0.71	N/A		
Fast4Ward	3.60	0.46	1.18	5.37	10.92	N/A		
Operations	N/A	N/A	N/A	N/A	1.9	2.23		
Programme Delivery	N/A	N/A	N/A	N/A	1.16	1.67		
Strategy, Funding and Support	N/A	N/A	N/A	N/A	0.42	0.23		
Tourism	0.98	0.88	0.50	0.55	0	N/A		
Heads & Admin	0.00	6.00	0.00	0	0	0.0		
Economic Development Tourism & European Affairs	1.15	1.29	1.65	1.33	2.65	1.76		



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Business Support (I.T)	8.11	9.12	10.67	6.76	1.36	2.60		
Communications	0.57	2.82	1.25	0.29	0.22	0.37		
Corporate Property	1.83	2.22	0.93	1.49	0.31	0.27		
Customer First	3.85	3.54	4.32	4.51	4.82	4.61		
Development (I.T)	0.85	0.83	3.43	1.78	0.54	0.58		
IT Operations (I.T Ops)	5.45	3.22	2.64	2.79	4.7	2.28		
Head & Secretary	6.50	1.50	1.50	3	2	3.50		
ICT & Property Services	3.72	3.61	4.08	3.28	2.48	2.19		
Litigation & Welfare (Legal L&W)	3.64	1.25	3.96	2.58	0.47	0.00		
Planning / Land & Highways (Legal P/L&H)	0.10	0.62	0.74	4.99	0.48	1.71		
Heads & Admin	0.00	0.93	0.70	1.74	0.29	0.00		
Legal Services (Legal)	1.36	0.92	1.90	3.31	0.43	0.65		



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Chief Executive / Corporate Services DPU	2.13	0.38	0.00	1.31	0	0.00		
Corporate Health & Safety	0.65	0.93	4.10	0.2	2.84	0.98		
Education & Leisure DPU	2.03	4.12	1.90	3	2.33	6.17		
Employee Service Centre	4.56	6.22	5.18	5.19	7.78	5.14		
Environment DPU	1.55	0.00	6.13	4.35	0.22	0.13		
HR Shared Service						0.00		
MA Team						0.00		
Occupational Health Unit	17.67	0.77	0.00	1.2	1	12.00		
Organisation Development Unit	0.00	0.00	2.33	1.33	0	0.00		
Policy & Performance Unit	0.00	0.00	0.00	7.5	0	0.00		
Social Services DPU	0.64	0.78	1.11	2.94	9.7	4.96		
Head & Secretary	0.00	0.00	4.00	0.5	0	0.00		
Personnel Services	2.54	2.62	2.85	3.18	4.62	3.65		



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Committee Services	0.50	0.13	0.29	0.83	1.14	N/A		
Democratic Services	0.83	0.00	0.67	1.33	2	0.00		
Electoral Services	0.20	1.60	0.00	1.43	0	0.80		
Emergency Planning	0.00	0.00	0.00	0	0	0.00		
Performance Management (Perf Man)	1.25	0.42	0.30	0.57	0.79	0.31		
Policy & Research	0.39	0.32	3.12	2.3	0.42	0.26		
Registrars	0.79	0.52	6.60	2.67	0	2.76		
Head	0.25	0.50	0.00	1.5	2	0.00		
Policy & Performance	0.54	0.43	1.88	1.56	0.69	0.57		
Business (Procurement)	0.00	1.50	0.00	0.29	0.43	0.00		
Contracts (Procurement)	0.00	0.00	0.24	1	3.19	2.66		
Head	0.00	0.00	5.00	0	0	0.00		
Procurement Services	0.00	0.43	0.36	0.75	2.25	1.77		



CAERPHELLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

	2	0	1	1.5	0		
Chief Executive & Secretary	2	0	1	1.5	0	0.00	
Chief Executive's Department						1.70	



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate of Education & Leisure	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	3.09	2.37	4.42	3.54	3	1.91		

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Additional Learning Needs	3.18	2.51	4.08	2.99	1.44	3.73		
Admin, Finance & IT	10.25	6.18	4.71	7.25	5.05	4.77		
Behavior Support	3.36	2.49	5.80	5.37	N/A	N/A		
Education Psychology Service	3.77	5.59	6.07	5.31	N/A	N/A		
Education Welfare	7.03	7.20	2.65	4.96	N/A	N/A		
Governor Support	1.25	0.42	1.27	0.81	0	0.00		
Music Service	N/A	N/A	N/A	N/A	N/A	1.07		
Social Inclusion	N/A	N/A	N/A	N/A	4.32	3.96		
Visually Impaired Service	3.49	3.05	4.41	4.27	4.83	1.52		
Heads & Admin	1.49	2.98	3.88	3.63	2.73	2.87		
Learning, Education and Inclusion	3.27	3.43	4.21	4.05	3.13	3.25		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Blackwood Miners Institute						3.04		
Catering	3.35	3.66	6.50	4.5	3.36	3.20		
Community Education & Libraries	2.95	2.73	4.27	3.36	2.88	1.83		
Leisure Service	4.11	2.63	3.97	3.08	2.74	2.79		
Marketing (Ed & Leisure)	1.00	10.00	2.33	2	0	N/A		
Music & Arts Service	2.72	3.94	4.18	2.81	2.7	N/A		
Sports Development	0.17	1.13	0.21	0.27	1.49	0.88		
Youth Access	5.86	0.39	3.21	1.17	5.03	7.86		
Head & Secretary	0.00	0.77	0.00	0	9.43	0.17		
Lifelong Learning & Leisure	3.18	2.97	4.69	3.44	3.07	2.46		
	N/A	N/A	N/A	9	7.25	3.50		
Our Schools Our Future	N/A	N/A	N/A	9	7.25	3.50		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Awards / Student Support	0.00	0.00	0.00	8.44	14.44	13.11		
Health & Safety, Transport & Complaints/Customer Care	0.43	1.71	2.72	1.35	0.73	0.51		
School Planning, Admissions & Placement	11.14	0.67	0.29	0	0	0.00		
Secretariat	6.67	1.15	2.69	8.08	0	N/A		
Head	0.00	0.00	0.00	0	0	N/A		
Planning & Strategy	2.51	1.17	1.84	2.94	3.32	3.03		
Primary Schools	N/A	N/A	N/A	N/A	3.29	1.62		
Schools	3.07	2.14	4.40	3.53	N/A			
Secondary Schools	N/A	N/A	N/A	N/A	2.46	1.48		
Trinity Fields Special School	N/A	N/A	N/A	N/A	3.47	3.60		
Schools	3.07	2.14	4.40	3.53	2.96	1.64		
Director & Admin								
Director & Admin	N/A	N/A	N/A	N/A	4.67	0		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF SOCIAL SERVICES

Directorate of Social Services	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	4.11	3.93	5.22	4.57	2.96	3.28		

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
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ACRF						0.00		
Assessment & Service Improvement	6.66	2.71	4.95	6.87	3.49	2.50		
Contracting & Quality Assurance (Contracting & QA)	0.81	0.35	2.33	0.92	0.33	0.49		
Health Social Care & Well-being	0.67	1.76	0.64	18.67	15.67	2.00		
Learning Disability	5.44	5.45	9.80	5.69	3.64	3.97		
Mental Health & Substance Misuse	3.68	2.81	4.24	2.44	3.45	2.74		
Pan Gwent Integrated Community Equipment Service						0.00		
Physical Disability & Sensory Impairment	3.00	1.44	1.65	4.78	3.14	3.55		
Protection Of Vulnerable Adults (POVA)	3.63	0.16	0.90	1.6	1.5	0.18		
South East Wales Emergency Duty Team	0.11	1.11	0.53	3.12	2.51	4.45		
Supporting People	N/A	N/A	10.61	0.25	8.83	11.84		
Head & Secretary	0.00	0.00	0.00	4	0	0.00		
Adult Services	4.72	4.48	5.66	5.1	3.41	3.51		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF SOCIAL SERVICES

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Administration (Children's Services)	1.99	0.96	2.27	2.04	0.71	3.06		
Children's Services East	3.36	3.84	7.73	3.4	3.2	4.34		
Children's Services North	3.91	5.35	7.06	2.71	1.1	2.83		
Children's Services South	3.93	2.82	4.39	2.6	5.25	2.89		
Looked After Children	1.62	1.19	3.58	2.88	1.09	1.76		
Quality & Planning	7.91	4.27	4.14	4.35	1.66	5.10		
Youth Offending	0.92	2.21	2.64	5.64	2.36	3.17		
Head	0.00	0.00	0.00	0	0	0.00		
Children's Services	2.84	2.75	4.44	3.25	2.15	2.99		
Finance (Social Services)	1.56	2.51	3.96	3.84	1.69	2.13		
Performance Management (Social Services)	5.69	0.16	0.79	1.92	1.51	4.44		
Training & Development	5.64	6.72	7.04	7.46	0.31	0.00		
Head	0.00	0.00	0.00	1	0.00	0.00		
Resourcing & Performance	2.57	2.60	3.80	3.94	1.47			
	0	0	4.00	0	0			
Director	0	0	4.00	0	0	0		



CAERPHILLY COUNTY BOROUGH COUNCIL

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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate Of Environment	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	3.01	3.54	3.07	2.87	2.76	2.65		

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
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Building Services	3.03	3.58	2.88	1.79	1.93	2.61		
Estimating	2.04	1.74	1.11	2.11	0.23	0.00		
Heads & Admin	3.80	2.01	3.01	3.8	5.19	1.66		
Building Maintenance DLO	3.10	3.28	2.84	2.09	2.34	2.36		

Engineering Projects Group	4.19	4.96	0.14	3.24	3.56	1.90		
Highways Operations Group	9.07	4.81	4.34	4.01	2.91	3.06		
Transportation Engineering	1.66	4.46	4.81	3.07	4.19	2.57		
Head & Secretary	0.00	0.00	1.00	0	0	0.00		
Engineering	3.32	4.68	3.76	3.58	3.35	2.70		

Housing Technical	0.00	0.33	2.33	0	N/A	N/A		
Private Sector Housing	1.54	1.74	1.16	1.82	1.92	1.04		
Public Sector Housing	4.95	3.99	3.45	5.22	4.03	4.21		
Strategy & Resources	5.65	9.33	11.98	5.61	7.17	4.19		



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Head	4.00	3.00	10.00	0	4	0.00		
Housing	4.34	3.98	3.76	4.45	3.74	3.36		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Building Control	0.00	0.43	0.00	0	0.4	0.60		
Countryside	0.47	0.16	0.70	0.7	1.58	1.10		
Development Control	0.20	0.56	0.89	0.64	0	3.89		
Planning Administration	5.59	0.24	3.52	3.32	0.77	0.79		
Strategic Planning & Urban Renewal	2.12	2.84	4.41	2.56	0.31	0.00		
Head & Secretary	0.00	3.50	1.00	0	0	0.00		
Planning Services	1.68	0.75	1.84	1.47	0.87	1.25		
Building Consultancy	2.43	3.84	0.67	0.59	1.78	0.63		
Property Services	2.43	3.84	0.67	0.59	0.4	0.63		
Community Safety	1.95	2.66	1.03	4.77	1.58	2.89		
Divisional Support Unit	0.15	1.15	0.00	4.03	0	0.72		
Environmental Health	0.41	1.06	1.23	2.86	0.77	1.41		
Trading Standards & Licensing	2.24	2.24	1.49	2.86	0.31	0.48		
Head	0.00	0.00	0.00	0	0	0.00		
Public Protection	1.32	1.82	1.19	3.28	0.87	1.54		



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Sickness Days Lost Per FTE by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Section	2009/10 Days Lost per FTE Q1	2009/10 Days Lost per FTE Q2	2009/10 Days Lost per FTE Q3	2009/10 Days Lost per FTE Q4	2010/11 Days Lost per FTE Q1	2010/11 Days Lost per FTE Q2	2010/11 Days Lost per FTE Q3	2010/11 Days Lost per FTE Q4
Building Cleaning	3.51	3.84	4.19	2.7	1.78	2.89		
Fleet Management	N/A	N/A	N/A	17.25	0.4	0.50		
Parks Services	3.51	4.78	3.35	3.44	1.58	2.39		
Vehicle Maintenance	5.93	5.21	0.00	0.86	0.00	2.00		
Waste Management	2.26	1.08	3.22	2.6	0.77	3.85		
Heads & Admin	0.70	1.08	4.29	0.4	0.31	0.00		
Public Services	3.00	4.04	3.48	2.8	0.00	3.13		
Property Support Services	0	0	0	N/A	N/A	N/A		
Administrative Support Services	18.95	0	0	N/A	N/A	N/A		
Engineering Support Services	0	0		N/A	N/A	N/A		
Support Services	8.24	0	0	N/A	N/A	N/A		
	8.24	0.00	0.00	0.00	0.00	0.00		
Director & Admin	0.00	0.50	0.00	0.00	0.00	0.00		



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Authority Sickness Percentage Report 01/07/2010-30/09/2010

Directorate	2009/10 Sickness % Q1	2009/11 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Chief Executive's Department	N/A	N/A	4.72 %	3.96 %	3.51 %	2.57%		
Directorate of Education & Leisure	N/A	N/A	6.90 %	5.62 %	4.62 %	2.90%		
Directorate of Social Services	N/A	N/A	8.16 %	7.25 %	4.55 %	4.99%		
Directorate of the Environment	N/A	N/A	4.79 %	4.55 %	4.25 %	3.99%		
Authority Total	N/A	N/A	6.43 %	5.49 %	4.41 %	3.43%		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Chief Executive's Department	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	N/A	N/A	4.72 %	3.96%	3.51%	2.57%		

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
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Accountancy	N/A	N/A	6.48 %	2.20%	1.60%	0.67		
Council Tax & Benefits	N/A	N/A	7.83 %	4.10%	2.22%	1.23		
Finance (Seconded)	N/A	N/A	3.07 %	4.86%	2.61%	0.09		
Income	N/A	N/A	1.73 %	1.85%	1.28%	0.53		
Internal Audit (Audit)	N/A	N/A	0.98 %	2.50%	0.15%	0		
Head & Secretary	N/A	N/A	0.67 %	0.68%	0.00%	0		
Corporate Finance	N/A	N/A	5.53 %	3.68%	2.00%	0.73		

Advisory Services	N/A	N/A	2.19 %	N/A	5.08%	2.37		
Business Development	N/A	N/A	5.45 %	1.35%	N/A	N/A		
Community Regeneration	N/A	N/A	5.68 %	1.53%	0.87%	N/A		
European	N/A	N/A	1.84 %	2.15%	1.10%	N/A		
Fast4Ward	N/A	N/A	0.00 %	8.52%	16.79%	N/A		
Operations	N/A	N/A	N/A	N/A	2.93%	3.39		
Programme Delivery	N/A	N/A	N/A	N/A	1.79%	2.53		
Strategy, Funding and Support	N/A	N/A	N/A	N/A	0.64%	0.37		
Tourism	N/A	N/A	0.78 %	0.87%	0.00%	N/A		
Heads & Admin	N/A	N/A	0.00 %	0.00%	0.00%	0		
Economic Development Tourism & European Affairs	N/A	N/A	2.58 %	2.12%	4.08%	2.69		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Business Support (I.T)	N/A	N/A	16.67 %	10.72%	2.09%	3.94		
Communications	N/A	N/A	1.95 %	0.45%	0.34%	0.56		
Corporate Property	N/A	N/A	1.45 %	2.37%	0.48%	0.41		
Customer First	N/A	N/A	6.75 %	7.16%	7.41%	6.95		
Development (I.T)	N/A	N/A	5.35 %	2.83%	0.83%	0.88		
IT Operations (I.T Ops)	N/A	N/A	4.13 %	4.43%	7.23%	3.45		
Head & Secretary	N/A	N/A	2.34 %	4.76%	3.08%	5.30		
ICT & Property Services	N/A	N/A	6.38 %	5.20%	3.82%	3.31		
Litigation & Welfare (Legal L&W)	N/A	N/A	6.19 %	4.10%	0.72%	0.00		
Planning / Land & Highways (Legal P/L&H)	N/A	N/A	1.15 %	7.92%	0.74%	2.59		
Heads & Admin	N/A	N/A	1.09 %	2.75%	0.44%	0.00		
Legal Services (Legal)	N/A	N/A	2.96 %	5.25%	0.66%	0.98		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Chief Executive / Corporate Services DPU	N/A	N/A	0.00 %	2.08%	0.00%	0		
Corporate Health & Safety	N/A	N/A	6.40 %	0.31%	4.37%	1.49		
Education & Leisure DPU	N/A	N/A	2.96 %	4.76%	3.58%	8.99		
Employee Service Centre	N/A	N/A	8.10 %	8.25%	11.96%	7.82		
Environment DPU	N/A	N/A	9.57 %	6.90%	0.33%	0.20		
HR Shared Service						0		
MA Team						0		
Occupational Health Unit	N/A	N/A	0.00 %	1.90%	1.54%	18.29		
Organisation Development Unit	N/A	N/A	3.65 %	2.12%	0.00%	0		
Policy & Performance Unit	N/A	N/A	0.00 %	11.90%	0.00%	0		
Social Services DPU	N/A	N/A	1.74 %	4.67%	14.93%	7.36		
Head & Secretary	N/A	N/A	6.25 %	0.79%	0.00%	0		
Personnel Services	N/A	N/A	4.45 %	5.05%	7.11%	5.52		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

CHIEF EXECUTIVE'S DEPARTMENT

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Committee Services	N/A	N/A	0.45 %	1.32%	1.76%	N/A		
Democratic Services	N/A	N/A	1.04 %	2.12%	3.08%	0		
Electoral Services	N/A	N/A	0.00 %	2.27%	0.00%	1.23		
Emergency Planning	N/A	N/A	0.00 %	0.00%	0.00%	0		
Performance Management (Perf Man)	N/A	N/A	0.47 %	0.90%	1.21%	0.47		
Policy & Research	N/A	N/A	4.87 %	3.65%	0.64%	0.40		
Registrars	N/A	N/A	10.31 %	4.24%	0.00%	4.18		
Head	N/A	N/A	0.00 %	2.38%	3.08%	0		
Policy & Performance	N/A	N/A	2.93 %	2.48%	1.05%	0.87		
Business (Procurement)	N/A	N/A	0.00 %	0.45%	0.66%	0		
Contracts (Procurement)	N/A	N/A	0.37 %	1.59%	4.90%	4.02		
Head	N/A	N/A	7.81 %	0.00%	0.00%	0		
Procurement Services	N/A	N/A	0.56 %	1.19%	3.46%	2.68		
Director & Secretary	N/A	N/A	1.56 %	2.38%	0.00%	0.00		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Directorate of Education & Leisure	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	N/A	N/A	6.90%	5.62%	4.62%	2.90%		

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
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Learning, Education and Inclusion

Additional Learning Needs	N/A	N/A	6.38 %	4.75%	2.22%	5.33		
Admin, Finance & IT	N/A	N/A	7.36 %	11.51%	7.78%	7.08		
Governor Support	N/A	N/A	1.98 %	1.28%	0.00%	0		
Behavior Support	N/A	N/A	9.07 %	8.52%	N/A	N/A		
Education Psychology Service	N/A	N/A	9.48 %	8.43%	N/A	N/A		
Education Welfare	N/A	N/A	4.15 %	7.87%	N/A	N/A		
Music Service						1.51		
Social Inclusion	N/A	N/A	N/A	N/A	6.65%	5.94		
Visually Impaired Service	N/A	N/A	6.90 %	6.78%	7.43%	2.30		
Youth Access	N/A	N/A	5.02 %	1.86%	7.75%	11.90		
Heads & Admin	N/A	N/A	6.06 %	5.76%	4.20%	4.34		
Learning, Education and Inclusion	N/A	N/A	6.58 %	6.42%	4.82%	4.80		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Blackwood Miners Institute						4.61		
Catering	N/A	N/A	10.15 %	7.14%	5.17%	4.83		
Community Education & Libraries	N/A	N/A	6.68 %	5.33%	4.43%	2.79		
Leisure Service	N/A	N/A	6.21 %	4.89%	4.22%			
Marketing (Ed & Leisure)	N/A	N/A	3.65 %	3.17%	0.00%			
Music & Arts Service	N/A	N/A	6.54 %	4.45%	4.15%			
Sports Development	N/A	N/A	0.33 %	0.43%	2.30%	4.23		
Head & Secretary	N/A	N/A	0.00 %	0.00%	14.51%	1.35		
Lifelong Learning & Leisure	N/A	N/A	7.33 %	5.46%	4.72%	0.25		
	N/A	N/A	N/A	14.29%	11.15%	5.30		
Our Schools Our Future	N/A	N/A	N/A	14.29%	11.15%	5.30		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF EDUCATION & LEISURE

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Awards / Student Support	N/A	N/A	0.00 %	13.40%	22.22%	19.90		
Health & Safety, Transport & Complaints/Customer Care	N/A	N/A	4.24 %	2.14%	1.12%	0.78		
School Planning, Admissions & Placement	N/A	N/A	0.45 %	0.00%	0.00%	0		
Secretariat	N/A	N/A	4.21 %	12.82%	0.00%	N/A		
Head	N/A	N/A	0.00 %	0.00%	0.00%			
Planning & Strategy	N/A	N/A	2.87 %	4.67%	5.11%	4.60		
Primary Schools	N/A	N/A	N/A	N/A	5.06%	2.47		
Schools	N/A	N/A	6.87 %	N/A	N/A	N/A		
Secondary Schools	N/A	N/A	N/A	5.60%	3.79%	2.25		
Trinity Fields Special School	N/A	N/A	N/A	N/A	5.34%	5.46		
School Effectiveness	N/A	N/A	6.87 %	5.60%	4.56%	2.50		
Director & Admin	N/A	N/A	0.00%	0.00%	7.18%	0.00		



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DIRECTORATE OF SOCIAL SERVICES

Directorate of Social Services	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	N/A	N/A	8.16%	7.25%	4.55%	4.99%		

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
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ACRF						0		
Assessment & Service Improvement	N/A	N/A	7.74 %	10.91%	5.37%	3.84		
Contracting & Quality Assurance (Contracting & QA)	N/A	N/A	3.63 %	1.46%	0.51%	0.73		
Health Social Care & Well-being	N/A	N/A	1.00 %	29.63%	24.10%	3.03		
Learning Disability	N/A	N/A	15.31 %	9.03%	5.60%	6.02		
Mental Health & Substance Misuse	N/A	N/A	6.63 %	3.88%	5.31%	4.11		
Pan Gwent Integrated Community Equipment Service						0		
Physical Disability & Sensory Impairment	N/A	N/A	2.58 %	7.59%	4.82%	5.43		
Protection Of Vulnerable Adults (POVA)	N/A	N/A	1.41 %	2.54%	2.31%	0.29		
South East Wales Emergency Duty Team	N/A	N/A	0.83 %	4.96%	3.86%	6.78		
Supporting People	N/A	N/A	16.57 %	0.39%	13.59%	19.48		
Head & Secretary	N/A	N/A	0.00 %	6.35%	0.00%	0		
Adult Services	N/A	N/A	8.85 %	8.09%	5.25%	5.34		



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DIRECTORATE OF SOCIAL SERVICES

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Administration (Children's Services)	N/A	N/A	3.54 %	3.23%	1.09%	4.82		
Children's Services East	N/A	N/A	12.09 %	5.40%	4.93%	6.78		
Children's Services North	N/A	N/A	11.03 %	4.30%	1.69%	4.23		
Children's Services South	N/A	N/A	6.86 %	4.13%	8.07%	4.40		
Looked After Children	N/A	N/A	5.59 %	4.58%	1.68%	2.65		
Quality & Planning	N/A	N/A	6.47 %	6.90%	2.56%	7.67		
Youth Offending	N/A	N/A	4.13 %	8.95%	3.63%	4.75		
Head	N/A	N/A	0.00 %	0.00%	0.00%	0		
Children's Services	N/A	N/A	6.94 %	5.15%	3.31%	4.54		
Resourcing & Performance								
Finance (Social Services)	N/A	N/A	6.18 %	6.09%	2.60%	3.22		
Performance Management (Social Services)	N/A	N/A	1.23 %	3.04%	2.32%	6.77		
Training & Development	N/A	N/A	11.00 %	11.84%	0.48%	0		
Head	N/A	N/A	0.00 %	1.59%	0.00%			
Resourcing & Performance	N/A	N/A	5.94 %	6.26%	2.27%	3.36		
Director								
	N/A	N/A	6.25%	0.00%	0.00%			
Director	N/A	N/A	6.25 %	0.00%	0.00%	0.00		



CAERPHILLY COUNTY BOROUGH COUNCIL

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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Directorate Of Environment	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11	Q2 10/11	Q3 10/11	Q4 10/11
	N/A	N/A	4.79%	4.55%	4.25%	3.99%		

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
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Building Services	N/A	N/A	4.50 %	2.85%	2.98%	3.96		
Estimating	N/A	N/A	1.74 %	3.35%	0.35%	0		
Heads & Admin	N/A	N/A	4.70 %	6.03%	7.99%	2.52		
Building Maintenance DLO	N/A	N/A	4.44 %	3.31%	3.60%	3.58		

Engineering Projects Group	N/A	N/A	0.22 %	5.14%	5.47%	2.86		
Highways Operations Group	N/A	N/A	6.77 %	6.37%	4.47%	4.64		
Transportation Engineering	N/A	N/A	7.52 %	4.88%	6.44%	3.94		
Head & Secretary	N/A	N/A	1.56 %	0.00%	0.00%	0		
Engineering	N/A	N/A	5.88 %	5.68%	5.16%	4.10		

Housing

Housing Technical	N/A	N/A	3.65 %	0.00%	N/A	N/A		
Private Sector Housing	N/A	N/A	1.81 %	2.89%	2.95%	1.58		
Public Sector Housing	N/A	N/A	5.40 %	8.29%	6.20%	6.54		
Strategy & Resources	N/A	N/A	18.72 %	8.91%	11.03%	6.51		



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Head	N/A	N/A	15.63 %	0.00%	6.15%	0		
Housing	N/A	N/A	5.88 %	7.06%	5.76%	5.19		



CAERPHILLY COUNTY BOROUGH COUNCIL

WORKFORCE INFORMATION REPORT

Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Building Control	N/A	N/A	0.00 %	0.00%	0.62%	0.91		
Countryside	N/A	N/A	1.10 %	1.11%	2.43%	1.66		
Development Control	N/A	N/A	1.40 %	1.01%	0.00%	5.87		
Planning Administration	N/A	N/A	5.50 %	5.27%	1.19%	1.20		
Strategic Planning & Urban Renewal	N/A	N/A	6.89 %	4.07%	0.48%	0		
Head & Secretary	N/A	N/A	1.56 %	0.00%	0.00%	0		
Planning Services	N/A	N/A	2.88 %	2.34%	1.33%	1.88		
Building Consultancy	N/A	N/A	1.05 %	0.94%	2.74%	0.95		
Property Services	N/A	N/A	1.05 %	0.94%	2.74%	0.95		
Community Safety	N/A	N/A	1.61 %	6.39%	5.46%	4.22		
Divisional Support Unit	N/A	N/A	0.00 %	7.57%	0.00%	1.09		
Environmental Health	N/A	N/A	1.92 %	4.55%	4.59%	2.10		
Trading Standards & Licensing	N/A	N/A	2.33 %	4.54%	3.13%	0.73		
Head	N/A	N/A	0.00%	N/A	0.00%	0		
Public Protection	N/A	N/A	1.86 %	5.21%	4.09%	2.29		



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Sickness Percentage Report by Directorate 01/07/2010-30/09/2010

DIRECTORATE OF THE ENVIRONMENT

Section	2009/10 Sickness % Q1	2009/10 Sickness % Q2	2009/10 Sickness % Q3	2009/10 Sickness % Q4	2010/11 Sickness % Q1	2010/11 Sickness % Q2	2010/11 Sickness % Q3	2010/11 Sickness % Q4
Building Cleaning	N/A	N/A	6.55 %	4.29%	4.84%	4.38		
Fleet Management	N/A	N/A		27.38%	9.62%	0.76		
Parks Services	N/A	N/A	5.23 %	5.46%	3.16%	3.46		
Vehicle Maintenance	N/A	N/A	0.00 %	1.36%	3.19%	3.03		
Waste Management	N/A	N/A	5.02 %	4.12%	4.89%	5.79		
Heads & Admin	N/A	N/A	6.70 %	0.63%	0.00%	0		
Public Services	N/A	N/A	5.43 %	4.45%	4.45%	4.68		
	N/A	N/A	0.00%	0.00%	0.00%	0.00		
Director & Admin	N/A	N/A	0.00%	0.00%	0.00%	0.00		