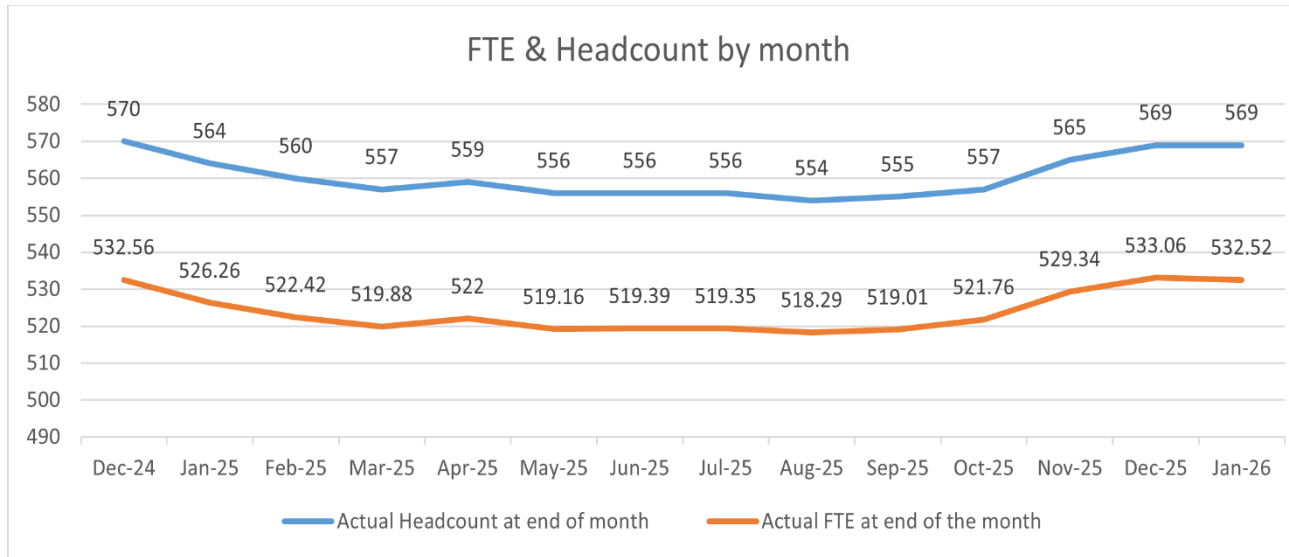


# East Devon District Council People Data

Data as at: 31.01.26



## Headcount

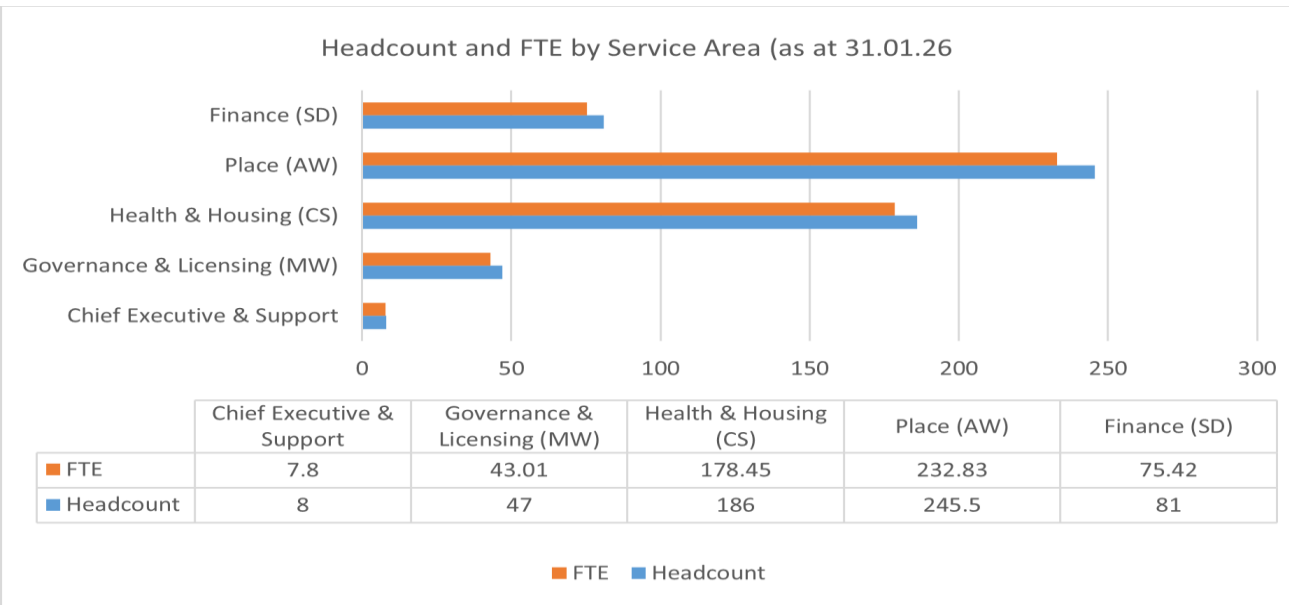


<b>Actual Headcount:</b>	569
<b>Full Time Equivalent (FTE):</b>	532.52
<b>Budgeted FTE for 2025/26</b>	565.4

*This data incorporates permanent, fixed term and apprentice employees. It excludes casuals, agency workers and contractors.*

*Headcount is the actual number of employees.*

*Full Time Equivalent (FTE) measures employees in a way that makes them comparable although they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of full time hours. A full-time person is therefore counted as 1 FTE, while a part-time worker is a proportion of 1 FTE. For example, a part-timer employed for 18.5 hours a week where full-time work consists of 37 hours, is counted as 0.5 FTE.*



## Vacancies, Agency Workers, Market Supplements

	This month (31.01.26)	Last reporting period (30.11.25)
<b>Total Vacancies for EDDC (Recruiting in Progress &amp; Not Recruiting)</b>	57 (10.01% of headcount)	67 (11.85% of headcount)
<b>Total number of Market Supplements</b>	21	22
<b>Average length of time to recruit a vacancy from the point of advertising.</b>	84.73 days	57.28 days
<b>Total Positions filled by Agency</b>	20	29

**Last Reporting Period** – this was 30 November 25, as reported to Personnel Committee in January 2026.

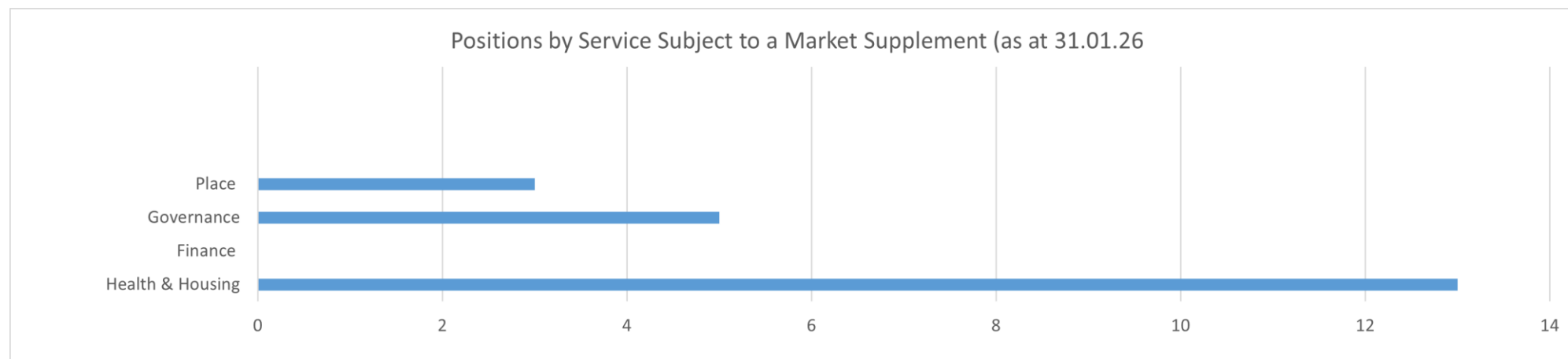
**NOT Recruiting Vacancies** - Vacancies that are not currently part of the recruiting process. This may be because they are on hold or recruitment is being prepared, or being backfilled internally by honorarium or secondment whilst decisions are being made.

**Recruiting in Progress** - Vacancies being recruited to.

**Average length of time a vacancy is vacant** – this counts the number of calendar days a Recruiting in Progress Vacancy has been vacant. The count is from either when the post became vacant or when a new recruitment campaign was added to the HR system. It is only possible to calculate this figure for the Council as a whole due to HR system capabilities.

**Agency** - The number of posts that are currently filled by Agency Workers. The numbers by Service or costs are not held centrally in the HR system but HR and Finance are currently working on improvements to where data is held.

**Market Supplement** – An additional payment made in excess



# Turnover

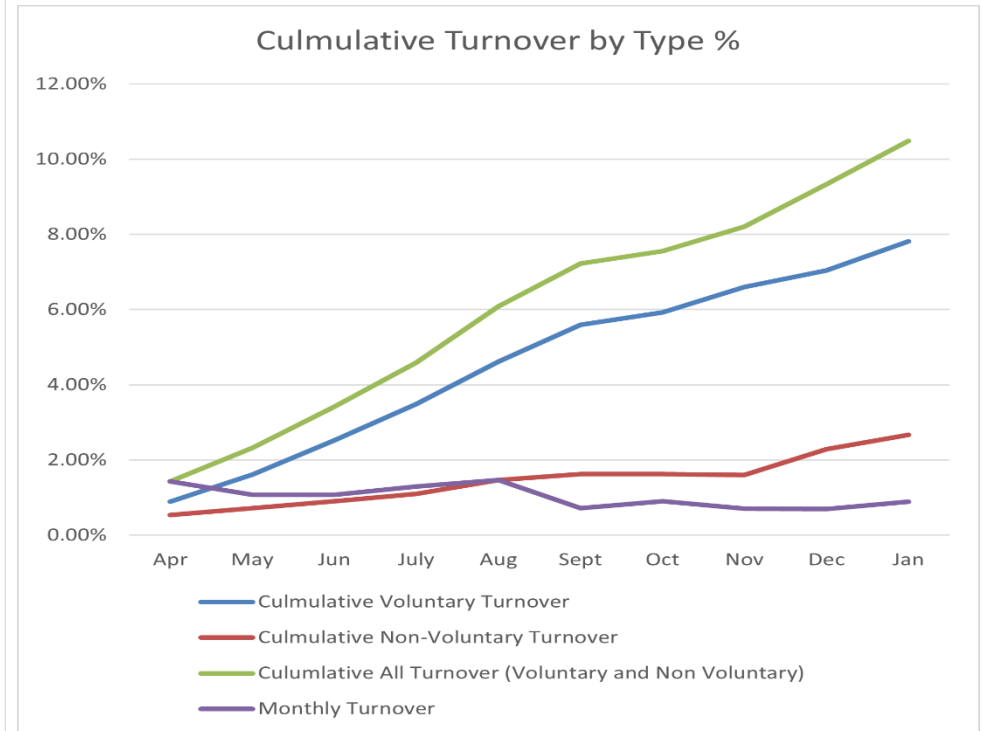
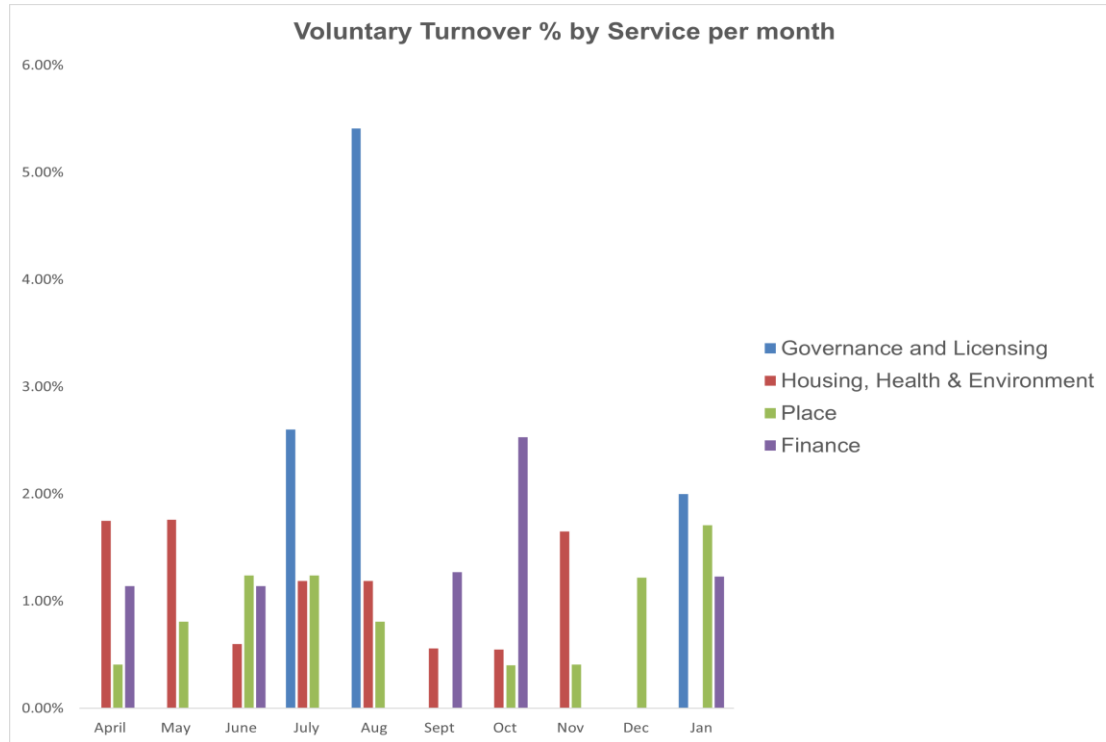
Cumulative Voluntary Turnover as at 31.01.26	Projected Voluntary Turnover to 31.03.26	Cumulative Non-Voluntary Turnover as at 31.01.26	Projected Non Voluntary Turnover to 31.03.26	Cumulative Turnover (Voluntary & Non-Voluntary) As 31.01.26	Projected Turnover (Voluntary & Non Voluntary) to 31.03.26
7.82%	9.38%	2.67%	3.2%	10.49%	12.58%

Employee turnover is measured by the percentage of leavers during a period and is shown as a cumulative month on month trend.

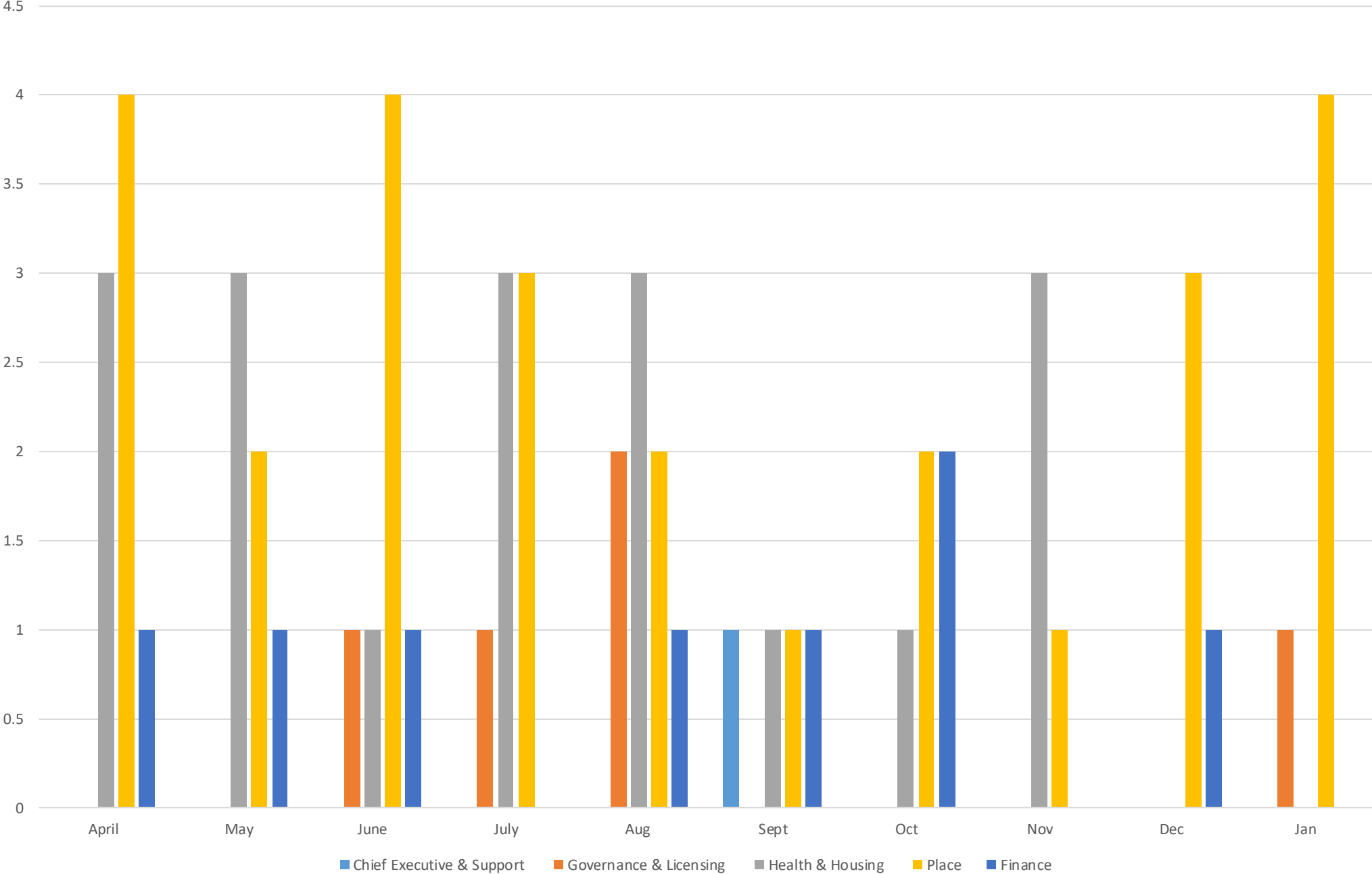
Voluntary turnover only includes resignations.

Non-voluntary Turnover includes dismissals, redundancy, end of fixed term contracts, and ill health retirement.

Projected turnover figures are estimates for the whole year based on information to date, this figure will fluctuate and stabilise as we progress through the fiscal year.



# Actual Leavers by Service April 25 to January 26

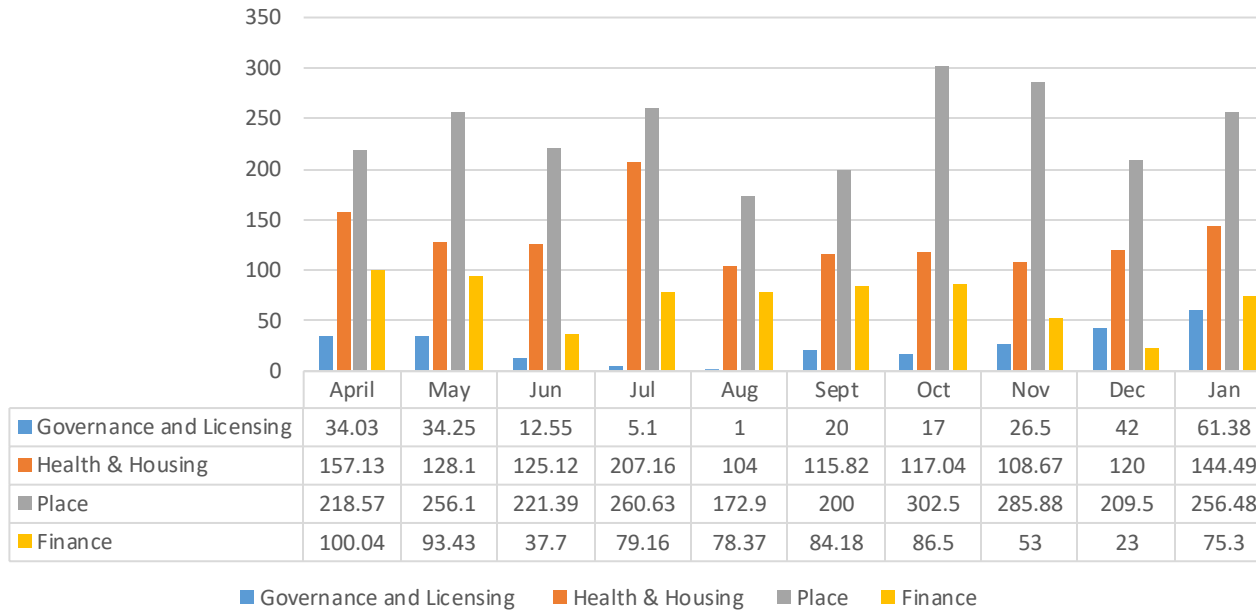


# Sickness Absence

<b>Working days lost per FTE (Apr 25 to January 26)</b>	<b>Working days lost per FTE (Apr 24 to January 26)</b>
8.82 FTE Days	8.22 FTE days

Top 3 reasons for absence	
Short term (<8 days)	<ol style="list-style-type: none"> <li>1. Cold/Flu</li> <li>2. Stomach, Kidney, Liver, Digestion</li> <li>3. Neurological, headaches &amp; migraines</li> </ol>
Medium term (>8 days, <2 months)	<ol style="list-style-type: none"> <li>1. Stress, anxiety, fatigue (Personal)</li> <li>2. Hospital Treatment</li> <li>3. Hospital treatment/operation</li> </ol>
Long term (>2 months)	<ol style="list-style-type: none"> <li>1. Stress, Anxiety, Fatigue (work)</li> <li>2. Other Muscular-Skeletal</li> <li>3. Hospital Investigations</li> </ol>

Total FTE working days lost per service (April 25-January 26)



*\*Based on current information the projected figure for end of year absence per FTE is currently 10.58 days per FTE, the annual target is 8.5 days per FTE*