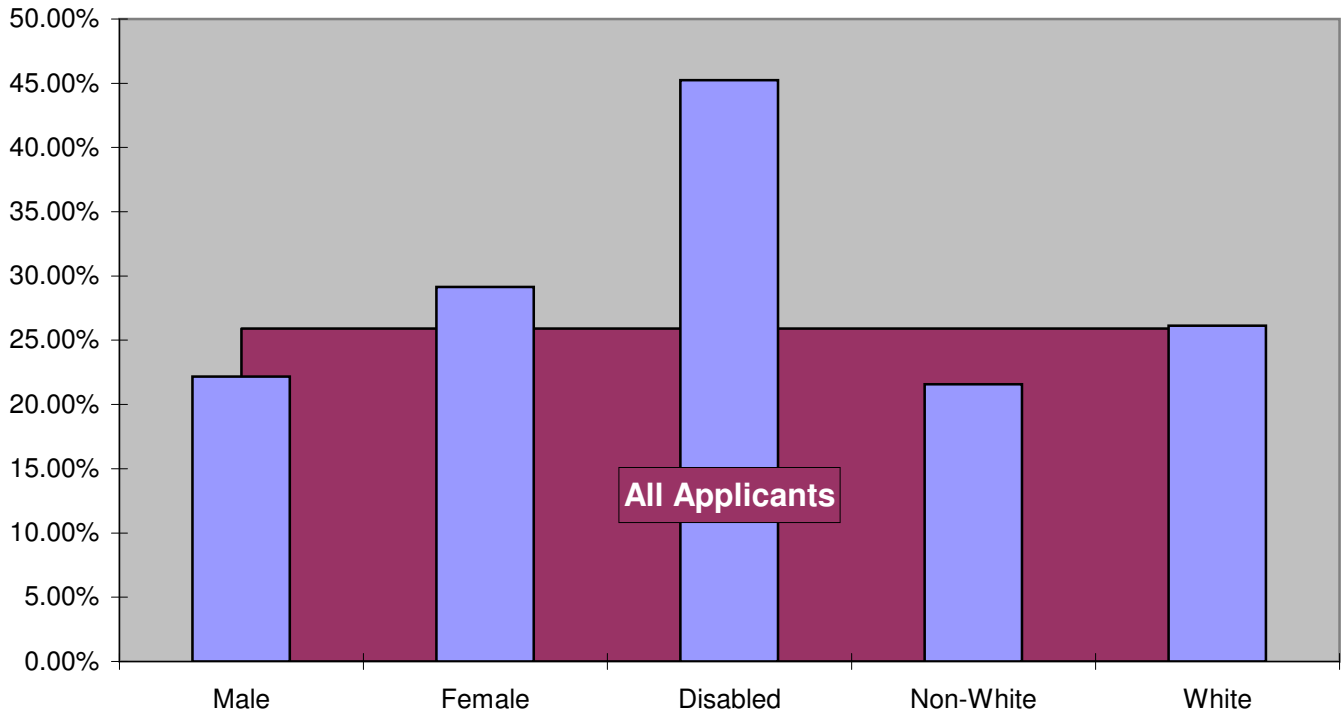


Recruitment Analysis 2010-11 (Advertised Posts Excluding Teachers)

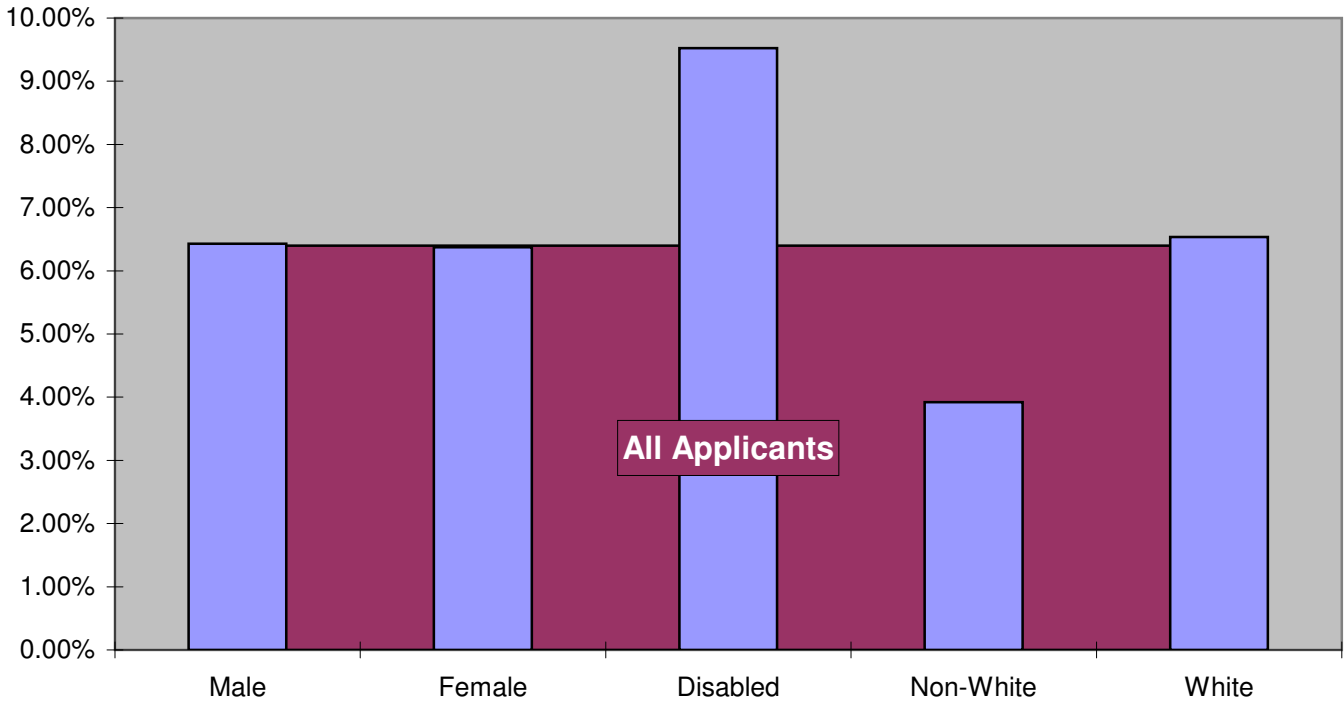
Appendix C

2009/10 Quarter 2			2010-11	Actual Quarter 1			Estimated Quarter 2			Quarter 3			Quarter 4			Total		
No.	% of Applied	Norm		No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm
All Applicants	2,413			Applied	493			476							969			
	360	14.92%	14.92%	Shortlisted	184	37.32%	37.32%	67	14.08%	14.08%					251	25.90%	25.90%	
	79	3.27%	3.27%	Appointed	46	9.33%	9.33%	16	3.36%	3.36%					62	6.40%	6.40%	
Male	992			Applied	225			226							451			
	136	13.71%	14.92%	Shortlisted	65	28.89%	37.32%	35	15.49%	14.08%					100	22.17%	25.90%	
	21	2.12%	3.27%	Appointed	18	8.00%	9.33%	11	4.87%	3.36%					29	6.43%	6.40%	
Female	1,421			Applied	268			250							518			
	224	15.76%	14.92%	Shortlisted	119	44.40%	37.32%	32	12.80%	14.08%					151	29.15%	25.90%	
	58	4.08%	3.27%	Appointed	28	10.45%	9.33%	5	2.00%	3.36%					33	6.37%	6.40%	
Disabled	112			Applied	21			21							42			
	52	46.43%	14.92%	Shortlisted	14	66.67%	37.32%	5	23.81%	14.08%					19	45.24%	25.90%	
	2	1.79%	3.27%	Appointed	3	14.29%	9.33%	1	4.76%	3.36%					4	9.52%	6.40%	
Non-White	191			Applied	26			25							51			
	64	33.51%	14.92%	Shortlisted	8	30.77%	37.32%	3	12.00%	14.08%					11	21.57%	25.90%	
	5	2.62%	3.27%	Appointed	1	3.85%	9.33%	1	4.00%	3.36%					2	3.92%	6.40%	
White	2,222			Applied	467			451							918			
	296	13.32%	14.92%	Shortlisted	176	37.69%	37.32%	64	14.19%	14.08%					240	26.14%	25.90%	
	74	3.33%	3.27%	Appointed	45	9.64%	9.33%	15	3.33%	3.36%					60	6.54%	6.40%	

Shortlisted Rate



Successful Appointment Rate



Leaver Analysis 2010-11 (Excluding Schools)

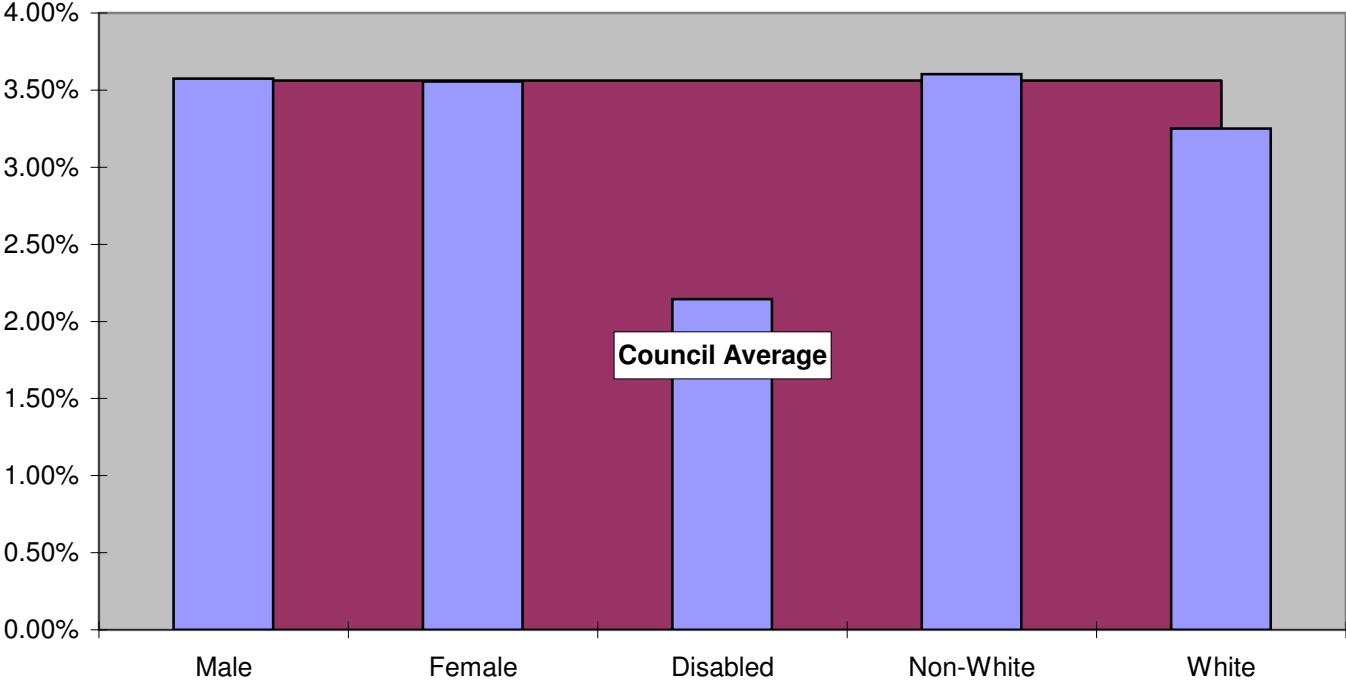
Appendix E

	2009-10 Quarter 2			2010-11	Actual Quarter 1			Estimated Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
	Gender	21	1,918		1.09%	Male	38	1,931	1.97%	31	1,929	1.61%							69
91		4,103	2.22%	Female	68	4,037	1.68%	75	4,008	1.87%							143	4,023	3.56%
112		6,021	1.86%	Total	106	5,968	1.78%	106	5,937	1.79%	0	0		0	0		212	5,953	3.56%

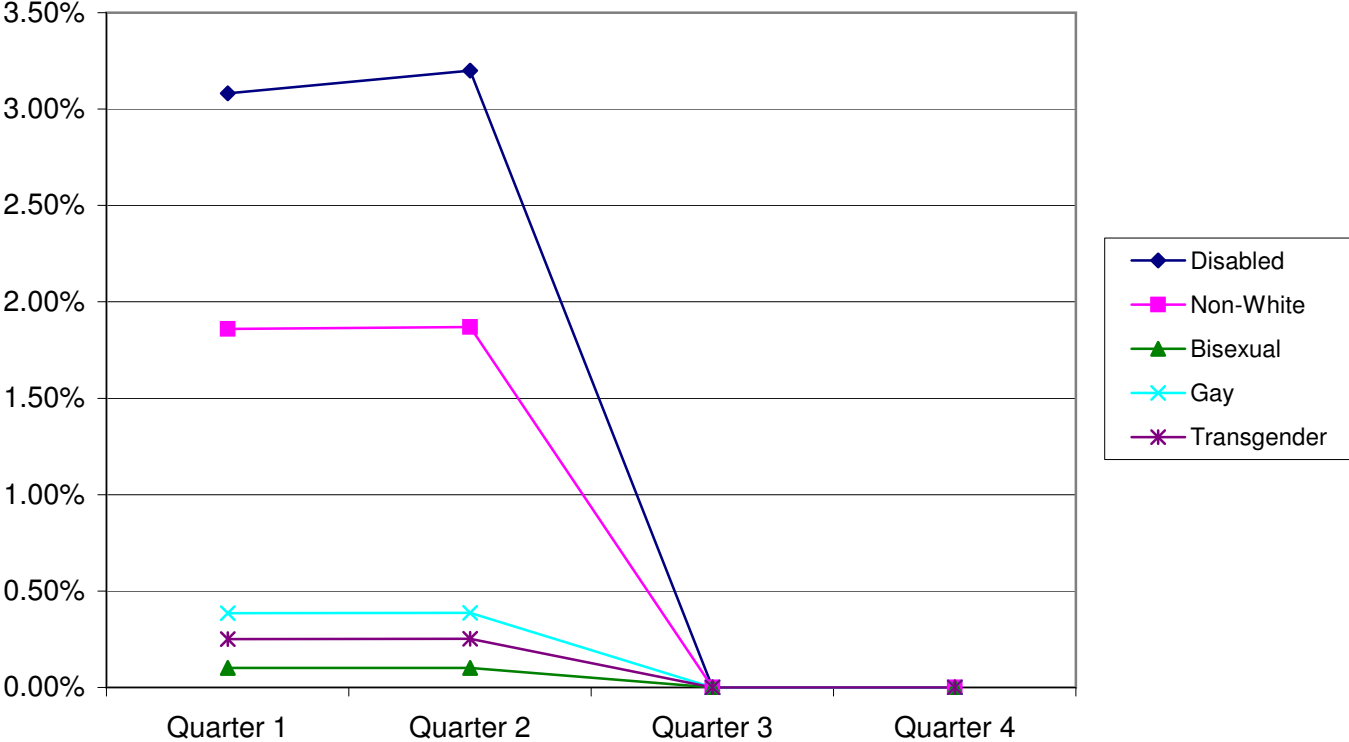
Disability	80	4,245	1.88%	Not Disabled	56	4,253	1.32%	80	4,236	1.89%							136	4,245	3.20%
	7	192	3.65%	Disabled	2	183	1.09%	2	190	1.05%							4	187	2.14%
	24	1,557	1.54%	Not Declared	13	1,466	0.89%	21	1,446	1.45%							34	1,456	2.34%
	1	27	3.70%	Not Available	35	66	53.03%	3	65	4.62%							38	66	58.02%
	112	6,021	1.86%	Total	106	5,968	1.78%	106	5,937	1.79%	0	0		0	0		212	5,953	3.56%

Ethnicity	94	5,057	1.86%	White	65	5,030	1.29%	98	5,001	1.96%							163	5,016	3.25%
	3	110	2.73%	Non-White	1	111	0.90%	3	111	2.70%							4	111	3.60%
	15	834	1.80%	Not Declared	9	782	1.15%	5	777	0.64%							14	780	1.80%
	0	20	0.00%	Not Available	31	45	68.89%	0	48	0.00%							31	47	66.67%
	112	6,021	1.86%	Total	106	5,968	1.78%	106	5,937	1.79%	0	0		0	0		212	5,953	3.56%

% of Leavers by Category



Minority Groups as % of Workforce



In Post Analysis 2010-11 (Excluding Schools)

Appendix H

	2009-10 Quarter 2		2010-11	Actual Quarter 1		Est Quarter 2		Quarter 3		Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	Employment Status	3,313		55.12%	Permanent Full Time	3,302	55.31%	3,282	55.28%		
2,393		39.81%	Permanent Part Time	2,334	39.10%	2,314	38.98%				
191		3.18%	Permanent Job Share	192	3.22%	191	3.22%				
105		1.75%	Temporary Employees	133	2.23%	134	2.26%				
9		0.15%	Modern Apprentices	9	0.15%	16	0.27%				
6,011		100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Gender	1,928	32.07%	Male	1,932	32.36%	1,929	32.49%				
	4,083	67.93%	Female	4,038	67.64%	4,008	67.51%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%				

Disability	4,258	70.84%	Not Disabled	4,256	71.29%	4,236	71.35%				
	186	3.09%	Disabled	184	3.08%	190	3.20%				
	1,535	25.54%	Not Declared	1,465	24.54%	1,446	24.36%				
	32	0.53%	Not Available	65	1.09%	65	1.09%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Ethnicity	5,059	84.16%	White	5,034	84.32%	5,001	84.23%				
	110	1.83%	Non-White	111	1.86%	111	1.87%				
	820	13.64%	Not Declared	781	13.08%	777	13.09%				
	22	0.37%	Not Available	44	0.74%	48	0.81%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

In Post Analysis 2010-11 (Excluding Schools)

Appendix H

	2009-10 Quarter 2		2010-11	Actual Quarter 1		Est Quarter 2		Quarter 3		Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	Age	42		0.70%	Age 16 - 19	32	0.54%	31	0.52%		
630		10.48%	Age 20 - 29	610	10.22%	598	10.07%				
967		16.09%	Age 30 - 39	960	16.08%	947	15.95%				
1,947		32.39%	Age 40 - 49	1,889	31.64%	1,874	31.56%				
966		16.07%	Age 50 - 54	991	16.60%	989	16.66%				
1,264		21.03%	Age 55 - 63	1,272	21.31%	1,270	21.39%				
54		0.90%	Age 64	64	1.07%	66	1.11%				
141		2.35%	Age 65 Plus	152	2.55%	162	2.73%				
6,011		100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Sexual Orientation	6	0.10%	Bisexual	6	0.10%	6	0.10%				
	20	0.33%	Gay	23	0.39%	23	0.39%				
	2,308	38.40%	Heterosexual	2,231	37.37%	2,224	37.46%				
	1,843	30.66%	Not Declared	1,769	29.63%	1,750	29.48%				
	1,834	30.51%	Not Available	1,941	32.51%	1,934	32.58%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Transgender	2,479	41.24%	Gender as at Birth	2,372	39.73%	2,342	39.45%				
	15	0.25%	Gender changed since Birth	15	0.25%	15	0.25%				
	1,699	28.26%	Not Declared	1,623	27.19%	1,605	27.03%				
	1,818	30.24%	Not Available	1,960	32.83%	1,975	33.27%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

In Post Analysis 2010-11 (Excluding Schools)

Appendix H

2009-10 Quarter 2		2010-11	Actual Quarter 1		Est Quarter 2		Quarter 3		Quarter 4	
No	%		No	%	No	%	No	%	No	%
63	1.05%	Agnostic	61	1.02%	61	1.03%				
102	1.70%	Atheist	100	1.68%	98	1.65%				
8	0.13%	Buddhist	8	0.13%	8	0.13%				
1,937	32.22%	Christian	1,873	31.37%	1,866	31.43%				
3	0.05%	Hindu	3	0.05%	3	0.05%				
50	0.83%	Humanist	47	0.79%	47	0.79%				
2	0.03%	Jewish	2	0.03%	2	0.03%				
7	0.12%	Muslim	6	0.10%	6	0.10%				
11	0.18%	Other	11	0.18%	11	0.19%				
10	0.17%	Pagan	11	0.18%	11	0.19%				
0	0.00%	Sikh	0	0.00%	0	0.00%				
290	4.82%	None	286	4.79%	287	4.83%				
1,697	28.23%	Not Declared	1,623	27.19%	1,606	27.05%				
1,831	30.46%	Not Available	1,939	32.48%	1,931	32.52%				
6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Length of Service	301	5.01%	Less than 12 months	277	4.64%	258	4.35%				
	1,191	19.81%	1-4 years service	1,122	18.79%	1,042	17.55%				
	1,284	21.36%	5-9 years service	1,274	21.34%	1,316	22.17%				
	749	12.46%	10-14 years service	821	13.75%	828	13.95%				
	850	14.14%	15-19 years service	744	12.46%	724	12.19%				
	871	14.49%	20-23 years service	855	14.32%	845	14.23%				
	101	1.68%	24 years service	163	2.73%	189	3.18%				
	664	11.05%	Over 25 years service	714	11.96%	735	12.38%				
	6,011	100.00%	Total	5,970	100.00%	5,937	100.00%	0		0	

Employee Interactions 2010-11 (Excluding Schools)

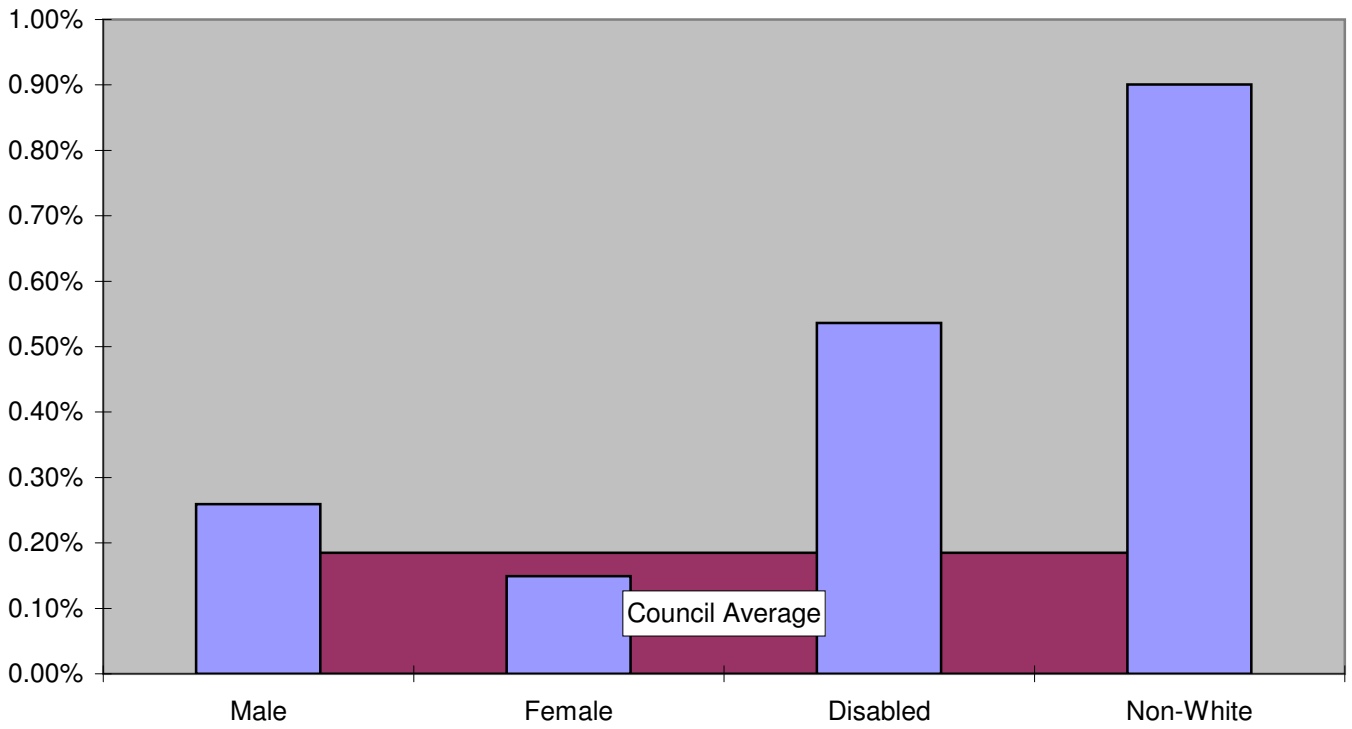
Appendix I

	2009-10 Quarter 2			2010-11	Actual Quarter 1			Estimated Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
	Grievance	3	1,918		0.16%	Male	2	1,931	0.10%	3	1,929	0.16%							5
3		4,103	0.07%	Female	2	4,037	0.05%	4	4,008	0.10%							6	4,023	0.15%
0		192	0.00%	Disabled	0	183	0.00%	1	190	0.53%							1	187	0.54%
2		110	1.82%	Non-White	1	111	0.90%	0	111	0.00%							1	111	0.90%
6		6,021	0.10%	Total	4	5,968	0.07%	7	5,937	0.12%	0	0		0	0		11	5,953	0.18%

Disciplinary	6	1,918	0.31%	Male	4	1,931	0.21%	1	1,929	0.05%							5	1,930	0.26%
	1	4,103	0.02%	Female	2	4,037	0.05%	1	4,008	0.02%							3	4,023	0.07%
	0	192	0.00%	Disabled	0	183	0.00%	0	190	0.00%							0	187	0.00%
	0	110	0.00%	Non-White	0	111	0.00%	0	111	0.00%							0	111	0.00%
	7	6,021	0.12%	Total	6	5,968	0.10%	2	5,937	0.03%	0	0		0	0		8	5,953	0.13%

	2009-10 Quarter 2			2010-11	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	Attend		No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce (Average)	Attend
	Training Attendance	234	1,918		0.12	Male	479	1,931	0.25	396	1,929	0.21							875
1,036		4,103	0.25	Female	1,599	4,037	0.40	1,210	4,008	0.30							2,809	4,023	0.70
39		192	0.20	Disabled	57	183	0.31	45	190	0.24							102	187	0.55
15		110	0.14	Non-White	27	111	0.24	25	111	0.23							52	111	0.47
1,270		6,021	0.21	Total	2,078	5,968	0.35	1,606	5,937	0.27	0	0		0	0		3,684	5,953	0.62

Grievance as % of Group



Discipline as % of Group

