

Wolverhampton City Council OPEN INFORMATION ITEM

CONFIDENT CAPABLE COUNCIL
SCRUTINY PANEL

Date **18 JULY 2013**

Originating Service Group(s)

DELIVERY

Contact Officer(s)/
Telephone Number(s)

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Title/Subject Matter

Wolverhampton City Council Labour
Turnover 2013 compared with 2012

1.0 RECOMMENDATIONS

- 1.1 That the C3 Scrutiny Panel consider the report and agree to receive a breakdown of the labour turnover statistics by Department.

2.0 Purpose of Report

- 2.1 To present Information relating to labour turnover across the council in 2012/13 compared with 2011/12 and to outline how this information will improve following the introduction of an HR system.

3.0 Background Information

- 3.1 The information contained in appendix 1 of this report also features in the HR Value for Money report.
- 3.2 The introduction of an HR system will set a base line to enable comparison of this information on a yearly basis and also between different parts of the council.
- 3.3 In the interim a briefing report will follow which provides a breakdown by Department of the information contained in this report. Improvement is also underway in the coming year to enable collection and analysis of reasons why employees leave the council.

4.0 Financial Implications

- 4.1 There are no direct financial implications arising from this report. In the longer term improved information will enable the council to gain a better understanding of the reasons why people leave which may, in some instances, enable the identification of savings.

[GE/05072013/L]

5.0 Legal Implications

- 5.1 There are no direct legal implications arising from this report.

[FD/05072013/B]

6.0 Environmental Implications

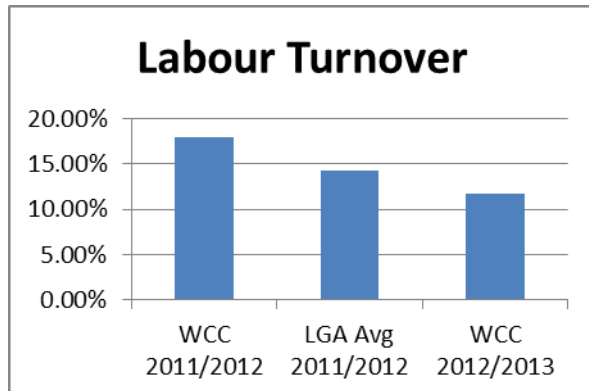
- 6.1 There are no direct environmental implications contained in this report.

7.0 Equalities Implications

- 7.1 There are no direct equalities implications arising from this report.

Appendix 1: Wolverhampton City Council Labour Turnover 2012/13 compared with 2011/12

Labour turnover statistics



*Single tier authorities' median labour turnover rate 2011/12 = 14.3%**

(Source: LGA Local Workforce survey 2011/12: summary of findings for England.)

Wolverhampton City Council Labour Turnover:
2012/2013 = 11.7%
2011/2012 = 17.9%.

Improvements planned for 2013/14

- *Full recording and monitoring of reasons for leaving*

Labour turnover measures the extent to which people leave the organisation including voluntary resignations, retirements, redundancies and cessation of fixed term contracts.

The CIPD currently estimates average labour turnover in the UK to be 13.5%. In 2011/12 labour turnover was higher (17.9%) than in comparator authorities (14.3%).

While national comparator figures are not yet available for 2012/3, labour turnover fell considerably in WCC to 11.7%.

In the year ahead the implementation of savings programme proposals will mean that staff numbers will reduce and labour turnover increase.