

Staffing compendium

December 2010

Produced by Human Resources



University of the
West of England

bettertogether

Introduction

This is the third annual staffing compendium to be produced for the University.

The compendium is based on data held in the University's HR payroll system (SAP). The SAP database is populated with information supplied by employees on their application for employment form; the database is then updated with information supplied by employees in response to periodic data surveys. The latest data survey was carried out in December 2010. The next data survey will take place in 2012/13.

Around one third of staff updated their personal profile in the 2010 data survey. For those staff who did not respond to the survey, we have used the equality and diversity data already held in SAP from previous surveys for this compendium.

I hope this compendium will be useful and informative in understanding the current workforce profile of the University, and in highlighting areas where we need to make improvements.

This compendium also provides a rich source of data for managers carrying out equality impact assessments.

If you have any ideas for how the compendium might be improved or have any queries relating to the data and its analysis then please contact Lesley Donnithorne in the Systems Administration Team (Lesley2.Donnithorne@uwe.ac.uk) or Andrew Mclean in the Equality and Diversity Unit (Andrew2.Mclean@uwe.ac.uk) within Human Resources.

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Section 1 – Staff employment

TABLE 1 – STAFF IN POST AT 31/12/2010

| FACULTY/SERVICE | HEADS | FTE* | HEADS 2009 | FTE* 2009 | HEADS 2008 | FTE* 2008 |
|----------------------------------|-------------|-------------|---------------|--------------|---------------|--------------|
| Business and Law | 338 | 307 | | | | |
| CAHE | 500 | 410 | | | | |
| Environment & Technology | 472 | 434 | | | | |
| Health & Life Sciences | 586 | 508 | | | | |
| <i>Faculty totals</i> | 1896 | 1659 | 1872 | 1665 | 1838 | 1651 |
| Academic Registry | 32 | 28 | | | | |
| Admissions & International Dev. | 31 | 28 | | | | |
| Business Intelligence & Planning | 15 | 15 | | | | |
| Centre for Performing Arts | 5 | 5 | | | | |
| Directorate | 23 | 20 | | | | |
| Dean of Students | 5 | 5 | | | | |
| Development and Alumni | 4 | 4 | | | | |
| Facilities | 488 | 374 | | | | |
| Finance | 63 | 57 | | | | |
| Human Resources | 60 | 54 | | | | |
| IT Services | 188 | 178 | | | | |
| Library Services | 150 | 119 | | | | |
| Marketing and Communications | 29 | 23 | | | | |
| Research, Business & Innovation | 53 | 47 | | | | |
| Schools & Colleges Partnership | 13 | 12 | | | | |
| Student Services | 87 | 71 | | | | |
| <i>Service totals</i> | 1246 | 1040 | 1124 | 937 | 1080 | 901 |
| Faculty and service sub total | 3142 | 2699 | 2966 | 2602 | 2919 | 2552 |
| Hourly paid lecturers | 392 | 111** | 454 | 97** | 472 | 113** |
| Temporary staff (in assignment) | 276 | 159 | 336 | 184 | 273 | 163 |
| All staff | 3810 | 2969 | 3786 | 2904 | 3664 | 2828 |

* FTE = full time equivalent

** HPL FTE relates to the total for the previous academic year.

In 2010, 62% of all staff were in faculties and 38% in services. This represents a small change from 2009, when 64% of staff were in faculties and 36% in services. This reflects the move of some IT support staff from faculties to IT Services.

The increase in staff numbers from 2009 to 2010 is mainly attributable to the employment of 36 additional researchers, taking on employment responsibilities for 20 resident wardens, and 15 interns in technical roles; this was offset by reductions in numbers of hourly paid lecturers and temporary staff.

TABLE 2 – GENDER / ETHNICITY / DISABILITY STATUS BY EMPLOYEE GROUP AND GRADE

| EMPLOYEE GROUP/ GRADE | YEAR | ALL | | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | | DISABILITY STATUS NOT KNOWN* | |
|--------------------------|---------|-------|-------|------|-------|--------|-------|------|-------|-------|-------|---------------------|-------|----------|-------|---------------|-------|------------------------------|-------|
| | | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads |
| Senior Management | 2010 | 82 | 58 | 71% | 24 | 29% | 0 | 0% | 81 | 99% | 1 | 1.2% | 6 | 7.3% | 75 | 92% | 1 | 1.2% | |
| | 2009 | 62 | 47 | 76% | 15 | 24% | 0 | 0% | 61 | 98% | 1 | 1.6% | 6 | 9.7% | 55 | 88% | 1 | 1.6% | |
| | 2008 | 62 | 45 | 73% | 17 | 27% | 0 | 0% | 61 | 98% | 1 | 1.6% | 5 | 8.1% | 55 | 88% | 2 | 3.2% | |
| Academic | Grade J | 2010 | 107 | 67 | 63% | 40 | 37% | 5 | 4.6% | 97 | 91% | 5 | 4.6% | 4 | 3.7% | 102 | 95% | 1 | 0.9% |
| | | 2009 | 133 | 83 | 62% | 50 | 38% | 6 | 4.5% | 126 | 95% | 1 | 0.8% | 2 | 1.5% | 129 | 97% | 2 | 1.5% |
| | | 2008 | 134 | 87 | 65% | 47 | 35% | 6 | 4.5% | 125 | 93% | 3 | 2.2% | 3 | 2.2% | 127 | 95% | 4 | 3.0% |
| | Grade I | 2010 | 206 | 111 | 54% | 95 | 46% | 15 | 7.3% | 181 | 88% | 10 | 4.8% | 9 | 4.3% | 193 | 94% | 4 | 1.9% |
| | | 2009 | 212 | 113 | 53% | 99 | 47% | 15 | 7.0% | 193 | 91% | 4 | 1.9% | 6 | 2.8% | 203 | 96% | 3 | 1.4% |
| | | 2008 | 209 | 112 | 54% | 97 | 46% | 16 | 7.7% | 189 | 90% | 4 | 1.9% | 5 | 2.4% | 196 | 94% | 8 | 3.8% |
| | Grade H | 2010 | 785 | 365 | 46% | 420 | 54% | 53 | 6.7% | 703 | 90% | 29 | 3.7% | 35 | 4.5% | 742 | 95% | 8 | 1.0% |
| | | 2009 | 748 | 357 | 48% | 391 | 52% | 49 | 6.6% | 669 | 89% | 30 | 4.0% | 22 | 2.9% | 724 | 97% | 2 | 0.3% |
| | | 2008 | 730 | 352 | 48% | 378 | 52% | 44 | 6.0% | 664 | 91% | 22 | 3.0% | 26 | 3.6% | 677 | 93% | 27 | 3.7% |
| Grade G | 2010 | 38 | 17 | 45% | 21 | 55% | 6 | 16% | 29 | 76% | 3 | 7.8% | 1 | 2.6% | 37 | 97% | 0 | 0% | |
| | 2009 | 62 | 28 | 45% | 34 | 55% | 9 | 15% | 48 | 77% | 5 | 0.6% | 1 | 1.6% | 61 | 98% | 0 | 0% | |
| | 2008 | 45 | 19 | 42% | 26 | 58% | 5 | 11% | 36 | 80% | 4 | 8.9% | 1 | 2.2% | 44 | 98% | 0 | 0% | |
| Hourly Paid Lecturers | 2010 | 392 | 138 | 35% | 254 | 65% | 27 | 6.9% | 342 | 87% | 23 | 5.9% | 13 | 3.3% | 374 | 95% | 5 | 1.2% | |
| | 2009 | 454 | 173 | 38% | 281 | 62% | 35 | 7.7% | 389 | 85% | 30 | 6.6% | 18 | 4.0% | 432 | 95% | 4 | 0.9% | |
| | 2008 | 472 | 189 | 40% | 283 | 60% | 38 | 8.1% | 367 | 77% | 67 | 14% | 19 | 4.0% | 432 | 92% | 21 | 4.4% | |

| EMPLOYEE GROUP/ GRADE | YEAR | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | | DISABILITY STATUS NOT KNOWN* | |
|---|------|-------|-------|-----|--------|-----|-------|------|-------|-----|---------------------|------|----------|------|---------------|-----|------------------------------|------|
| | | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| Research Grade H Grade F&G | 2010 | 40 | 26 | 65% | 14 | 35% | 4 | 10% | 35 | 88% | 1 | 2.5% | 1 | 2.5% | 38 | 95% | 1 | 2.5% |
| | 2009 | 34 | 23 | 68% | 11 | 32% | 4 | 12% | 30 | 88% | 0 | 0% | 0 | 0% | 33 | 97% | 1 | 3.9% |
| | 2008 | 28 | 20 | 71% | 8 | 29% | 3 | 11% | 25 | 89% | 0 | 0% | 0 | 0% | 26 | 93% | 2 | 7.1% |
| | 2010 | 137 | 66 | 48% | 71 | 52% | 21 | 15% | 109 | 80% | 7 | 5.1% | 5 | 3.6% | 128 | 93% | 4 | 2.9% |
| | 2009 | 107 | 48 | 45% | 59 | 55% | 14 | 13% | 89 | 83% | 4 | 3.7% | 3 | 2.8% | 102 | 95% | 2 | 1.9% |
| | 2008 | 100 | 50 | 50% | 50 | 50% | 17 | 17% | 81 | 81% | 2 | 2.0% | 5 | 5.0% | 93 | 93% | 2 | 2.0% |
| Admin & Prof G & above Grade A to F | 2010 | 334 | 141 | 42% | 193 | 58% | 23 | 6.9% | 299 | 89% | 12 | 3.6% | 19 | 5.7% | 310 | 93% | 5 | 1.5% |
| | 2009 | 306 | 132 | 43% | 174 | 57% | 18 | 5.9% | 283 | 93% | 5 | 1.6% | 12 | 3.9% | 291 | 95% | 3 | 1.0% |
| | 2008 | 282 | 121 | 43% | 161 | 57% | 11 | 3.9% | 266 | 94% | 5 | 1.8% | 15 | 5.3% | 258 | 92% | 9 | 3.2% |
| | 2010 | 847 | 205 | 24% | 642 | 76% | 51 | 6.0% | 774 | 91% | 22 | 2.6% | 46 | 5.4% | 791 | 93% | 10 | 1.2% |
| | 2009 | 801 | 185 | 23% | 616 | 77% | 44 | 5.5% | 746 | 93% | 11 | 1.4% | 43 | 5.4% | 749 | 94% | 9 | 1.1% |
| | 2008 | 800 | 169 | 21% | 631 | 79% | 43 | 5.4% | 744 | 93% | 13 | 1.6% | 44 | 5.5% | 716 | 90% | 40 | 5.0% |
| Technical G & above Grade A to F | 2010 | 69 | 56 | 81% | 13 | 19% | 2 | 2.9% | 63 | 91% | 4 | 5.8% | 2 | 2.9% | 67 | 97% | 0 | 0% |
| | 2009 | 74 | 58 | 78% | 16 | 22% | 2 | 2.7% | 68 | 92% | 4 | 5.4% | 2 | 2.7% | 72 | 97% | 0 | 0% |
| | 2008 | 70 | 55 | 79% | 15 | 21% | 2 | 2.9% | 64 | 91% | 4 | 5.7% | 0 | 0% | 69 | 99% | 1 | 1.4% |
| | 2010 | 216 | 136 | 63% | 80 | 37% | 13 | 6.0% | 191 | 88% | 12 | 5.6% | 16 | 7.4% | 296 | 91% | 4 | 1.9% |
| | 2009 | 195 | 127 | 65% | 68 | 35% | 13 | 6.7% | 170 | 87% | 12 | 6.2% | 7 | 3.6% | 185 | 95% | 3 | 1.5% |
| | 2008 | 202 | 131 | 65% | 71 | 35% | 10 | 5.0% | 168 | 83% | 24 | 12% | 9 | 4.5% | 188 | 93% | 5 | 2.4% |

| EMPLOYEE GROUP/ GRADE | YEAR | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | | DISABILITY STATUS NOT KNOWN* | | |
|------------------------|-----------|-------|-------|-----|--------|-----|-------|------|-------|-----|---------------------|------|----------|------|---------------|-----|------------------------------|------|------|
| | | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | |
| Manual Grade C to E | 2010 | 96 | 72 | 75% | 24 | 25% | 4 | 4.2% | 88 | 92% | 4 | 4.2% | 6 | 6.3% | 89 | 93% | 1 | 1.0% | |
| | 2009 | 84 | 64 | 76% | 20 | 24% | 3 | 3.6% | 77 | 92% | 4 | 4.8% | 4 | 4.8% | 80 | 95% | 0 | 0% | |
| | 2008 | 88 | 67 | 76% | 21 | 24% | 3 | 3.4% | 82 | 93% | 3 | 3.4% | 7 | 8.0% | 78 | 89% | 3 | 3.4% | |
| | Grade A&B | 2010 | 174 | 45 | 26% | 129 | 74% | 12 | 6.9% | 152 | 87% | 10 | 5.7% | 12 | 6.9% | 160 | 92% | 2 | 1.1% |
| | | 2009 | 178 | 46 | 26% | 132 | 74% | 13 | 7.3% | 157 | 88% | 8 | 4.5% | 13 | 7.3% | 163 | 92% | 2 | 1.1% |
| | | 2008 | 169 | 50 | 30% | 119 | 70% | 12 | 7.1% | 149 | 88% | 8 | 4.7% | 12 | 7.1% | 143 | 85% | 14 | 8.3% |
| TSU Temps | 2010 | 347 | 112 | 32% | 235 | 68% | 40 | 12% | 279 | 80% | 28 | 8% | 11 | 3.2% | 332 | 96% | 4 | 1.2% | |
| | 2009 | 429 | 132 | 31% | 297 | 69% | 34 | 7.9% | 359 | 84% | 36 | 8.4% | 10 | 2.3% | 417 | 97% | 2 | 0.5% | |
| | 2008 | 324 | 103 | 32% | 221 | 68% | 23 | 7.1% | 269 | 83% | 32 | 9.9% | 9 | 2.8% | 300 | 93% | 15 | 4.6% | |

| | | | | | | | | | | | | | | | | | | |
|--|------|------|------|-----|------|-----|-----|------|------|-----|-----|------|-----|------|------|-----|-----|------|
| ALL STAFF (excluding HPLs & TSU) | 2010 | 3131 | 1365 | 44% | 1766 | 56% | 209 | 6.7% | 2802 | 89% | 120 | 3.8% | 162 | 5.2% | 2928 | 94% | 41 | 1.3% |
| | 2009 | 2996 | 1311 | 44% | 1685 | 56% | 190 | 6.0% | 2717 | 91% | 89 | 3.0% | 121 | 4.0% | 2847 | 95% | 28 | 0.9% |
| | 2008 | 2919 | 1278 | 44% | 1641 | 56% | 172 | 5.9% | 2654 | 91% | 93 | 3.2% | 132 | 4.5% | 2670 | 91% | 117 | 4.0% |
| ALL STAFF | 2010 | 3870 | 1615 | 42% | 2255 | 58% | 276 | 7.1% | 3423 | 88% | 171 | 4.4% | 186 | 4.8% | 3634 | 94% | 50 | 1.3% |
| | 2009 | 3879 | 1616 | 42% | 2263 | 58% | 259 | 6.7% | 3465 | 89% | 155 | 4.0% | 149 | 3.8% | 3696 | 95% | 34 | 0.9% |
| | 2008 | 3715 | 1570 | 42% | 2145 | 58% | 233 | 6.3% | 3290 | 87% | 192 | 5.1% | 160 | 4.3% | 3402 | 92% | 153 | 4.1% |

* Figures for "Not Disabled" include "not known" for staff who did not respond to the survey. The "Disability Status Not Known" figure is the number of staff that responded to the survey but preferred not to provide information about disability status.

The overall male/female ratio remained constant in 2010, though some staff groups showed further increases in the proportion of women, in particular, in senior management grades, the senior research grade, senior administrative/professional grades and senior manual grades.

TABLE 3 – AGE

| AGE BAND | HEADS 2010 | PERCENTAGE 2010 | PERCENTAGE 2009 | PERCENTAGE 2008 |
|----------|---------------|--------------------|--------------------|--------------------|
| Under 24 | 163 | 4.2% | 4.5% | 4.2% |
| 25-34 | 760 | 20% | 20% | 20% |
| 35-44 | 965 | 25% | 24% | 24% |
| 45-54 | 1074 | 28% | 28% | 29% |
| 55-64 | 859 | 22% | 22% | 22% |
| 65 + | 49 | 1.3% | 1.2% | 0.8% |

The average age of a UWE employee is 44 years; this is unchanged since 2007.

TABLE 4 – SEXUAL ORIENTATION

| GROUP | HEADS 2010 | PERCENTAGE 2010 | PERCENTAGE 2009 | PERCENTAGE 2008 |
|--------------------------------|---------------|--------------------|--------------------|--------------------|
| Bisexual | 25 | 0.7% | 0.5% | 0.5% |
| Gay man | 31 | 0.8% | 0.7% | 0.7% |
| Gay woman/lesbian | 45 | 1.2% | 0.7% | 0.8% |
| Heterosexual/straight | 2161 | 56% | 45.9% | 42.9% |
| Other | 10 | 0.3% | 0.2% | 0.1% |
| Not declared/prefer not to say | 217 | 5.6% | 4.5% | 4.0% |
| No data held | 1381 | 36% | 47.5% | 51.0% |

Table 4 shows that UWE has 2.7% of staff declaring as lesbian, gay or bisexual (LGB) – up from 1.9% in 2009.

TABLE 5 – RELIGION AND BELIEF

| GROUP | HEADS 2010 | PERCENTAGE 2010 | PERCENTAGE 2009 | PERCENTAGE 2008 |
|--------------------------------|---------------|--------------------|--------------------|--------------------|
| Buddhist | 35 | 0.9% | 0.6% | 0.5% |
| Christian | 992 | 26% | 22.2% | 21.4% |
| Hindu | 20 | 0.5% | 0.2% | 0.4% |
| Jewish | 9 | 0.2% | 0.2% | 0.3% |
| Muslim | 34 | 0.9% | 0.7% | 0.6% |
| Sikh | 5 | 0.1% | 0.1% | 0.1% |
| Another faith/religion | 80 | 2.1% | 2.0% | 1.8% |
| No faith/religion | 1021 | 26% | 20.5% | 18.2% |
| Not declared/prefer not to say | 284 | 7.3% | 5.8% | 5.7% |
| No data held | 1390 | 36% | 47.6% | 51.0% |

Table 5 shows 31% of staff declaring as having a religion or belief – up from 26% in 2009.

Tables 4 and 5 show an increasing proportion of staff providing information on their sexual orientation and faith.

TABLE 6 – ETHNIC ORIGIN

| GROUP | HEADS 2010 | PERCENTAGE 2010 | PERCENTAGE 2009 | PERCENTAGE 2008 |
|-------------------------|---------------|--------------------|--------------------|--------------------|
| Asian – Bangladeshi | 9 | 0.2% | 0.3% | 0.3% |
| Asian – Indian | 34 | 0.9% | 0.3% | 0.9% |
| Asian – Pakistani | 15 | 0.4% | 0.5% | 0.4% |
| Asian – Other | 29 | 0.8% | 0.7% | 0.5% |
| Black – African | 34 | 0.9% | 0.7% | 0.6% |
| Black – Caribbean | 31 | 0.8% | 0.7% | 0.6% |
| Black – Other | 4 | 0.1% | 0.1% | 0.1% |
| Chinese | 36 | 0.9% | 1.0% | 1.0% |
| Mixed – White/African | 6 | 0.2% | 0.1% | 0.1% |
| Mixed – White/Asian | 15 | 0.4% | 0.4% | 0.3% |
| Mixed – White/Caribbean | 6 | 0.2% | 0.2% | 0.1% |
| Mixed – Other | 21 | 0.5% | 0.4% | 0.4% |
| Other Ethnic background | 36 | 0.9% | 0.8% | 0.9% |
| <i>Sub total</i> | 276 | 7.1% | 6.7% | 6.3% |
| White – British | 3120 | 81% | 82.0% | 81.5% |
| White – Irish | 47 | 1.2% | 1.1% | 1.0% |
| White – Other | 256 | 6.6% | 6.3% | 6.1% |
| <i>Sub total</i> | 3423 | 88% | 89.3% | 88.6% |
| Prefer not to say | 19 | 0.5% | 0.1% | 0.1% |
| No data held | 152 | 3.9% | 3.9% | 5.0% |
| <i>Sub total</i> | 171 | 4.4% | 4.0% | 5.1% |
| All staff | 3870 | 100% | 100% | 100% |

Table 6 shows that UWE’s declared BME staffing population is 7.1% compared to 6.7% in 2009.

TABLE 7 – NATIONALITY

| GROUP | HEADS 2010 | PERCENTAGE 2010 |
|------------------|---------------|--------------------|
| British | 3387 | 88% |
| German | 34 | 0.9% |
| Irish | 25 | 0.7% |
| American | 21 | 0.5% |
| Italian | 19 | 0.5% |
| Spanish | 16 | 0.4% |
| Chinese | 16 | 0.4% |
| French | 15 | 0.4% |
| Canadian | 12 | 0.3% |
| Indian * | 11 | 0.3% |
| Australian * | 11 | 0.3% |
| <i>Sub total</i> | 3567 | 92% |

Table 7 shows UWE’s top ten nationalities at 2010 (* joint 10th place).

TABLE 8 – GENDER / ETHNICITY / DISABILITY STATUS BY CONTRACT TYPE

| CONTRACT TYPE | YEAR | ALL | | | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | | DISABILITY STATUS NOT KNOWN* | |
|---------------|------|-------|-------|-----|-------|-----|--------|------|-------|-----|-------|------|---------------------|------|----------|-----|---------------|------|------------------------------|---|
| | | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| Permanent | 2010 | 3063 | 1307 | 43% | 1756 | 57% | 178 | 5.8% | 2764 | 90% | 121 | 4.0% | 158 | 5.2% | 2869 | 94% | 36 | 1.2% | | |
| | 2009 | 3124 | 1342 | 43% | 1782 | 57% | 182 | 5.8% | 2834 | 91% | 108 | 3.5% | 130 | 4.2% | 2965 | 95% | 29 | 0.9% | | |
| Fixed Term | 2010 | 460 | 196 | 43% | 264 | 57% | 58 | 13% | 380 | 83% | 22 | 4.8% | 17 | 3.7% | 433 | 94% | 10 | 2.2% | | |
| | 2009 | 322 | 140 | 43% | 182 | 57% | 42 | 13% | 270 | 84% | 10 | 3.1% | 9 | 2.8% | 310 | 96% | 3 | 0.9% | | |
| Temporary | 2010 | 347 | 112 | 32% | 235 | 68% | 40 | 12% | 279 | 80% | 28 | 8.1% | 11 | 3.2% | 332 | 96% | 4 | 1.2% | | |
| | 2009 | 433 | 134 | 31% | 299 | 69% | 35 | 8.1% | 361 | 83% | 37 | 8.5% | 10 | 2.3% | 421 | 97% | 2 | 0.5% | | |

* Figures for “Not Disabled” include “not knowns” for staff who did not respond to the survey. The “Disability Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disability status.

TABLE 9 – GENDER / ETHNICITY / DISABILITY STATUS BY MODE OF EMPLOYMENT

| MODE | YEAR | ALL | | | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | | DISABILITY STATUS NOT KNOWN* | |
|-----------|------|-------|-------|-----|-------|-----|--------|------|-------|-----|-------|------|---------------------|------|----------|-----|---------------|------|------------------------------|---|
| | | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| Full-time | 2010 | 2283 | 1161 | 51% | 1122 | 49% | 159 | 6.9% | 2028 | 89% | 96 | 4.2% | 107 | 4.7% | 2144 | 94% | 32 | 1.4% | | |
| | 2009 | 2254 | 1159 | 51% | 1095 | 49% | 137 | 6.1% | 2040 | 91% | 77 | 3.4% | 79 | 3.5% | 2157 | 96% | 18 | 0.8% | | |
| Part-time | 2010 | 1587 | 454 | 29% | 1133 | 71% | 117 | 7.3% | 1395 | 88% | 75 | 4.7% | 79 | 5.0% | 1490 | 94% | 18 | 1.1% | | |
| | 2009 | 1532 | 436 | 28% | 1096 | 72% | 111 | 7.2% | 1352 | 88% | 69 | 4.5% | 69 | 4.5% | 1447 | 95% | 16 | 1.0% | | |

* Figures for “Not Disabled” include Not Knowns for staff who did not respond to the survey. The “Disability Status Not Known” figure is the number of staff that responded to the survey but preferred not to provide information about disability status. Excludes TSU temps not in assignment.

Section 2 – Staff recruitment

TABLE 10 – RECRUITMENT BY GENDER / ETHNICITY / DISABILITY STATUS

| | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|-------------|-------|-------|-----|--------|-----|-------|------|-------|-----|---------------------|-------|----------|------|---------------|------|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2010 | | | | | | | | | | | | | | | |
| Applied | 5340 | 3223 | 60% | 2117 | 40% | 888 | 17% | 4107 | 77% | 345 | 6.5% | 254 | 4.8% | 5086 | 95% |
| Shortlisted | 1221 | 597 | 49% | 624 | 51% | 126 | 10% | 1027 | 84% | 68 | 5.6% | 57 | 4.7% | 1164 | 95% |
| Appointed | 357 | 164 | 46% | 193 | 54% | 35 | 10% | 309 | 87% | 13 | 3.6% | 14 | 3.9% | 343 | 96% |
| 2009 | | | | | | | | | | | | | | | |
| Applied | 9343 | 4262 | 46% | 5081 | 54% | 1,539 | 17% | 7232 | 77% | 572 | 6.1% | 139 | 1.5% | 9204 | 99% |
| Shortlisted | 1469 | 693 | 47% | 776 | 53% | 166 | 11% | 1212 | 83% | 91 | 6.2% | 16 | 1.1% | 1453 | 99% |
| Appointed | 385 | 175 | 45% | 210 | 55% | 37 | 10% | 323 | 84% | 25 | 6.5% | 7 | 1.8% | 378 | 98% |
| 2008 | | | | | | | | | | | | | | | |
| Applied | 5989 | 2683 | 45% | 3306 | 55% | 919 | 15% | 4445 | 74% | 625 | 10.4% | 23 | 0.4% | 5966 | 99% |
| Shortlisted | 1473 | 661 | 45% | 812 | 55% | 149 | 10% | 1194 | 81% | 130 | 8.8% | 5 | 0.3% | 1468 | 99% |
| Appointed | 367 | 173 | 47% | 194 | 53% | 25 | 6.8% | 314 | 86% | 28 | 7.6% | 0 | 0% | 367 | 100% |

* Figures for “Not Disabled” include applicants who did not provide data.
Data relates to the period October to September each year.

In 2010 the number of job applicants decreased by 43% over 2009; the number in 2009 was exceptionally high due to the impact of the economic downturn on the labour market. The reduction in 2010 is attributable to a policy change where jobs are advertised internally first.

The figures show that the success rate for female applicants through the recruitment process is generally the same or better than for male applicants. The proportion of male applicants in 2010 was affected by a very high number of male applicants for two manual jobs.

In 2009 increase in the proportion of BME applicants has been maintained in 2010 despite the internal recruitment policy, as has the increased proportion of BME applicants being appointed, although BME applicants still have a lower rate of success through the recruitment process than non-BME staff.

In 2010 there has been a further increase in applicants declaring as disabled.

TABLE 11 - RECRUITMENT TO THE TEMPORARY STAFF UNIT BANK

| | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|-------------|-------|-------|-----|--------|-----|-------|------|-------|-----|------------------------|------|----------|------|------------------|------|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| <u>2010</u> | | | | | | | | | | | | | | | |
| Applied | 462 | 174 | 38% | 288 | 62% | 89 | 19% | 352 | 76% | 21 | 4.5% | 26 | 5.6% | 436 | 94% |
| Shortlisted | 180 | 62 | 34% | 118 | 66% | 22 | 12% | 149 | 83% | 9 | 5.0% | 7 | 3.9% | 173 | 96% |
| Appointed | 83 | 24 | 29% | 59 | 71% | 7 | 8.0% | 72 | 87% | 4 | 4.8% | 5 | 6.0% | 78 | 94% |
| <u>2009</u> | | | | | | | | | | | | | | | |
| Applied | 718 | 265 | 37% | 453 | 63% | 88 | 12% | 573 | 80% | 57 | 7.9% | 16 | 2.2% | 702 | 98% |
| Shortlisted | 262 | 88 | 34% | 174 | 66% | 16 | 6.1% | 219 | 84% | 27 | 10% | 5 | 1.9% | 257 | 98% |
| Appointed | 113 | 38 | 34% | 75 | 66% | 9 | 8.0% | 95 | 84% | 9 | 8.0% | 2 | 1.8% | 111 | 98% |
| <u>2008</u> | | | | | | | | | | | | | | | |
| Applied | 718 | 238 | 33% | 480 | 67% | 80 | 11% | 590 | 82% | 48 | 6.7% | 7 | 1.0% | 711 | 99% |
| Shortlisted | 352 | 96 | 27% | 256 | 73% | 26 | 7.4% | 299 | 85% | 27 | 7.7% | 1 | 0.3% | 351 | 99% |
| Appointed | 138 | 36 | 26% | 102 | 74% | 9 | 6.5% | 116 | 84% | 13 | 9.4% | 0 | 0% | 138 | 100% |

* Figures for "Not Disabled" include applicants who did not provide data; data relates to the period October to September each year.

Table 11 shows that the number of applicants has declined and fewer appointments have made because fewer temporary staff left the bank and the University had less need to open the bank to new applicants.

The proportion of BME applicants and disabled applicants has increased significantly in 2010. The proportion of appointees declaring as disabled has also increased from 1.8% in 2009 to 6% in 2010.

Section 3 – Leavers

TABLE 12 – LEAVERS BY CATEGORY: 2010

| LEAVER CATEGORY | HEADS | MALE | FEMALE | BME | WHITE | ETHNICITY NOT KNOWN | DISABLED | NOT DISABLED* |
|----------------------------|------------|----------------------|----------------------|----------------------|------------------------|---------------------|----------------------|------------------------|
| Resignation | 106 | 38 | 68 | 9 | 94 | 3 | 4 | 102 |
| Voluntary Severance | 22 | 11 | 11 | | 22 | | 1 | 21 |
| End of fixed term contract | 43 | 19 | 24 | 6 | 34 | 3 | 3 | 40 |
| Age 65 retirement | 21 | 14 | 7 | 3 | 16 | 2 | | 21 |
| Early retirement | 15 | 5 | 10 | | 15 | | 1 | 14 |
| Maternity leave non-return | 2 | | 2 | | 2 | | | 2 |
| Ill Health | 4 | 1 | 3 | | 4 | | | 4 |
| Death | 2 | 2 | | | 2 | | | 2 |
| Dismissal | 2 | 1 | 1 | | 2 | | | 2 |
| Redundancy | 9 | 6 | 3 | 2 | 7 | | | 9 |
| ALL LEAVERS - 2010 | 226 | 97 (43%) | 129 (57%) | 20 (8.8%) | 198 (88%) | 8 (3.5%) | 9 (4.0%) | 217 (96%) |
| ALL LEAVERS - 2009 | 276 | 116 (42%) | 160 (58%) | 20 (7.2%) | 247 (89.5%) | 9 (3.3%) | 10 (3.6%) | 269 (97.5%) |
| ALL LEAVERS – 2008 | 321 | 143 (45%) | 178 (55%) | 19 (5.9%) | 297 (92.5%) | 5 (1.6%) | 9 (2.8%) | 312 (97.2%) |

* Figures for “Not Disabled” include staff who have not provided data
The analysis excludes hourly paid and temporary staff.

The UWE workforce is 56% female, 6.7% BME and 5.2% disabled. In 2010 the rate of leaving by gender is broadly in proportion to the population; a slightly higher proportion of BME staff were leavers and a slightly lower proportion of disabled staff.

The data shows an annual turnover rate of 6.1% (excluding fixed term contract expiry) compared to 7.9% for 2009

TABLE 13 – REASONS FOR LEAVING UWE: 2010

| REASON | ACADEMIC + SENIOR MANAGEMENT | PROFESSIONAL SUPPORT STAFF | TOTALS 2010 | TOTALS 2009 | TOTALS 2008 |
|-------------------------------|------------------------------|----------------------------|-------------|-------------|-------------|
| Moving from area | 2 | 4 | 6 | 2 | 14 |
| Return to education | 1 | 4 | 5 | 2 | 3 |
| Giving up employment | 1 | 1 | 2 | 4 | 13 |
| Personal/domestic | 2 | 6 | 8 | 7 | 14 |
| Promotion/career development | 6 | 4 | 10 | 9 | 25 |
| Travel problems | 3 | 2 | 5 | 5 | 10 |
| Physical work environment | 1 | 0 | 1 | 2 | 2 |
| Organisational culture | 4 | 2 | 6 | 10 | 13 |
| Management style | 0 | 4 | 4 | 6 | 13 |
| Working relations | 1 | 1 | 2 | 3 | 5 |
| Workload/stress | 3 | 4 | 7 | 5 | 13 |
| Conditions of service | 0 | 0 | 0 | 0 | 2 |
| Discrimination | 0 | 0 | 0 | 0 | 1 |
| Retirement | 9 | 4 | 13 | 13 | 27 |
| Redundancy | 0 | 0 | 0 | 12 | 14 |
| Ill health | 0 | 1 | 1 | 3 | 4 |
| End of fixed term contract | 3 | 2 | 5 | 8 | 9 |
| Greater job satisfaction | 4 | 6 | 10 | 14 | 20 |
| Personal satisfaction | 5 | 4 | 9 | 14 | 20 |
| More training and development | 1 | 1 | 2 | 4 | 7 |
| Better career prospects | 4 | 6 | 10 | 10 | 17 |
| Better service conditions | 0 | 0 | 0 | 2 | 5 |
| Higher salary | 2 | 5 | 7 | 5 | 18 |
| Change of work pattern | 2 | 3 | 5 | 6 | 14 |
| NUMBER OF RESPONDENTS | 17 | 26 | 43 | 51 | 105 |

Notes:

Data is taken from exit questionnaires completed by staff leaving the University. Respondents can indicate more than one reason for leaving.

Section 4 –Staff development and career progression

TABLE 14 – INTERNAL TRAINING ATTENDANCES [2010 DATA TO FOLLOW]

| Year | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|------|-------|-------|-----|--------|-----|-------|------|-------|-----|---------------------|------|----------|------|---------------|-----|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2010 | 3359 | 999 | 30% | 2360 | 70% | 263 | 7.8% | 3009 | 90% | 87 | 2.6% | 201 | 6.0% | 3158 | 94% |
| 2009 | 3582 | 1141 | 32% | 2441 | 68% | 244 | 6.8% | 3239 | 90% | 99 | 2.8% | 165 | 4.6% | 3417 | 95% |
| 2008 | 2861 | 808 | 28% | 2053 | 72% | 148 | 5.2% | 2615 | 91% | 98 | 3.4% | 49 | 1.7% | 2812 | 98% |

Table 14 shows that female staff, BME staff and disabled staff are proportionately more likely to take up internal training places (note: UWE workforce is: 58% female, 7.1% BME and 4.8% disabled).

TABLE 15 – CAREER PROGRESSION ANALYSIS

| YEAR | TOTAL | | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED * | |
|------|-------|------|-------|------|--------|------|-------|------|-------|-------|---------------------|------|----------|------|----------------|-------|
| | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2010 | 205 | 6.5% | 80 | 5.9% | 125 | 7.1% | 13 | 6.2% | 186 | 6.6% | 6 | 5.0% | 4 | 2.5% | 197 | 6.6% |
| 2009 | 185 | 6.2% | 67 | 5.1% | 118 | 7.0% | 8 | 4.2% | 171 | 6.3% | 6 | 6.7% | 2 | 1.7% | 183 | 6.4% |
| 2008 | 312 | 11% | 134 | 11% | 178 | 11% | 10 | 5.8% | 294 | 11.1% | 8 | 9.1% | 13 | 9.8% | 299 | 10.8% |

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

* Figures for “Not Disabled” include staff who have not provided data.

Career progression opportunities have been taken up in slightly higher proportion by female staff compared to male staff and in lower proportion by known disabled staff. The data analysed by each type of career progression opportunity (promotion, regrading, secondment, and temporary up-grade) is shown in table 13 below.

TABLE 16 – CAREER PROGRESSION ANALYSIS BY TYPE

| TYPE | YEAR | TOTAL | | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|-------------------|------|-------|------|-------|------|--------|------|-------|------|-------|------|---------------------|------|----------|------|---------------|------|
| | | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| Promotion | 2010 | 71 | 2.3% | 28 | 2.1% | 43 | 2.4% | 3 | 1.4% | 68 | 2.4% | 0 | 0% | 1 | 0.6% | 70 | 2.4% |
| | 2009 | 49 | 1.6% | 17 | 1.3% | 32 | 1.9% | 2 | 1.1% | 43 | 1.6% | 4 | 4.5% | 0 | 0% | 49 | 1.7% |
| | 2008 | 63 | 2.2% | 23 | 1.8% | 40 | 2.5% | 0 | 0% | 61 | 2.3% | 2 | 2.3% | 2 | 1.5% | 61 | 2.3% |
| Regrading | 2010 | 57 | 1.8% | 22 | 1.6% | 35 | 2.0% | 8 | 3.8% | 45 | 1.6% | 4 | 3.3% | 2 | 1.2% | 55 | 1.9% |
| | 2009 | 46 | 1.5% | 19 | 1.4% | 27 | 1.6% | 1 | 0.5% | 43 | 1.6% | 2 | 2.2% | 1 | 0.8% | 45 | 1.6% |
| | 2008 | 47 | 1.6% | 26 | 2.0% | 21 | 1.3% | 6 | 3.5% | 40 | 1.5% | 1 | 1.1% | 3 | 2.3% | 44 | 1.7% |
| Secondment | 2010 | 27 | 0.9% | 9 | 0.7% | 18 | 1.0% | 0 | 0% | 27 | 1.0% | 0 | 0% | 0 | 0% | 27 | 0.9% |
| | 2009 | 43 | 1.4% | 16 | 1.2% | 27 | 1.6% | 1 | 0.5% | 42 | 1.5% | 0 | 0% | 0 | 0% | 43 | 1.5% |
| | 2008 | 138 | 4.8% | 60 | 4.7% | 78 | 4.8% | 3 | 1.7% | 131 | 5.0% | 4 | 4.5% | 4 | 3.0% | 134 | 5.0% |
| Temporary Upgrade | 2010 | 50 | 1.6% | 21 | 1.5% | 29 | 1.6% | 2 | 1.0% | 46 | 1.6% | 2 | 1.7% | 1 | 0.6% | 49 | 1.6% |
| | 2009 | 47 | 1.6% | 15 | 1.1% | 32 | 1.9% | 4 | 2.1% | 43 | 1.6% | 0 | 0% | 1 | 0.8% | 46 | 1.6% |
| | 2008 | 64 | 2.2% | 25 | 2.0% | 39 | 2.4% | 1 | 0.6% | 62 | 2.3% | 1 | 1.1% | 4 | 3.0% | 60 | 2.2% |

% indicates the proportion of the particular group having career progression, not the proportion of all the progression occurrences.

* Figures for “Not Disabled” include staff who have not provided data.

Section 5 – Formal procedures

TABLE 17 – STAFF GRIEVANCES

| YEAR | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|------|-------|-------|-----|--------|-----|-------|------|-------|-------|---------------------|-----|----------|-------|---------------|-------|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| 2010 | 6 | 4 | 67% | 2 | 33% | - | - | 5 | 83% | 1 | 17% | - | - | 6 | 100% |
| 2009 | **21 | 13 | 72% | 5 | 28% | - | - | 18 | 100% | - | - | 3 | 16.7% | 15 | 83.3% |
| 2008 | 13 | 5 | 38% | 8 | 62% | 1 | 7.7% | 12 | 92.3% | 0 | 0% | 3 | 23.1% | 10 | 76.9% |

* Figures for “Not Disabled” include staff who have not provided data. ** Includes 3 group grievances not included in equality analyses.

The number of new formal grievances in 2010 has decreased significantly from 2009. The UWE workforce (including HPLs and TSU) is: 58% female, 7.1% BME and 4.8% disabled, therefore in 2010 staff grievances were brought by a higher proportion of male staff, non-BME staff, and staff not declaring as disabled. However it is difficult to ascribe statistical significance to the data due to low numbers.

TABLE 18 – STAFF DISCIPLINARIES

| YEAR/TYPE | ALL | MALE | | FEMALE | | BME | | WHITE | | ETHNICITY NOT KNOWN | | DISABLED | | NOT DISABLED* | |
|-------------|-------|-------|------|--------|-----|-------|-------|-------|-------|---------------------|-------|----------|-------|---------------|-------|
| | Heads | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % | Heads | % |
| <u>2010</u> | | | | | | | | | | | | | | | |
| Conduct | 8 | 7 | 88% | 1 | 12% | - | - | 8 | 100% | - | - | 1 | 12% | 7 | 88% |
| Capability | 2 | 2 | 100% | - | - | 1 | 50% | - | - | 1 | 50% | - | - | 2 | 100% |
| Performance | 1 | 1 | 100% | - | - | - | - | 1 | 100% | - | - | 1 | 100% | - | - |
| Total 2010 | 11 | 10 | 91% | 1 | 1% | 1 | 1% | 9 | 82% | 1 | 1% | 2 | 18% | 9 | 82% |
| Total 2009 | 17 | 12 | 71% | 5 | 29% | 1 | 5.9% | 12 | 70.6% | 4 | 23.5% | 1 | 5.9% | 16 | 94.1% |
| Total 2008 | 14 | 9 | 64% | 5 | 36% | 3 | 21.4% | 11 | 78.6% | - | - | 2 | 14.3% | 12 | 5.7% |

* Figures for “Not Disabled” include staff who have not provided data.

The UWE workforce (including HPLs and TSU) is: 58% female, 7.1% BME and 4.8% disabled. Therefore in 2010 formal procedures were initiated for a significantly lower proportion of female staff and BME staff, and for a higher proportion of disabled staff. However it is difficult to ascribe statistical significant to the data due to low numbers.

Section 6 – Sickness absence

TABLE 19 - SICKNESS ABSENCE RATES BY FACULTY / SERVICE (January 2010 to December 2010)

| FACULTY/SERVICE | DAYS LOST 2010 | INCIDENTS 2010 | ABSENCE RATE 2010 | ABSENCE RATE 2009 | ABSENCE RATE 2008 |
|-------------------------------------|-------------------|-------------------|----------------------|----------------------|----------------------|
| Business and Law* | 1345 | 243 | 1.6% | 2.2% | 1.8% |
| CAHE* | 2415 | 469 | 1.9% | 1.4% | 1.2% |
| Environment and Technology | 1968 | 376 | 1.6% | 1.5% | 1.8% |
| Health and Life Sciences | 2206 | 446 | 1.5% | 1.6% | 2.5% |
| <i>Faculty sub total</i> | | | 1.7% | 1.6% | 1.9% |
| Academic Registry | 200 | 68 | 2.1% | 3.9% | 2.1% |
| Admissions and International Dev. | 285 | 61 | 3.1% | 3.7% | 1.8% |
| Business Intelligence & Planning | 221 | 56 | 1.8% | 1.1% | 3.4% |
| Directorate* | 218 | 56 | 1.7% | 3.3% | 1.2% |
| Facilities | 1794 | 381 | 3.4% | 4.3% | 5.5% |
| Finance | 415 | 96 | 2.8% | 2.8% | 2.0% |
| Human Resources | 347 | 85 | 2.5% | 2.4% | 2.6% |
| IT Services | 1190 | 403 | 2.5% | 1.9% | 2.8% |
| Library Services | 906 | 306 | 2.5% | 2.1% | 2.7% |
| Marketing and Communications | 116 | 64 | 1.4% | 1.2% | 1.1% |
| Research, Business and Innovation | 231 | 94 | 1.7% | 1.8% | 1.3% |
| Schools and Colleges Partnerships | 88 | 21 | 3.0% | 3.6% | 1.2% |
| Student Services | 458 | 159 | 2.1% | 3.1% | 2.1% |
| <i>Service sub total</i> | | | 3.2% | 3.2% | 3.7% |
| All services excluding manual staff | | | 2.5% | 2.5% | 2.6% |
| Manual staff only | | | 5.3% | 5.2% | 6.9% |
| All staff | 18153 | 3932 | 2.2% | 2.2% | 2.5% |

*Includes Dean of Students and Development & Alumni.
Excludes hourly paid and temporary staff.

In 2010 sickness in both Faculties and Services has not changed significantly compared to 2009..

TABLE 20 - REASONS FOR SICKNESS ABSENCE (January 2010 to December 2010)

Proportion of days lost

| REASON | 2010 (%) | 2009 (%) | 2008 (%) |
|----------------------|----------|-----------|-----------|
| Stress/Depression | 17.6% | 15.2% | 15.8% |
| Cold/Flu/Virus | 16.7% | 19.2% | 14.5% |
| Hospital Admittance | 15.5% | 14.7% | 13.2% |
| Injury | 9.1% | 7.2% | 8.4% |
| Infection | 8.7% | 10.3% | 11.1% |
| Disease | 5.2% | 7.1% | 6.5% |
| Back/Sciatica | 4.6% | 4.1% | 5.7% |
| Stomach Complaint | 3.8% | 3.6% | 3.9% |
| Sickness/Diarrhoea | 3.1% | 3.1% | 2.6% |
| Muscular/Rheumatic | 2.3% | 2.4% | 3.5% |
| Fatigue | 2.3% | 1.4% | 3.4% |
| Heart/Blood pressure | 2.1% | 1.2% | 2.0% |
| Headache/Migraine | 2.0% | 2.3% | 2.3% |
| Maternity related | 1.2% | 1.1% | <1% |
| | | | |
| Not known | 1.1% | 1.6% | <1% |
| Dizzy spells | 1.0% | <1% | 1.0% |
| Pain | | | |
| Arthritis | | | |
| Dental/Oral | | | |
| Gynae/Menstral | | | |
| Allergy | | Less than | Less than |
| Hospital appointment | | 1% | 1% |
| Eye problems | | | |
| Asthma | | | |
| Diabetes | | | |
| Skin complaint | | | |

Proportion of incidents

| REASON | 2010 (%) | 2009 (%) | 2008 (%) |
|----------------------|----------|-----------|-----------|
| Cold/Flu/Virus | 35.9% | 36.3% | 33.4% |
| Infection | 11.4% | 10.1% | 11.0% |
| Stomach Complaint | 8.5% | 9.8% | 10.2% |
| Sickness/Diarrhoea | 8.5% | 8.0% | 7.9% |
| Headache/Migraine | 6.6% | 7.7% | 8.0% |
| Hospital Admittance | 4.2% | 3.7% | 3.9% |
| Stress/Depression | 3.7% | 3.2% | 3.2% |
| Injury | 3.5% | 3.2% | 3.5% |
| Back/Sciatica | 2.9% | 2.8% | 3.8% |
| Not known | 2.7% | 3.7% | 2.0% |
| Fatigue | 1.5% | <1% | <1% |
| Muscular/Rheumatic | 1.5% | 1.8% | 1.9% |
| Dental/Oral | 1.3% | 1.2% | 1.6% |
| Pain | 1.1% | 1.2% | 1.5% |
| Dizzy spells | 1.1% | 1.0% | 1.1% |
| Maternity related | 1.0% | <1% | <1% |
| | | | |
| Hospital appointment | | | |
| Allergy | | | |
| Eye problems | | | |
| Gynae/Menstral | | | |
| Heart/Blood pressure | | | |
| Asthma | | Less than | Less than |
| Arthritis | | 1% | 1% |
| Diabetes | | | |
| Skin complaint | | | |
| Disease | | | |

In 2010 stress/depression was the illness causing the most days lost, with 3,305 working days lost in the year compared to 2,761 in 2009. In the previous year cold/flu/virus was the highest cause of days lost. As in 2009, in 2010 cold/flu/virus was the illness with the highest incident rate at 1,441 incidents in the year, compared to 1,445 in 2009.

Section 7 – Use of employee assistance programme (EAP)

TABLE 21 – USE OF SERVICES

| TYPE | 2010 | | | 2009 | | | 2008 | | |
|-------------------------------|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|
| | HEADS | MALE | FEMALE | HEADS | MALE | FEMALE | HEADS | MALE | FEMALE |
| Helpline advice / information | 54 | | | 37 | | | 22 | | |
| Telephone counselling | 4 | | | 3 | | | 14 | | |
| Face-to-face counselling | 78 | | | 73 | | | 78 | | |
| Legal information | 48 | | | 130 | | | 97 | | |
| TOTAL USAGE | 184 | 52 | 132 | 243 | 49 | 194 | 211 | 60 | 151 |
| | | 28% | 72% | | 20% | 80% | | 28% | 72% |

Data relates to the period October to September

The number of staff accessing the services of the Employee Assistance Programme in 2010 has decreased by 24% compared to 2009. The UWE workforce (including HPLs and TSU) is 58% female therefore the data shows that a significantly higher proportion of female staff use the service compared to male staff.

Section 8 – Benchmark performance indicators

TABLE 22 – COMPARISONS WITH OTHER UNIVERSITIES

| Category | HEIs ¹ | | UWE | | |
|---|----------------------|------------------------|------------------|-----|----|
| | Average | Upper / lower quartile | | | |
| HR staff : all employees | 1 : 73 | 1 : 84 | 1 : 82 | ↑ | |
| HR staff cost per employee | £489 | £381 | £416 | ↑ | |
| HR cost as % of University pay bill | 1.7% | 1.3% | 1.7% | ↑ | |
| Staff costs as % of total UWE costs | | | 60.6% | | |
| Training: days per employee | 1.9 | 2.9 | – ² | | |
| Training: spend per employee | £315 | £490 | – ² | | |
| Staff having an annual PDR | | | 42% | | |
| Female staff | All | 46% | 50.2% | 57% | ↑↑ |
| | In top 5% of earners | 28% | 34% | 34% | ↑↑ |
| BME staff | 8.5% | 15.2% | 6.7% | ↓ | |
| Disabled staff | 3.3% | 4.2% | 3.5% | ↑ | |
| Staff aged over 55 | 21.0% | | 25.7% | | |
| Staff on fixed term/ temporary contracts | 22.1% | 31.5% | 13% ³ | | |
| Part time staff | 25.4% | 34.6% | 38% | | |
| Voluntary staff turnover | 6.7% | 7.4% | 3.8% | | |
| Grievances (per 1,000 employees) | 3.6 | 1.1 | 5.6 | ↓ | |
| Disciplinaries (per 1,000 employees) | 5.6 | 6.7 | 3.8 | | |
| Tribunal applications (per 1,000 employees) | 1.4 | 0.6 | 0.8 | ↑ | |
| Sickness: per employee per annum | 6.2 days | 4.8 days | 6.1 days | ↑ | |
| Sickness: % of working days lost | 2.7% | 1.8% | 2.3% | ↑ | |
| Sickness: average duration | 5.4 days | 4.3 days | 4.7 days | ↑ | |
| Sickness: % of total over 20 days duration | 46.9% | 42.6% | 44.1% | ↑ | |
| Sickness: days lost to colds/viruses | 19.5% | | 19.2% | | |
| Sickness: days lost to stress | 14.5% | | 16.6% | | |
| Workplace injuries per 1,000 employees | 2.9 | 1.8 | 2.2 | ↑ | |
| Recruitment: cost per new recruit | £1,018 | £657 | TBA | | |
| Recruitment: working days to fill vacancy | 52.1 | 39.8 | TBA | | |

Key:

↑↑ = in highest quartile

↑ = above average

↓ = below average

¹ All data taken from the annual DLA Piper HR Benchmarker reports for 2010. The DLA Piper reports are based on data from around 80 higher education institutions (HEIs).

² UWE training data only exists for centrally funded programmes

³ UWE data excludes temporary staff unit temps