



## **Human Capital Metrics Survey**

**2015/16**

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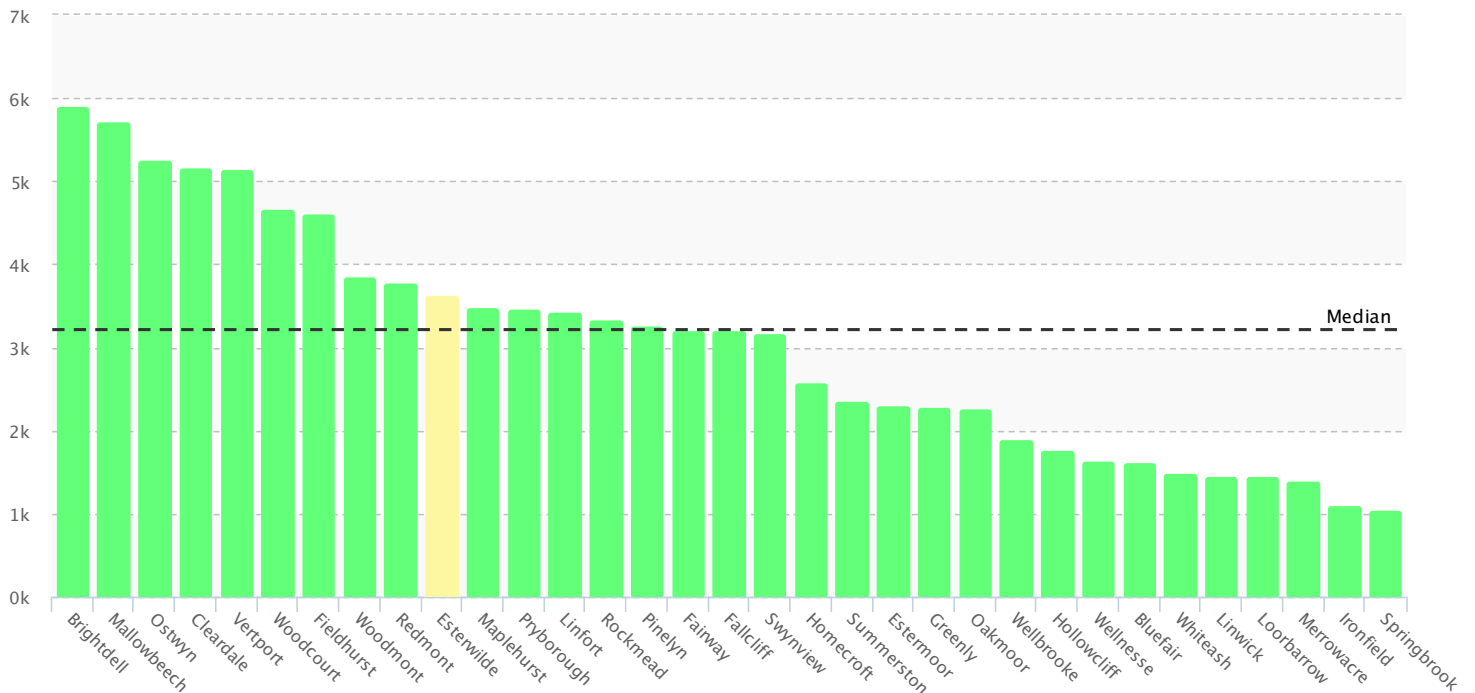
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## Direct Employment - Headcount

*The following analysis includes data from all Nodnol boroughs.*



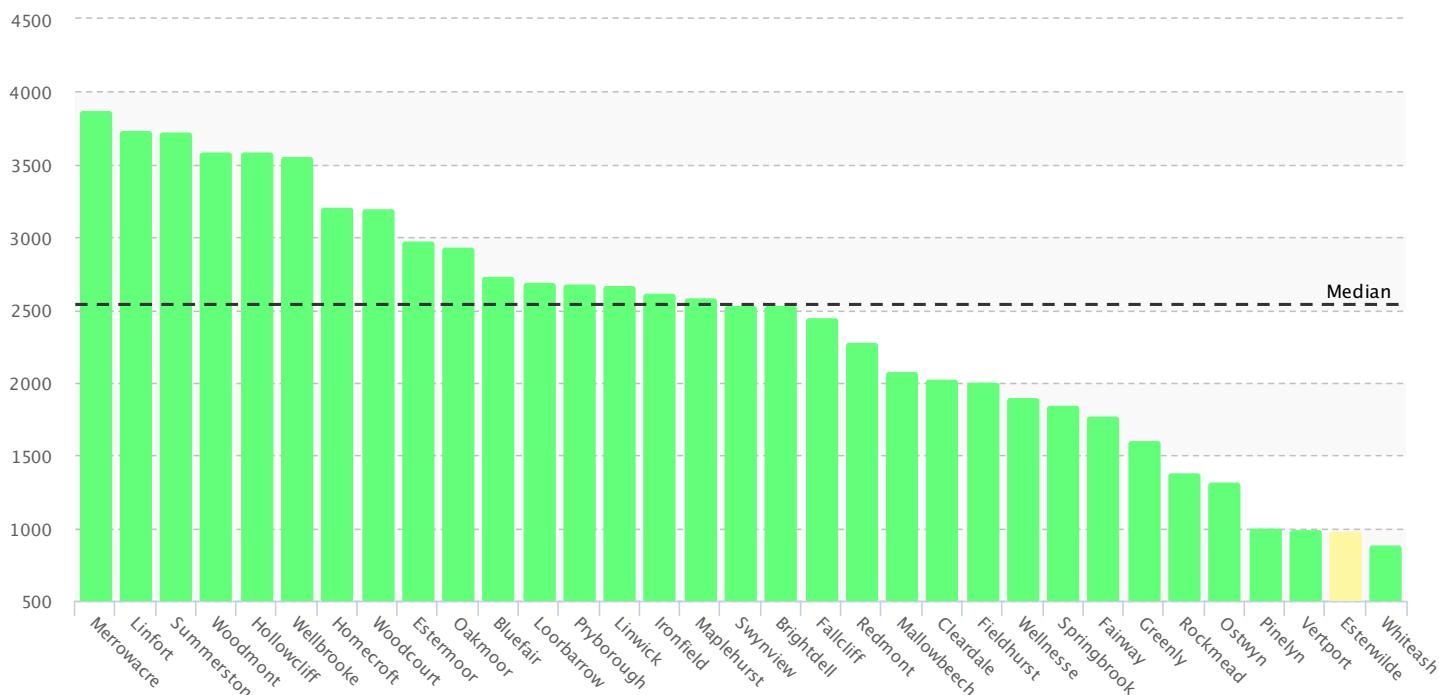
Esterwilde Council's headcount of 3,644 falls in the third quartile of all the Nodnol boroughs, and the third quartile for east Nodnol.

Esterwilde's headcount has risen since the last survey in 31st March 2015, when it was 3,208, a rise of 13.6%. This compares with a median average change of -5.8% for all Nodnol boroughs and a median average change of -5.7% for east Nodnol since 31st March 2015.

This is a custom annotation. It can be edited in the report editor and will be output in the final report.

## Direct Employment - Full time equivalents

*The following analysis includes data from all Nodnol boroughs.*

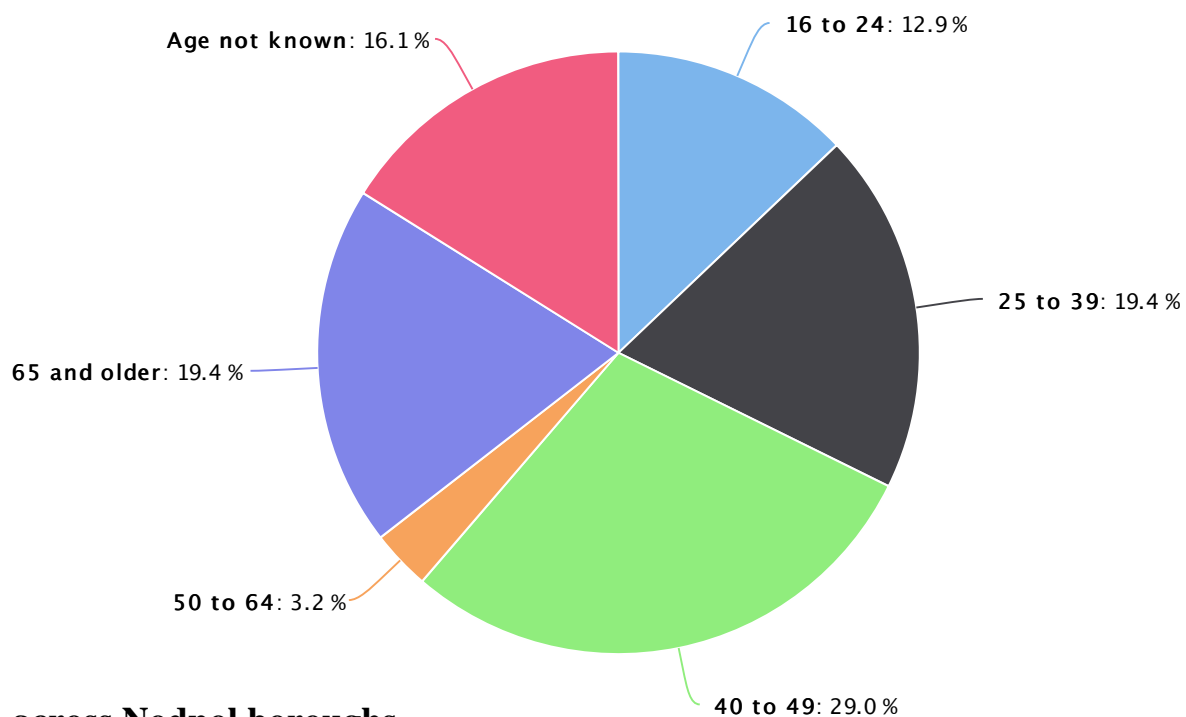


Esterwilde Council's full time equivalent of 985 falls in the first quartile of all the Nodnol boroughs, and the first quartile for east Nodnol.

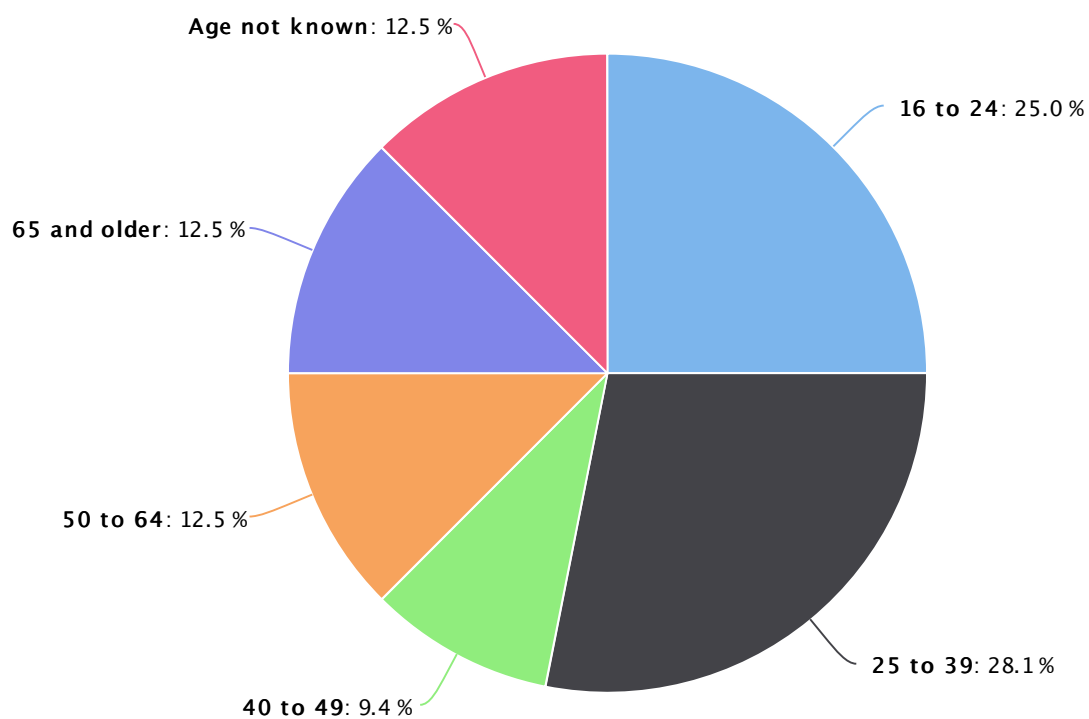
Esterwilde's full time equivalent has fallen since the last survey in 31st March 2015, when it was 3,752, a fall of 73.7%. This compares with a median average change of +20.2% for all Nodnol boroughs and a median average change of +12.2% for east Nodnol since 31st March 2015.

**Age - Headcount by age**

**Esterwilde's figures**

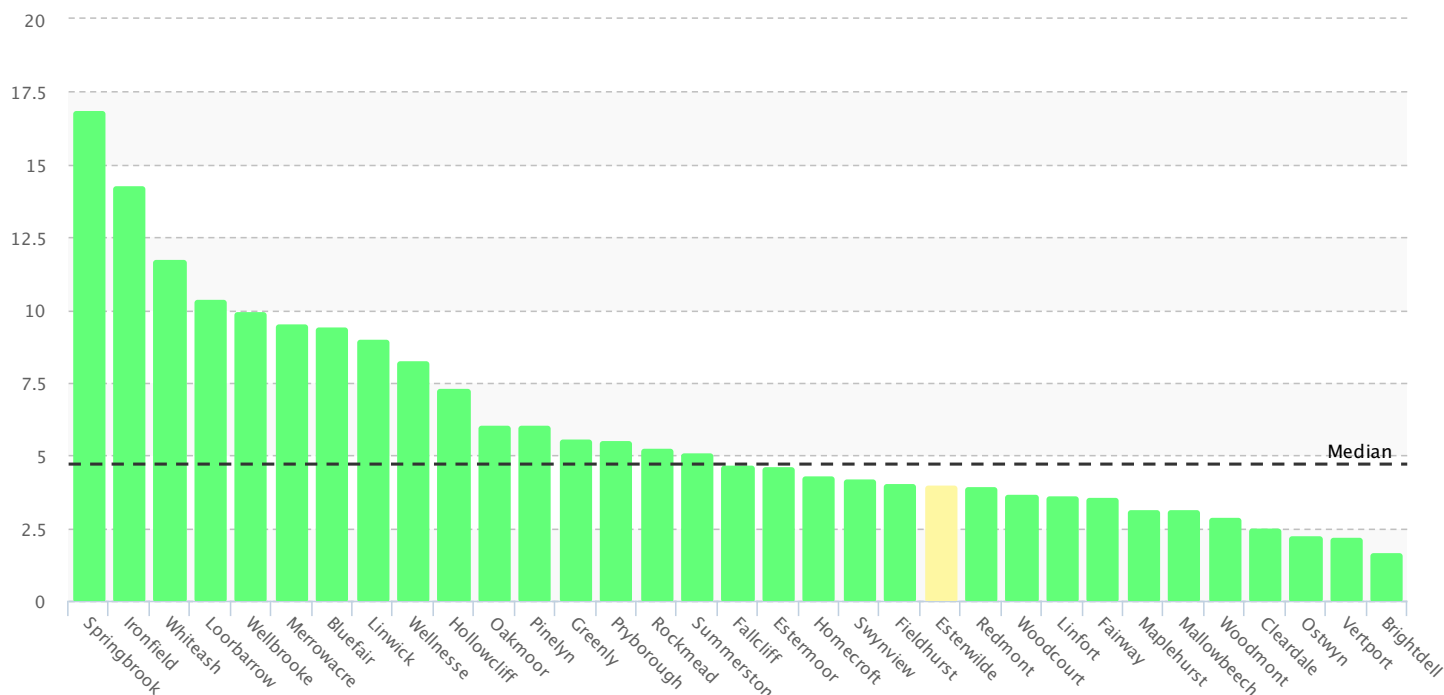


**Median across Nodnol boroughs**



## Age - 16 to 24

*The following analysis includes data from all Nodnol boroughs.*

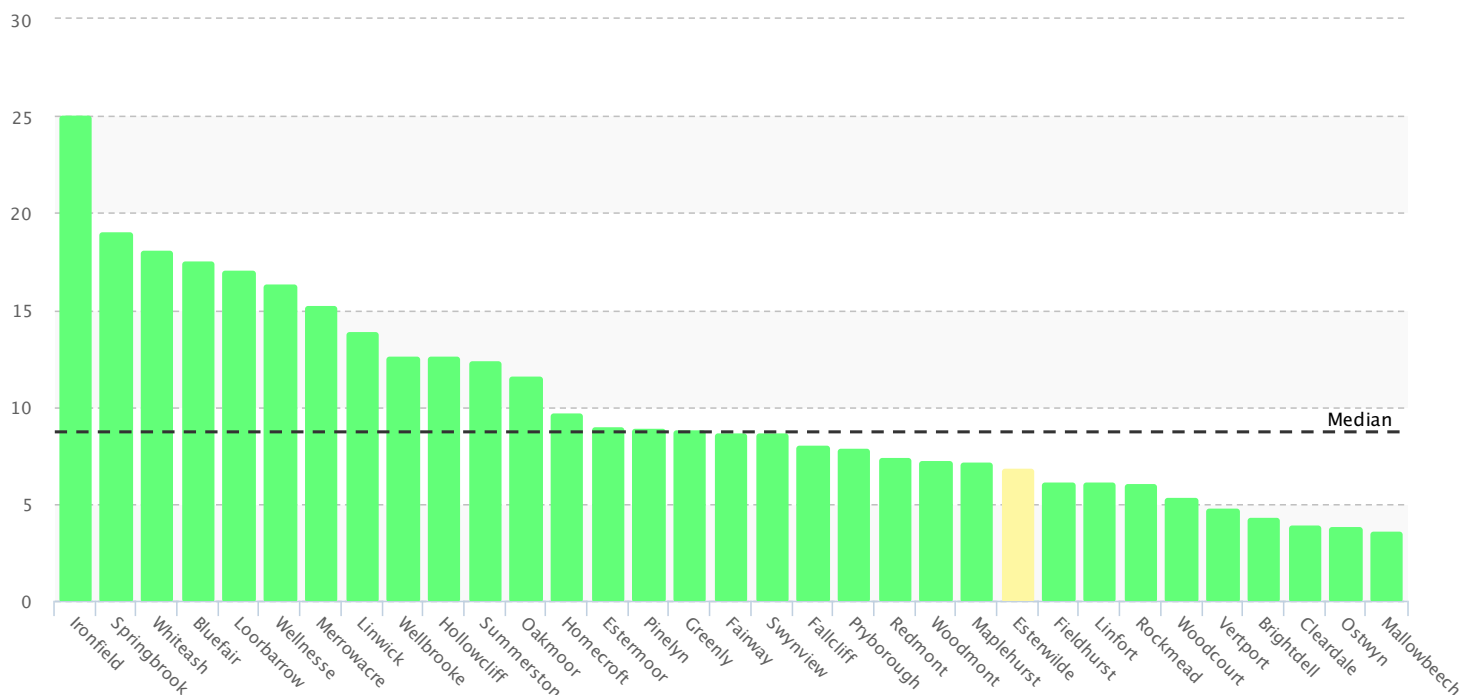


Esterwilde Council's percentage of headcount aged 16 to 24 of 4.01% falls in the second quartile of all the Nodnol boroughs, and the second quartile for east Nodnol.

Esterwilde's percentage of headcount aged 16 to 24 has risen since the last survey in 31st March 2015, when it was 3.37%, a rise of 19.0%. This compares with a median average change of +9.8% for all Nodnol boroughs and a median average change of -7.7% for east Nodnol since 31st March 2015.

## Age - 65 and older

*The following analysis includes data from all Nodnol boroughs.*

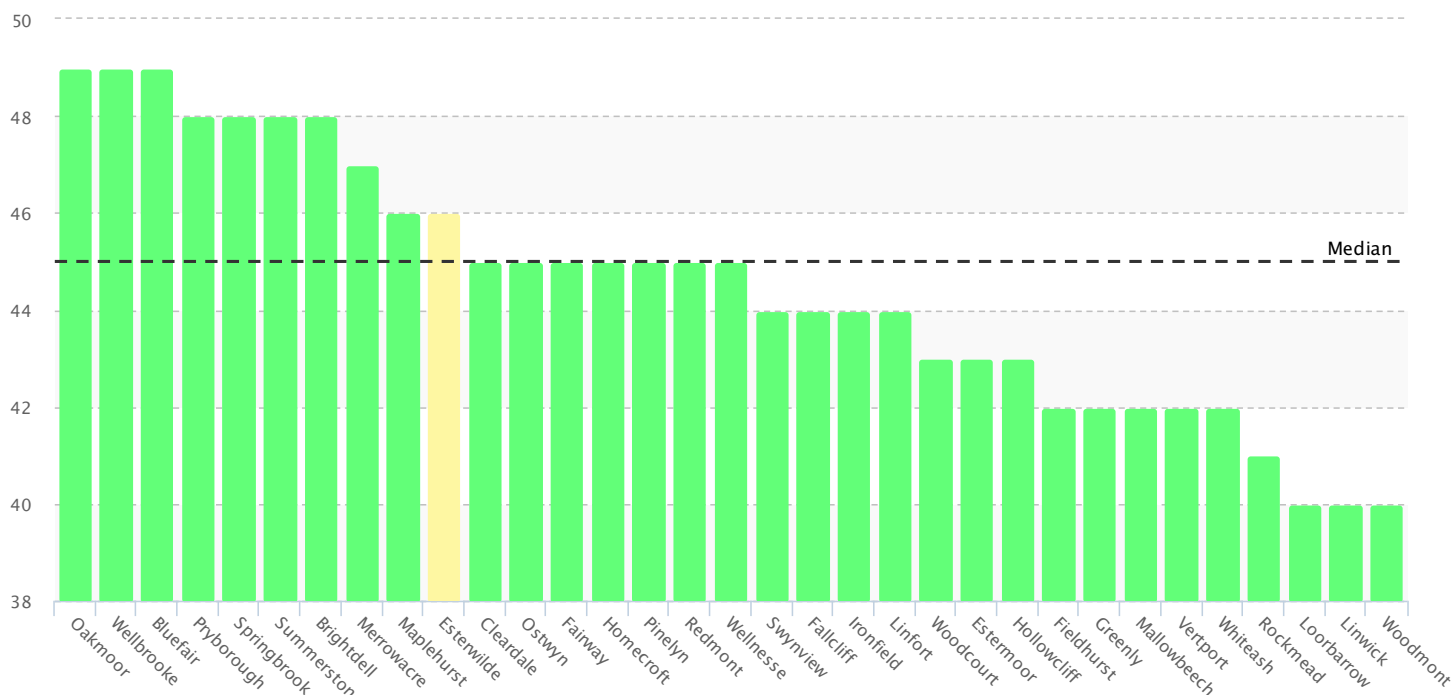


Esterwilde Council's percentage of headcount aged 65 and older of 6.86% falls in the second quartile of all the Nodnol boroughs, and the first quartile for east Nodnol.

Esterwilde's percentage of headcount aged 65 and older has fallen since the last survey in 31st March 2015, when it was 7.79%, a fall of 12.0%. This compares with a median average change of +30.3% for all Nodnol boroughs and a median average change of +11.7% for east Nodnol since 31st March 2015.

## Age - Average age

*The following analysis includes data from all Nodnol boroughs.*



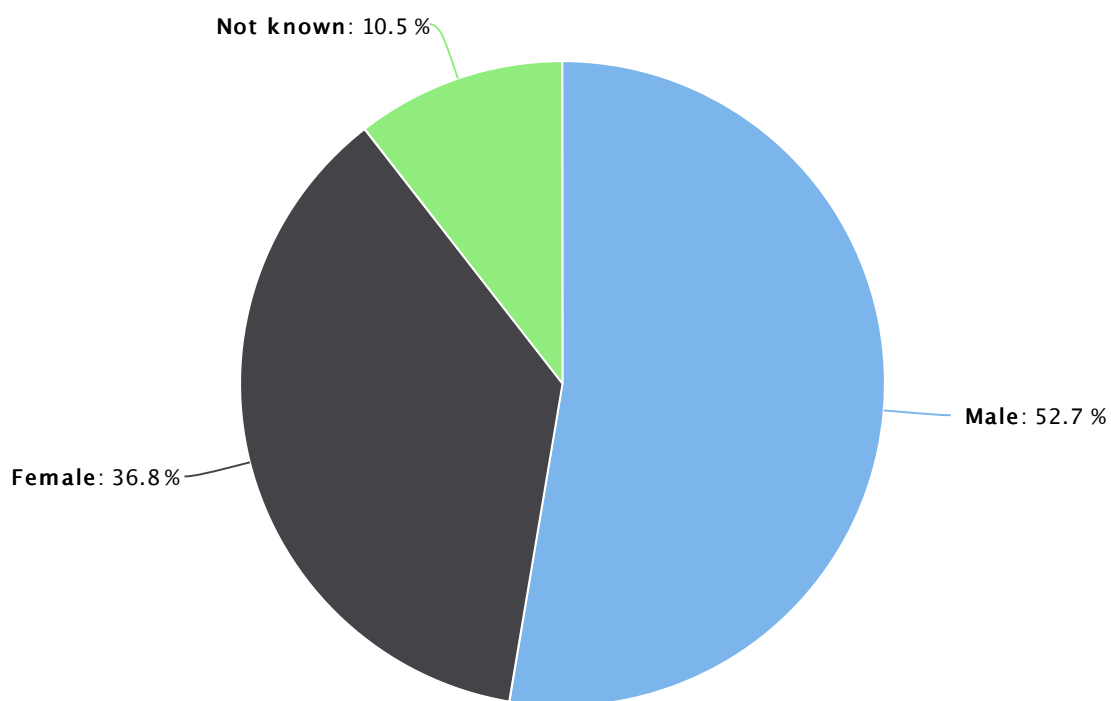
Esterwilde Council's average age of 46 falls in the fourth quartile of all the Nodnol boroughs, and the fourth quartile for east Nodnol.

Esterwilde's average age has risen since the last survey in 31st March 2015, when it was 43, a rise of 7.0%. This compares with a median average change of +1.1% for all Nodnol boroughs and a median average change of -2.2% for east Nodnol since 31st March 2015.

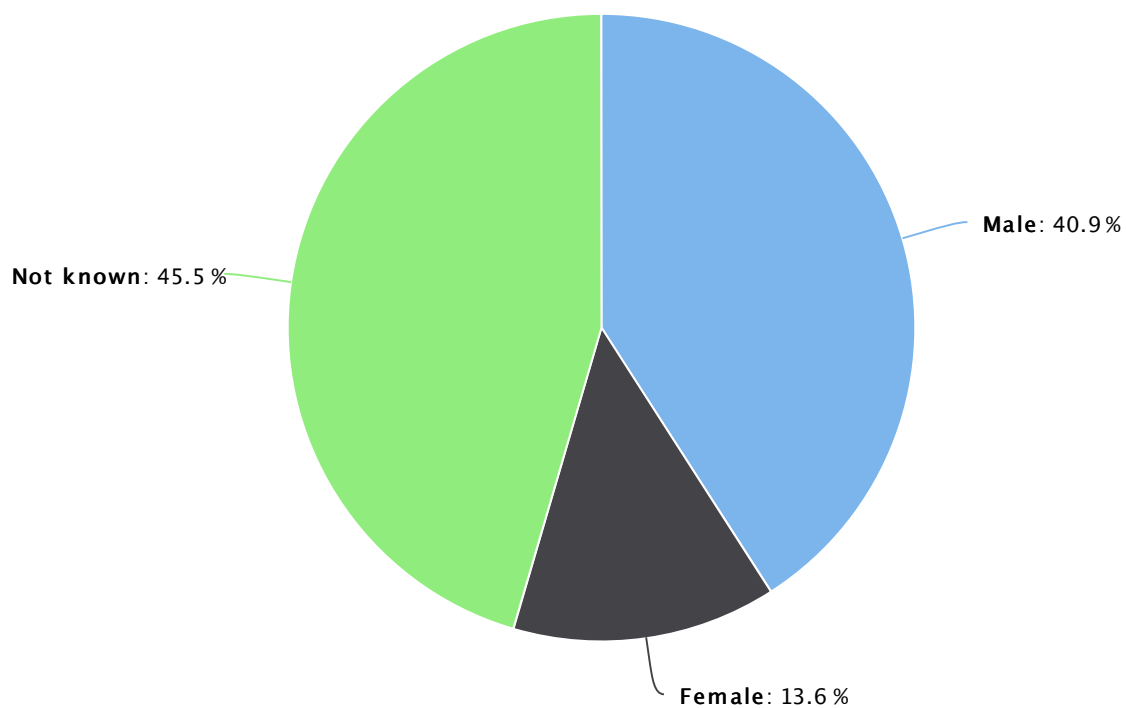


Gender - Headcount by gender

**Esterwilde's figures**

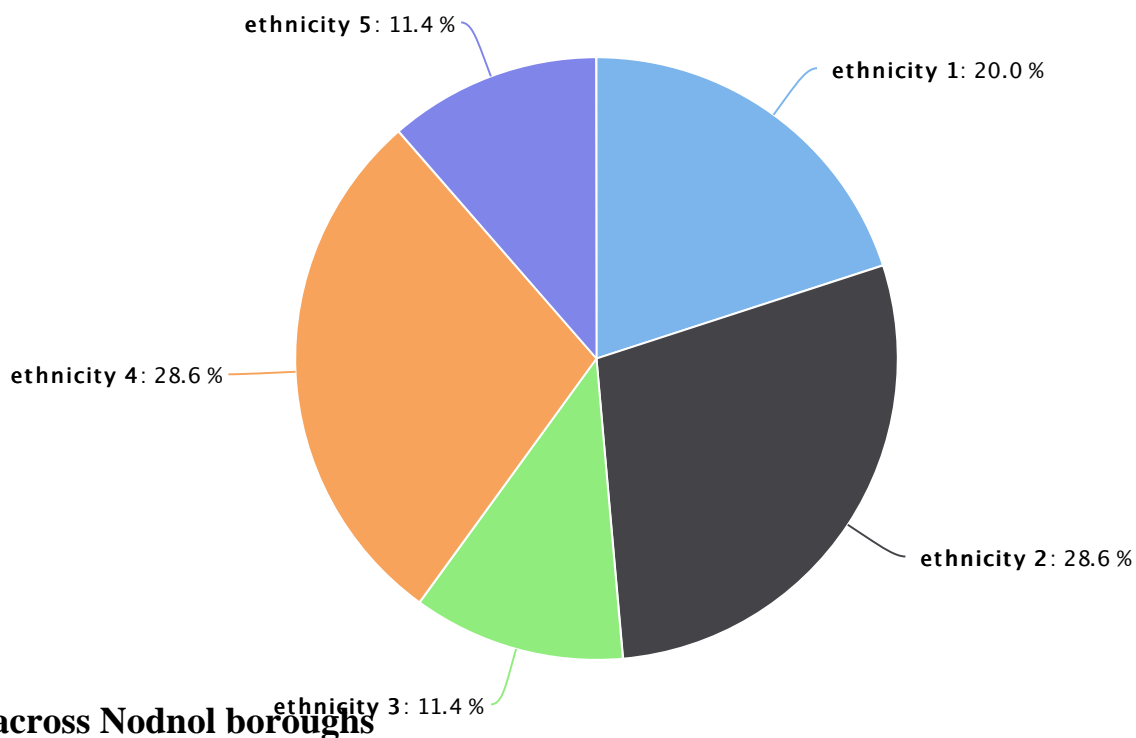


**Median across Nodnol boroughs**

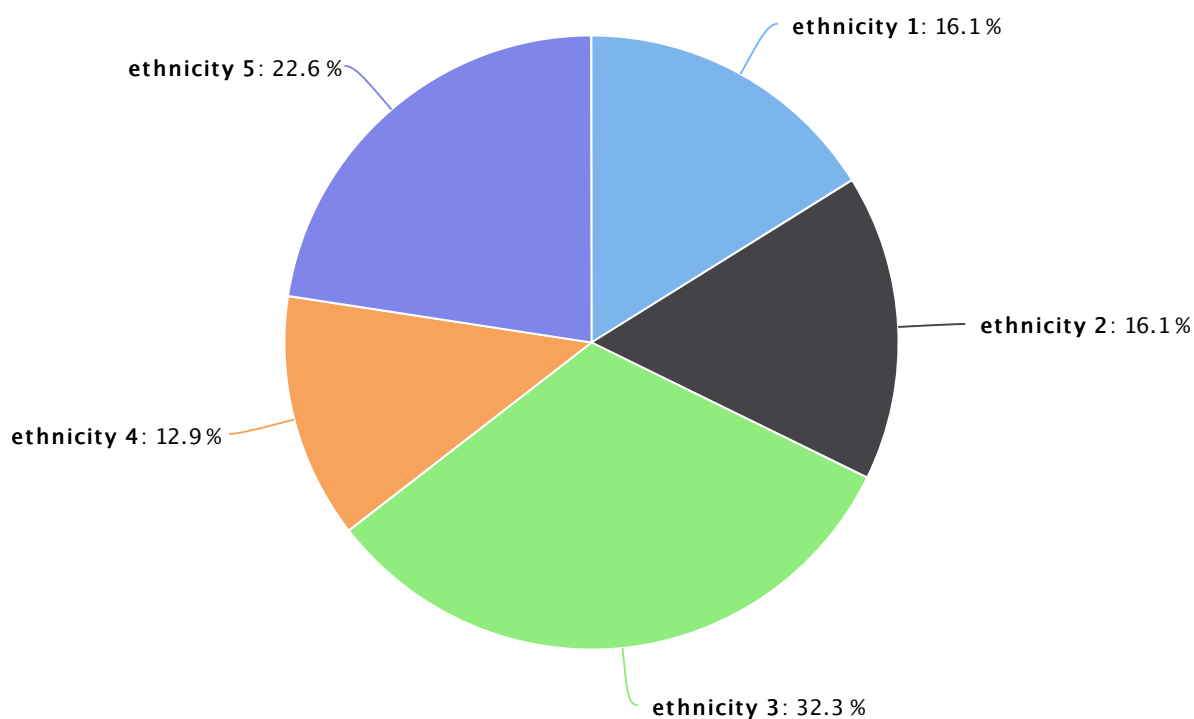


**Ethnicity - Headcount by ethnicity**

**Esterwilde's figures**

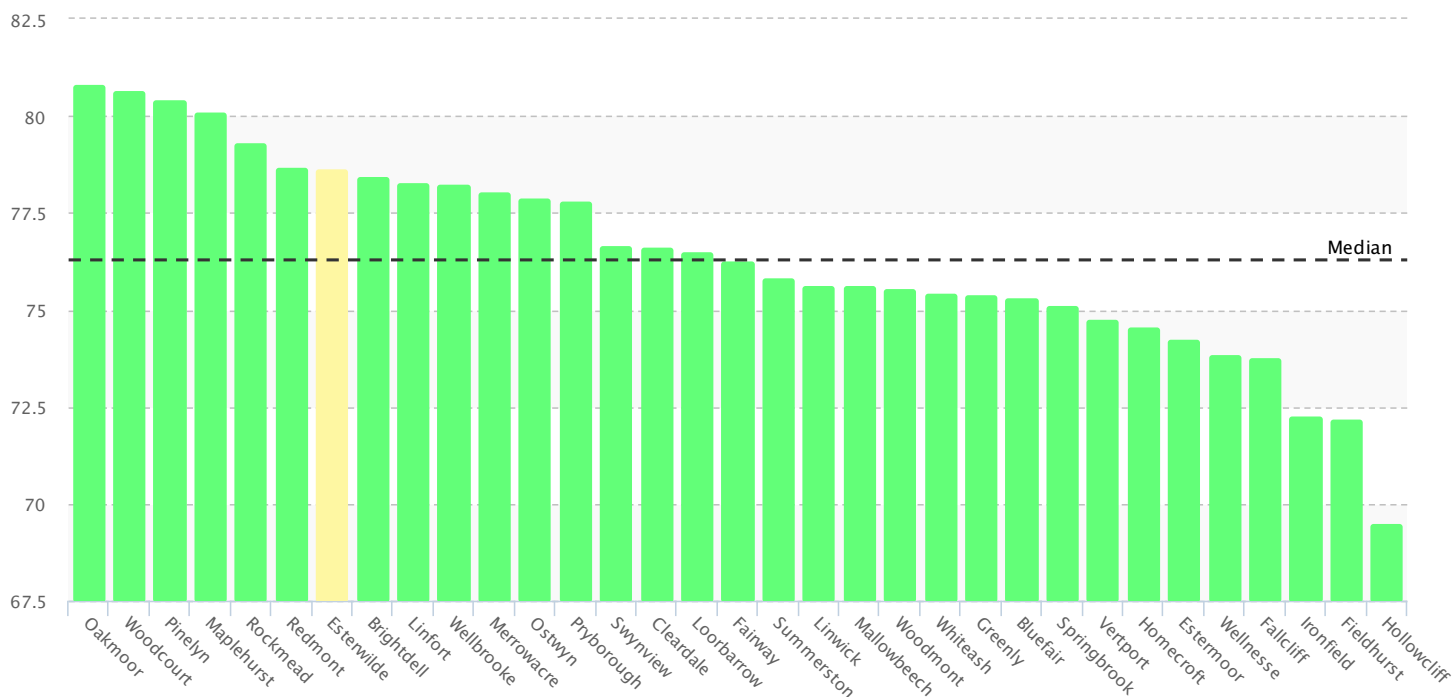


**Median across Nodnol boroughs**



## Ethnicity - BAME

*The following analysis includes data from all Nodnol boroughs.*



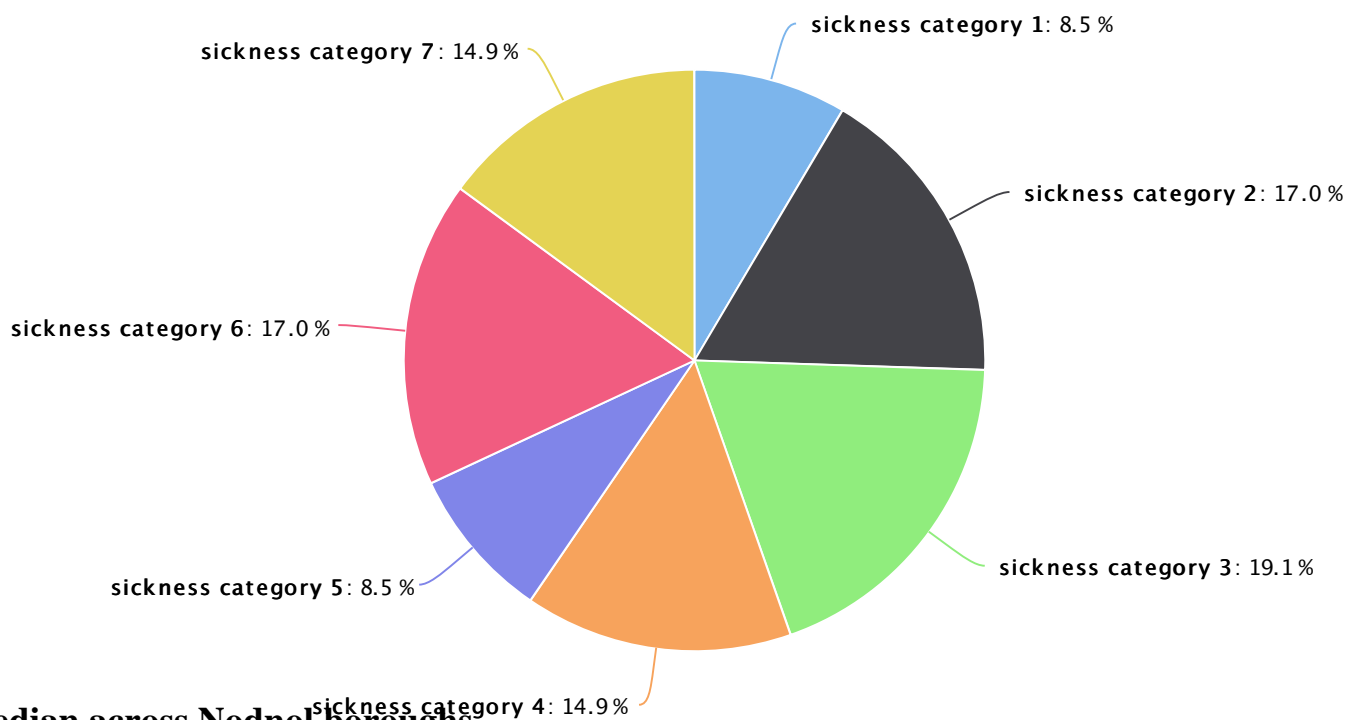
The percentages have been calculated including only staff for whom ethnicity is known.

Esterwilde Council's percentage BAME of 78.65% falls in the fourth quartile of all the Nodnol boroughs, and the fourth quartile for east Nodnol.

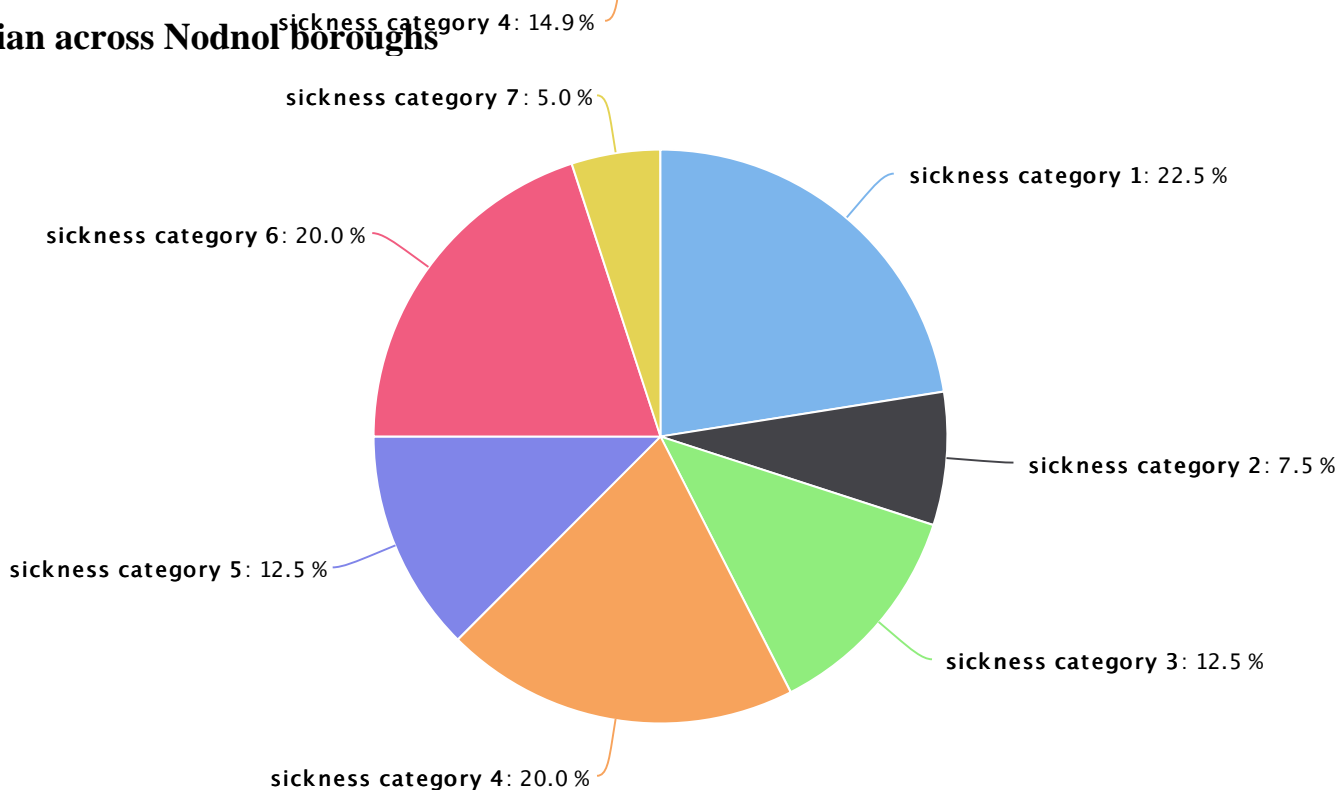
Esterwilde's percentage BAME has fallen since the last survey in 31st March 2015, when it was 79.8%, a fall of 1.4%. This compares with a median average change of +0.1% for all Nodnol boroughs and a median average change of -0.9% for east Nodnol since 31st March 2015.

Sickness Absence - Days lost by reason

**Esterwilde's figures**

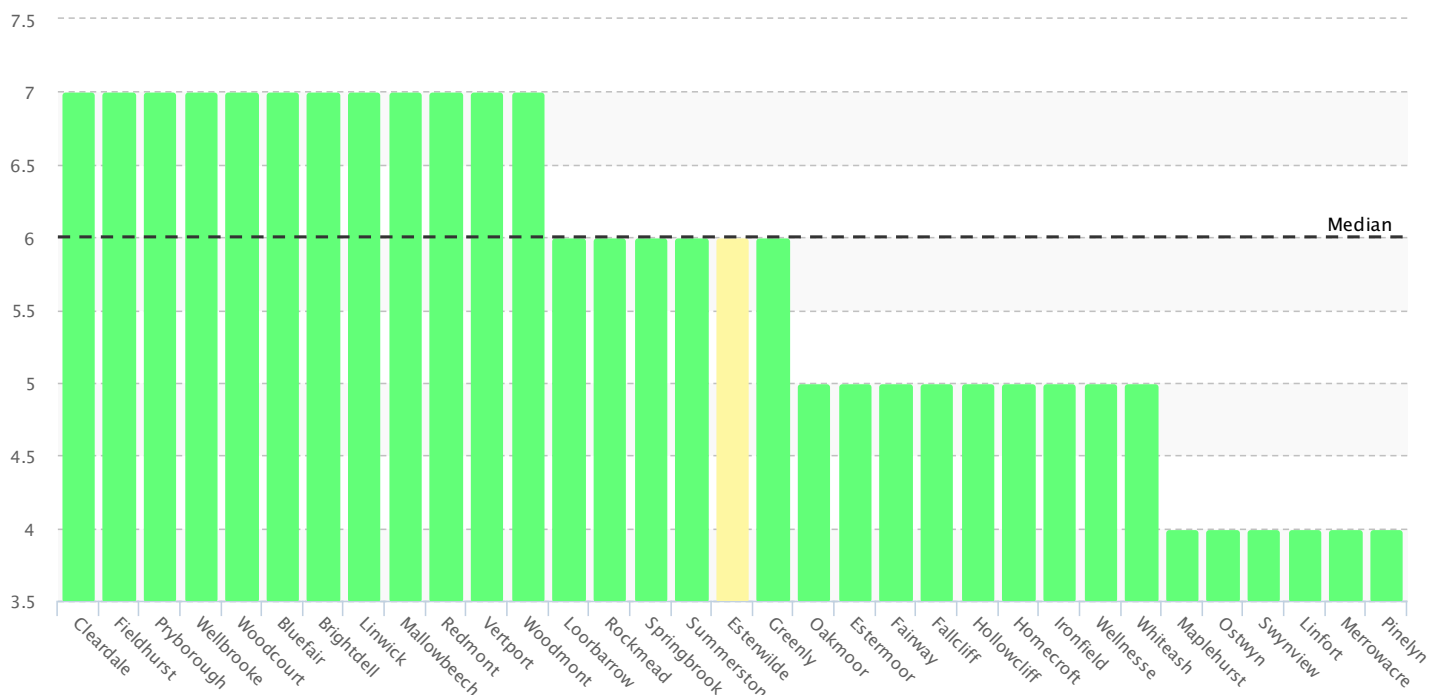


**Median across Nodnol boroughs**



## Sickness Absence - Sickness metric 1

*The following analysis includes data from all Nodnol boroughs.*

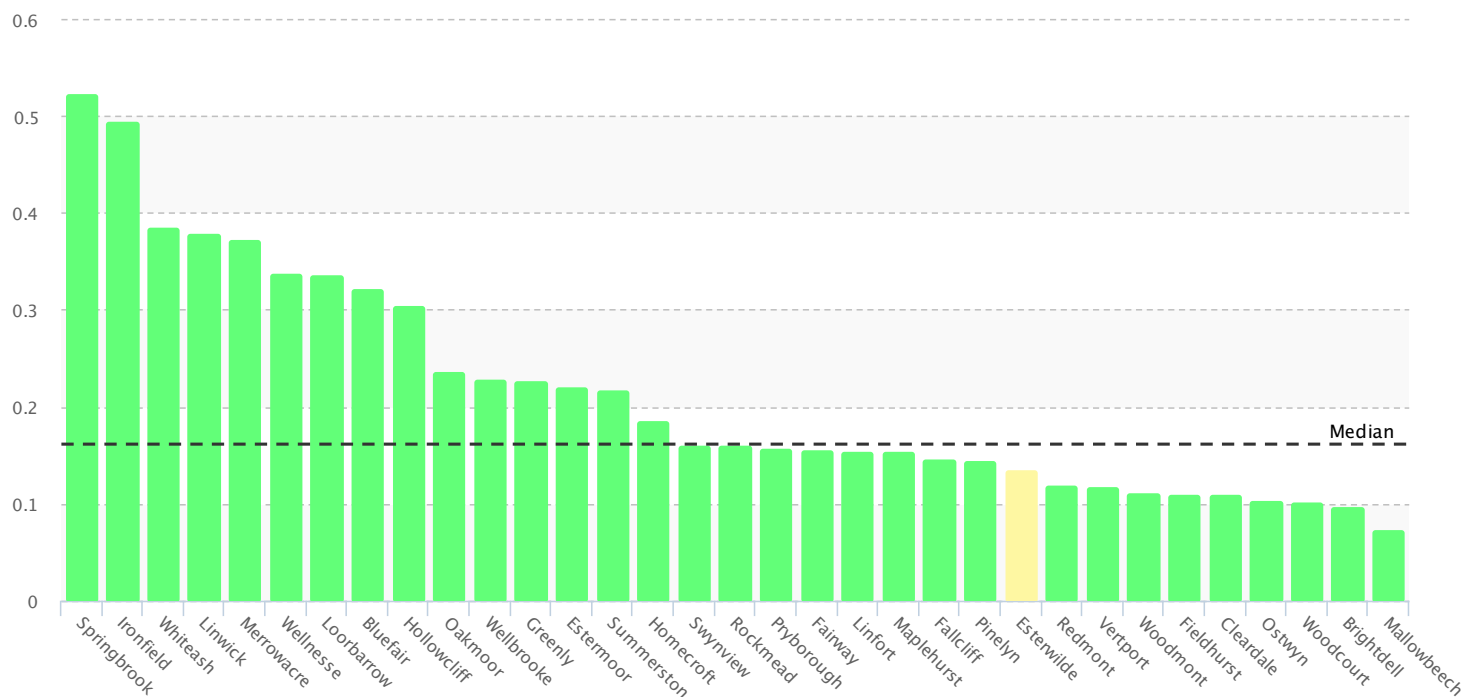


Esterwilde Council's sickness metric 1 of 6 falls in the third quartile of all the Nodnol boroughs, and the third quartile for east Nodnol.

Esterwilde's sickness metric 1 has risen since the last survey in 31st March 2015, when it was 5, a rise of 20.0%. This compares with a median average change of +20.0% for all Nodnol boroughs and a median average change of +0.0% for east Nodnol since 31st March 2015.

## Leavers - Turnover - all

*The following analysis includes data from all Nodnol boroughs.*



Esterwilde Council's turnover of 0.14% falls in the second quartile of all the Nodnol boroughs, and the second quartile for east Nodnol.

Esterwilde's turnover has fallen since the last survey in 31st March 2015, when it was 0.18%, a fall of 23.8%. This compares with a median average change of +5.6% for all Nodnol boroughs and a median average change of -2.8% for east Nodnol since 31st March 2015.