

## Human Capital Metrics - 2015/16

A text paragraph of key points can appear here. For example total headcount and FTE of staff, average annual basic pay, key points on turnover/leavers etc.

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	Nodnol 2014/15 Mean	Nodnol Mean	Nodnol Median	Range of Responses		Esterwilde	Esterwilde 2014/15	Number of responses
<b>Direct Employment</b>								
Headcount	3,820.7	3,065.36	3,218	1,055	5,903	3,644	3,208	33
Full time equivalents	2,431.97	2,426.48	2,537	888	3,877	985	3,752	33
<b>Age</b>								
16 to 24 (%)	5.06	6.04	4.69	1.69	16.87	4.01	3.37	33
65 and older (%)	7.46	10.16	8.69	3.64	25.11	6.86	7.79	33
Average age	44.83	44.52	45	40	49	46	43	33
<b>Gender</b>								
Male (%)	51.91	49.91	48.24	36.52	65.75	56.86	59.06	33
Female (%)	48.09	50.09	51.76	34.25	63.48	43.14	40.94	33
Percentage of top 5% earners: female (%)	51.45	49.67	49	40	58	57	54	33
<b>Ethnicity</b>								
BAME (%)	76.07	76.46	76.27	69.52	80.84	78.65	79.8	33
Percentage of top 5% earners: BAME (%)	50.32	51.18	52	40	59	58	47	33
<b>Disability</b>								
Diversity metric 1 (%)	49.06	48.03	46	40	59	59	52	33
<b>Length of service</b>								
Service band 1 (%)	6.16	8.08	6.6	2.78	20.95	5.3	7.54	33
Service band 2 (%)	6.1	8.43	6.7	2.97	21.15	6.7	6.83	33
Service band 3 (%)	5.55	7.38	6.02	2.81	18.86	4.2	5.42	33
Service band 4 (%)	7.69	10.48	7.92	4.26	27.49	6.04	8.7	33
<b>Sickness Absence</b>								
Sickness category 1 (%)	--	15.11	15.63	9.56	18.27	10.31	10.87	32
Sickness category 2 (%)	--	18.34	17.83	14.69	23.08	18.39	23.2	32
Sickness category 3 (%)	--	23.77	24.1	19.08	27.85	25.39	21.94	32
Sickness category 4 (%)	--	18.63	18.53	14.19	22.93	20.62	24.17	32
<b>Leavers</b>								
Turnover - all (%)	0.16	0.22	0.16	0.07	0.52	0.14	0.18	33
Leavers reason 1 (%)	23.73	24.38	23.9	18.53	31.04	24.5	18.68	33
Leavers metric 1 (%)	0.04	0.05	0.04	0.02	0.11	0.03	0.03	33
Leavers reason 2 (%)	23.79	25.09	25.16	17.18	32.95	29.82	20.16	33