

City of London Figures 01/07/2018 to 30/06/2019

4106	Current Staff - Headcount	15.51%	Staff Turn over
3853.73	Current staff FTE	Starters	619
		Leavers	637
		- Voluntary	12.45% 511
		- Involuntary	3.07% 126

Disciplinaries			
In the last year	42	Currently open	15
Grievances			
in the last year	27	Currently open	12
Sickness Cases			
In the last year	226	Currently open	95

Monthly Sickness Level	0.54
Long Term	0.33
Short Term	0.21
Previous level July 2018	0.46

Dash Board Notes

Current Staff is as at report end date. Headcount refers to employees against position, those with multiple positions would be counted against each position. FTE is Full time Equivalent and is calculated base on contractual hours / FTE hours x weeks worked 52 , staff whose contractual hours exceed their FTE hours are counted as 1 FTE. Figures are based on permanent staff paid on the monthly payroll and do not include Police officers, casual staff , agency workers or consultants/contractors.

Turnover is calculated as the number of leavers divided by the average number of staff as a percentage. Average staff numbers are calculated using employee numbers at the beginning and end of the reporting period. Voluntary leavers are organisation leavers who have resigned or retired , involuntary leavers relate to all other leaving reasons.

Disciplinary, Grievances and Sickness Cases are based on formal casework, informal cases are not included. Grievances may also be referred to as complaints.

Overall monthly sickness levels are measured against the corporate target of 6 days per FTE person in the year (divided by 12 for a monthly level of 0.5) . The value for the monthly sickness level is calculated based on total number of sick days in the period divided by number of FTE employees in the month

For completeness the corporate Dashboard contains turnover data for the former Culture & Heritage & Libraries employees, since this Department was disbanded in April 2017 , the Dashboard will no longer include annual figures after April 2018

The Separate Units of the Central Criminal Court and the Mansion house will continue to show on the report until they have been empty for a year.

The sickness figures are based on absence days lost on employee's working patterns ,since City of London Police Civilians enter their data as individual days lost rather than based on working patterns this is not reflected in the report

Staff Turnover 01/07/2018 to 30/06/2019

Type / Detail	Headcount	FTE
Staff as at 01/07/2018	4106	3867.04
Staff as at 30/06/2019	4106	3853.73
Average Staff	4106	3860.38
Leavers In period	637	586.18
Overall Turnover	15.51%	15.18%
Involuntary Turnover	3.07%	2.92%
Voluntary Turnover	12.45%	12.27%

Note: The leaving reasons of Voluntary Redundancy, Resignation and Retirement are voluntary all other leaving reasons are involuntary

Corporate Dashboard June 2019

Corporation of London

Departmental Dashboard 01/07/2018 To 30/06/2019

Department	Head count	Current FTE	Staff Turnover	Starters	Leavers
BARBICAN CENTRE [05]	363	350.01	16.29%	68	58
CHAMBERLAIN'S DEPARTMENT [11]	271	265.09	14.41%	27	40
CITY OF LONDON POLICE (CIVILIANS) [55]	460	447.71	13.00%	43	60
CITY OF LONDON SCHOOL [61]	179	163.39	11.08%	17	20
CITY OF LONDON SCHOOL FOR GIRLS [63]	148	123.54	18.49%	33	27
CITY SURVEYOR'S DEPARTMENT [73]	240	234.04	20.12%	31	49
COMMUNITY & CHILDREN'S SERVICES DEPARTMENT [25]	367	350.38	14.54%	44	54
COMPTROLLER & CITY SOLICITOR'S DEPARTMENT [15]	56	50.16	15.65%	4	9
FREEMEN'S SCHOOL [65]	184	157.69	21.08%	37	39
GUILDHALL SCHOOL OF MUSIC & DRAMA [19]	296	260.73	22.64%	79	66
MANSION HOUSE & CENTRAL CRIMINAL COURT [09]	139	126.94	10.60%	11	15
MARKETS & CONSUMER PROTECTION [41]	275	259.46	12.27%	44	33
OPEN SPACES DEPARTMENT [50]	448	425.3	11.28%	44	51
REMEMBRANCER'S OFFICE [59]	29	28.8	40.68%	13	12
THE BUILT ENVIRONMENT [54]	236	223.97	11.32%	21	27
TOWN CLERKS DEPARTMENT [77]	415	386.54	19.01%	103	77
Corporation of London	4106	3853.75	15.51%	619	637

Departmental Sickness

Department	Annual Sick lost	Annual sick per FTE	Annual sick Short term per FTE	Annual sick Long term per FTE	June 2019 Monthly Sickness Level	Long Term	Short Term	Previous level July 2018
BARBICAN CENTRE [05]	1582	4.52	2.35	2.17	0.34	0.19	0.15	0.3
CHAMBERLAIN'S DEPARTMENT [11]	1381	5.21	2.73	2.48	0.58	0.35	0.23	0.25
CITY OF LONDON POLICE (CIVILIANS) [55]	4343	9.7	4.33	5.37	0.75	0.53	0.21	0.84
CITY OF LONDON SCHOOL [61]	375.5	2.3	1.74	0.56	0.23	0.02	0.21	0.03
CITY OF LONDON SCHOOL FOR GIRLS [63]	469	3.8	1.94	1.85	0.22	0.11	0.11	0.02
CITY SURVEYOR'S DEPARTMENT [73]	1973	8.43	2.78	5.65	0.53	0.42	0.1	0.62
COMMUNITY & CHILDREN'S SERVICES DEPARTMENT [25]	3321	9.48	3.23	6.24	0.79	0.39	0.4	0.76
COMPTROLLER & CITY SOLICITOR'S DEPARTMENT [15]	428	8.53	1.61	6.92	0.1	0	0.1	1.6
FREEMEN'S SCHOOL [65]	562	3.56	2.21	1.36	0.21	0	0.21	0.16
GUILDHALL SCHOOL OF MUSIC & DRAMA [19]	854.5	3.28	1.51	1.77	0.05	0	0.05	0.2
MANSION HOUSE & CENTRAL CRIMINAL COURT [09]	1537	12.11	3.41	8.7	0.6	0.49	0.11	0.54
MARKETS & CONSUMER PROTECTION [41]	2449	9.44	4.12	5.31	0.76	0.39	0.38	0.44
OPEN SPACES DEPARTMENT [50]	3687	8.67	3.76	4.9	0.96	0.67	0.29	0.66
REMEMBRANCER'S OFFICE [59]	54	1.88	1.22	0.66	0.21	0	0.21	0.7
THE BUILT ENVIRONMENT [54]	1701	7.59	3.25	4.35	0.48	0.28	0.21	0.42
TOWN CLERKS DEPARTMENT [77]	1837	4.75	2.4	2.35	0.47	0.32	0.15	0.18
Corporation of London	26554	6.89	2.96	3.93	0.54	0.33	0.21	0.46

Corporate Dashboard June 2019

Workforce information at 30/06/2019

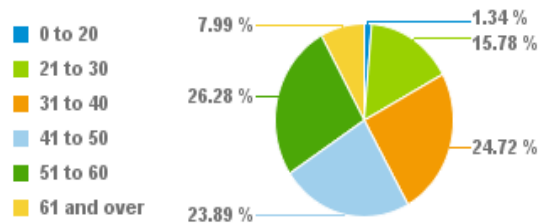
Female/Male Profile

Female	Male
48.08%	51.92%

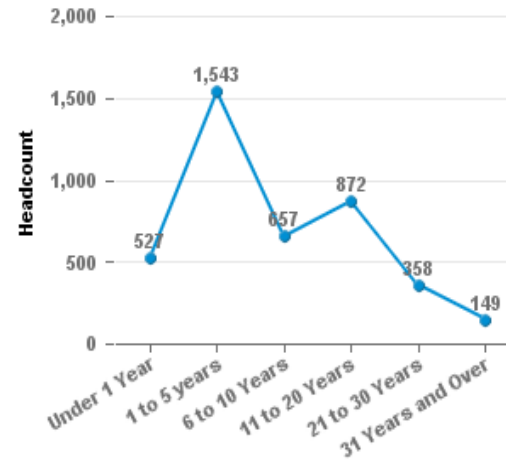
Workforce Breakdown

	Head Count	Full Time Equivalent
Full-Tim	3497	3489.55
Part-Tim	609	364.17
Total	4106	3853.72

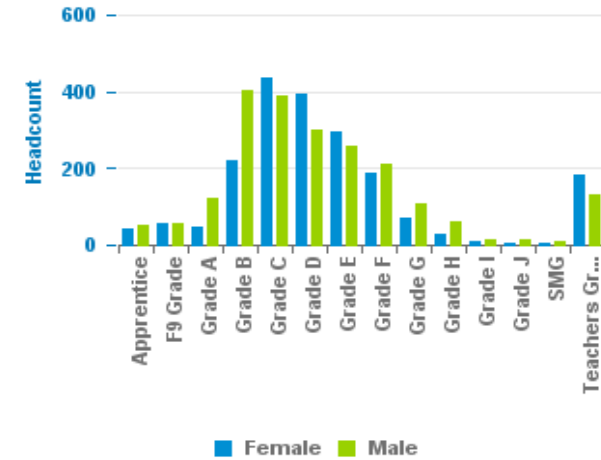
Age Groups



City of London Length of Service



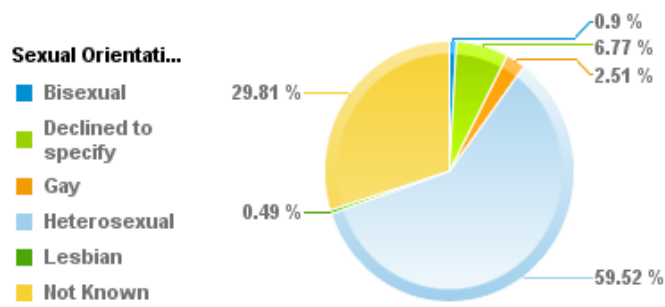
Grade Breakdown



Stated Disability

No	77.67%
Not Known	19.02%
Yes	3.31%

Sexual Orientation



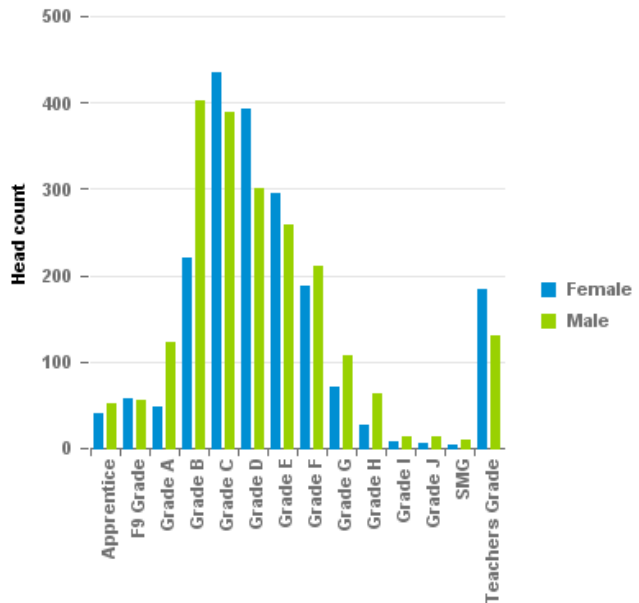
Sexual Orientation	Total	%
Bisexual	37	0.90%
Declined to specify	278	6.77%
Gay	103	2.51%
Heterosexual	2444	59.52%
Lesbian	20	0.49%
Not Known	1224	29.81%
Total	4106	100.00%

Religion and Beliefs

Religious Belief	Total	%
Buddhist	19	0.46%
Christian	1432	34.88%
Hindu	47	1.14%
Jewish	27	0.66%
Muslim	113	2.75%
None / No religion	1346	32.78%
Not Known	704	17.15%
Not stated	223	5.43%
Other	132	3.21%
Sikh	32	0.78%
Spiritual	31	0.75%
Totals	4106	100.00%

City of London Grade & Female/Male Breakdown as at 30/06/2019

Grade	Female	Male	Total
Apprentice	40 43.48%	52 56.52%	92
F9 Grade	58 51.33%	55 48.67%	113
Grade A	48 28.07%	123 71.93%	171
Grade B	220 35.31%	403 64.69%	623
Grade C	435 52.79%	389 47.21%	824
Grade D	392 56.57%	301 43.43%	693
Grade E	295 53.25%	259 46.75%	554
Grade F	188 47.12%	211 52.88%	399
Grade G	71 39.66%	108 60.34%	179
Grade H	26 29.21%	63 70.79%	89
Grade I	8 36.36%	14 63.64%	22
Grade J	6 30.00%	14 70.00%	20
SMG	3 23.08%	10 76.92%	13
Teachers Grade	184 58.60%	130 41.40%	314
Totals	1974 48.08%	2132 51.92%	4106



Corporate Dashboard June 2019

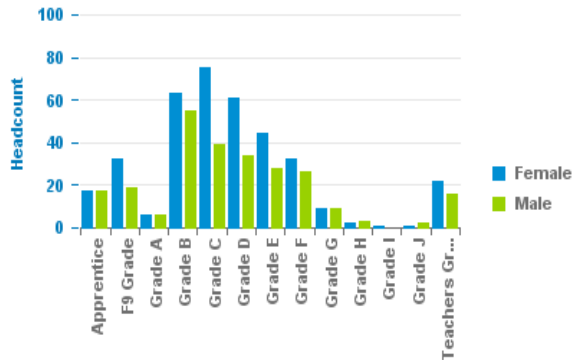
New starter information 01/07/2018 to 30/06/2019

Female	Male
58.97%	41.03%
365	254

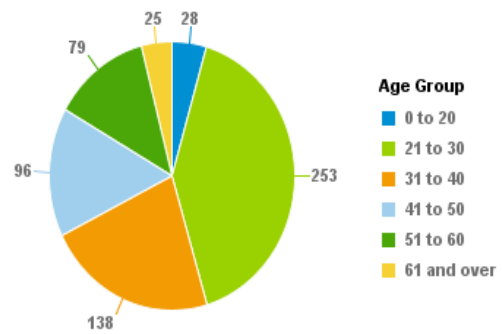
Workforce profile

	Full-Time	Part-Time	Total
Head count	510	109	619
Full Time Equivalent	507.63	55.5	563.13

Grade & Female/Male Profile



Age Grouping



Grade	Female	Male	Total
Apprentice	17	17	34
F9 Grade	32	19	51
Grade A	6	6	12
Grade B	63	55	118
Grade C	75	39	114
Grade D	61	34	95
Grade E	44	28	72
Grade F	32	26	58
Grade G	9	9	18
Grade H	2	3	5
Grade I	1		1
Grade J	1	2	3
Teachers Grade	22	16	38
Totals	365	254	619

Age Group	Female	Male	Total
0 to 20	16	12	28
21 to 30	168	85	253
31 to 40	82	56	138
41 to 50	53	43	96
51 to 60	35	44	79
61 and over	11	14	25
Totals	365	254	619

Ethnic Groups

Grade	Asian or Asian British	Black or Black British	Mixed	Not Known	Other Ethnic Groups	White	Total
Apprentice	7.61%	7.61%	8.70%	15.22%		60.87%	100.00%
F9 Grade	5.31%	5.31%	0.88%	23.01%		65.49%	100.00%
Grade A	2.34%	26.32%	2.92%	9.36%	7.02%	52.05%	100.00%
Grade B	5.30%	12.52%	3.05%	14.29%	1.61%	63.24%	100.00%
Grade C	8.01%	7.40%	3.40%	12.14%	2.06%	66.99%	100.00%
Grade D	5.05%	7.50%	2.16%	15.01%	1.15%	69.12%	100.00%
Grade E	6.14%	3.79%	2.53%	10.83%	1.81%	74.91%	100.00%
Grade F	6.52%	3.51%	1.25%	8.02%	1.50%	79.20%	100.00%
Grade G	6.15%	1.68%	2.23%	7.26%	2.23%	80.45%	100.00%
Grade H	2.25%	1.12%	1.12%	5.62%		89.89%	100.00%
Grade I				4.55%		95.45%	100.00%
Grade J	10.00%	10.00%	5.00%	10.00%		65.00%	100.00%
SMG		7.69%		30.77%		61.54%	100.00%
Teachers Grade	0.96%		0.96%	50.32%	0.32%	47.45%	100.00%

Ethnic Group	Total	Percentage
Asian or Asian British	229	5.58%
Black or Black British	291	7.09%
Mixed	104	2.53%
Not Known	624	15.20%
Other Ethnic Groups	68	1.66%
White	2790	67.95%
Total	4106	100.00%

Corporate Dashboard June 2019

Leaver information 01/07/2018 to 30/06/2019

Breakdown

Female	Male
53.22%	46.78%
339	298

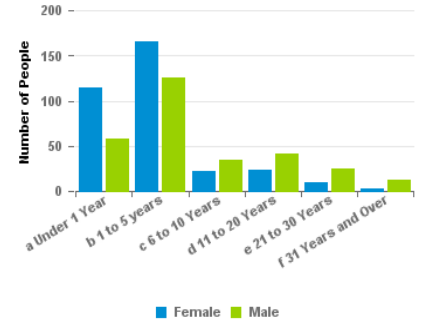
Workforce Profile

Head count

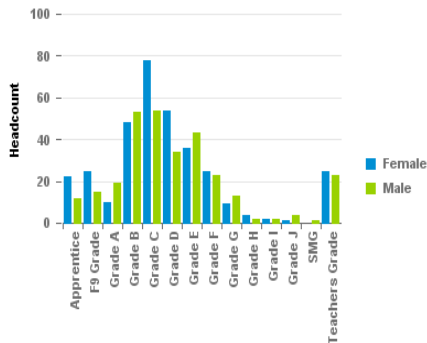
Full Time Equivalent

Full Time	Part-Time	Total
522	115	637
520.94	65.26	586.2

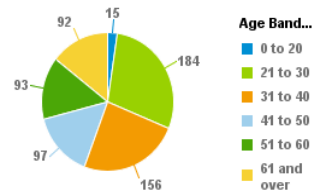
Service History



Grade & Female/Male Profile



Age Grouping



Grade	Female	Male	Total
Apprentice	22	12	34
F9 Grade	25	15	40
Grade A	10	19	29
Grade B	48	53	101
Grade C	78	54	132
Grade D	54	34	88
Grade E	36	43	79
Grade F	25	23	48
Grade G	9	13	22
Grade H	4	2	6
Grade I	2	2	4
Grade J	1	4	5
SMG	0	1	1
Teachers Grade	25	23	48
Totals	339	298	637

Age group	Female	Male	Total
0 to 20	8	7	15
21 to 30	121	63	184
31 to 40	91	65	156
41 to 50	49	48	97
51 to 60	40	53	93
61 and over	30	62	92
Totals	339	298	637

Service groups	Fema	Male	Total
a Under 1 Year	115	58	173
b 1 to 5 years	166	126	292
c 6 to 10 Years	22	35	57
d 11 to 20 Years	24	41	65
e 21 to 30 Years	9	25	34
f 31 Years and Over	3	13	16
Totals	339	298	637

Leaving Reasons	Total
Death in Service	3
Dismissal	16
End of Fixed Term Contract	61
Other Reason	14
Redundancy	14
Resignation	473
Retirement	38
Transfer	18
Totals	637

Sickness Absence reporting - June 2019**Average Working days lost**

	July 2018	June2019
Short Term Sickness	0.2	0.21
Long Term Sickness	0.26	0.33
Total	0.46	0.54

Top 3 Reasons as % of Total absence

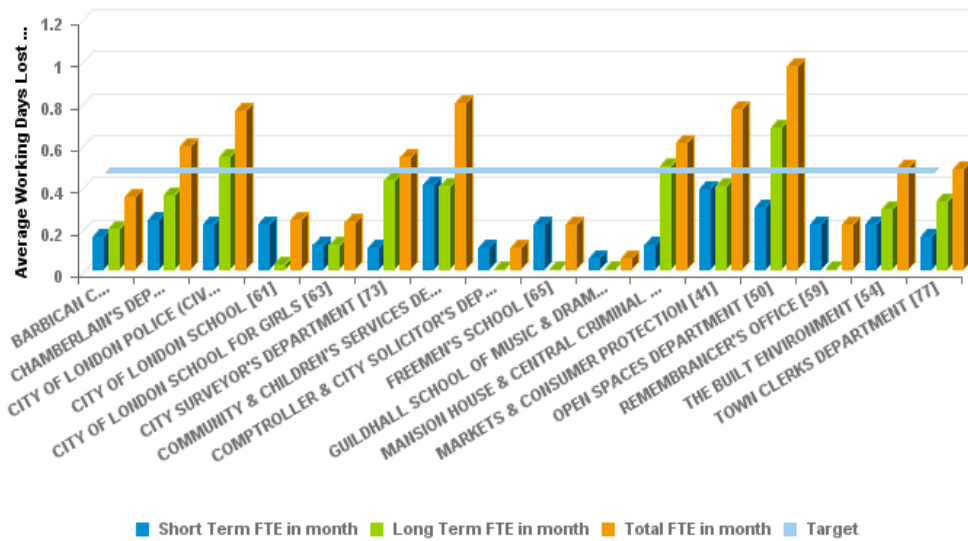
Sickness Reason	%
Anxiety/stress/depression/other psychiatric illnesses	21.77%
Other musculoskeletal problems -excluding back problems, including neck problems	13.24%
Gastrointestinal problems	10.86%
Total of top 3 Reasons	45.87%
Other Reasons	54.13%
Total	100.00%

Short-Term/ Long-term split

Top 3 Sickness Reasons	Short-Term split	Long-Term split
Anxiety/stress/depression/other psychiatric illnesses	10.55%	89.45%
Other musculoskeletal problems -excluding back problems, including neck problems	65.87%	34.13%
Gastrointestinal problems	23.62%	76.38%
Average	33.35%	66.65%

Sickness Absence per Department - June 2019

Average Working Days Lost - By Department



Department	Total	Short Term	Long Term	Occurrence	Target
BARBICAN CENTRE [05]	0.34	0.15	0.19	15	0.5
CHAMBERLAIN'S DEPARTMENT [11]	0.58	0.23	0.35	12	0.5
CITY OF LONDON POLICE (CIVILIANS) [55]	0.75	0.21	0.53	14	0.5
CITY OF LONDON SCHOOL [61]	0.23	0.21	0.02	9	0.5
CITY OF LONDON SCHOOL FOR GIRLS [63]	0.22	0.11	0.11	6	0.5
CITY SURVEYOR'S DEPARTMENT [73]	0.53	0.1	0.42	8	0.5
COMMUNITY & CHILDREN'S SERVICES DEPARTMENT [25]	0.79	0.4	0.39	18	0.5
COMPTROLLER & CITY SOLICITOR'S DEPARTMENT [15]	0.1	0.1	0	3	0.5
FREEMEN'S SCHOOL [65]	0.21	0.21	0	11	0.5
GUILDHALL SCHOOL OF MUSIC & DRAMA [19]	0.05	0.05	0	5	0.5
MANSHION HOUSE & CENTRAL CRIMINAL COURT [09]	0.6	0.11	0.49	6	0.5
MARKETS & CONSUMER PROTECTION [41]	0.76	0.38	0.39	20	0.5
OPEN SPACES DEPARTMENT [50]	0.96	0.29	0.67	24	0.5
REMEMBRANCER'S OFFICE [59]	0.21	0.21	0	4	0.5
THE BUILT ENVIRONMENT [54]	0.48	0.21	0.28	12	0.5
TOWN CLERKS DEPARTMENT [77]	0.47	0.15	0.32	15	0.5
Total	0.54	0.21	0.33	182	0.5

Notes: Totals sickness days lost / Total of FTE in department

Corporate Dashboard June 2019

Sickness lost by Absence reason - June 2019

Absence Reason	Working days lost in last month	Percentage of working days lost in last	Working days lost in year	Percentage of working days lost in year
Anxiety/stress/depression/other psychiatric illnesses	457	21.77%	6263	23.59%
Gastrointestinal problems	278	13.24%	2477.5	9.33%
Other musculoskeletal problems -excluding back problems, including neck problems	228	10.86%	2745	10.34%
Cold, Cough, Flu (Influenza)	159.5	7.60%	2665.5	10.04%
Back Problems	152	7.24%	1753	6.60%
Genitourinary & gynaecological disorders - excluding pregnancy related disorders	132	6.29%	1147	4.32%
Injury, fracture	125	5.95%	1259	4.74%
Ear, nose, throat (ENT)	107	5.10%	786	2.96%
Other Reason (not classified elsewhere)	100	4.76%	1573	5.92%
Heart, cardiac & circulatory problems	84	4.00%	1043	3.93%
Benign and malignant tumours, cancers	81	3.86%	1452	5.47%
Chest & respiratory problems	54	2.57%	1134	4.27%
Headache / migraine	32	1.52%	623	2.35%
Skin disorders	22	1.05%	202	0.76%
Asthma	21	1.00%	198	0.75%
Infectious diseases	21	1.00%	232	0.87%
Nervous system disorders - excluding headache/migraine	19	0.90%	109	0.41%
Dental and oral problems	9	0.43%	154	0.58%
Pregnancy related disorders	8	0.38%	215	0.81%
Eye problems	7	0.33%	212	0.80%
Endocrine / glandular problems (e.g. diabetes, thyroid, metabolic problems)	3	0.14%	153	0.58%
Blood disorders (e.g. anaemia)	0	0.00%	116	0.44%
Burns, poisoning, frostbite, hypothermia	0	0.00%	13	0.05%
Substance abuse - including alcoholism & drug dependence	0	0.00%	29	0.11%
Total	2099.5	100.00%	26554	100.00%

Corporate Dashboard June 2019

Agency staff – Snapshot June 2019

Department	Headcount
Barbican Centre	6
Central Criminal Court	9
Chamberlains Department	10
City Of London Police Civilians	22
City Of London School	3
City Surveyors Department	12
Community & Children's Services Department	50
Comptroller & City Solicitors Department	4
Freemen's School	2
Mansion House	8
Markets & Consumer Protection	13
Open Spaces Department	22
Remembrancer's Office	1
The Built Environment	29
Town Clerk's Department	38
Grand Total	239