

EAST AYRSHIRE COUNCIL

GOVERNANCE AND SCRUTINY COMMITTEE – 29 AUGUST 2008

EMPLOYEE STATISTICS – APRIL TO JUNE 2008 (QUARTER 2)

Report by the Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to provide the Governance and Scrutiny Committee with employee statistics relating to April to June 2008 (Quarter 2).

2. BACKGROUND INFORMATION

- 2.1 At its meeting on 27 June 2008 the Governance and Scrutiny Committee in considering the Employee Statistics 2007/2008 – Annual Report, noted that relevant quarterly reports would be submitted to the Committee on a quarterly basis throughout the year.

3. STAFFING WATCH – JUNE 2008

- 3.1 The Joint Staffing Watch provides summary information on the number of employees employed by the Council categorised by gender, temporary and permanent status.
- 3.2 The Council is required to return statistics to CoSLA detailing numbers in employment as at March, June, September and December each year.
- 3.3 The Council employed 6,847 employees as at June 2008. This figure represents an increase of 16 employees (0.23%) on the March 2008 headcount of 6,831 and an increase of 24 employees (0.35%) on the June 2007 headcount of 6,823 employees.
- 3.4 The full-time equivalent (f.t.e) staffing levels for June 2008 are 5816. This figure represents an increase of 32.6 (0.58%) on the March 2008 full-time equivalent of 5587 and an increase of 23.2 (0.41%) on the June 2007 full-time equivalent of 5593 employees.
- 3.5 Of the 6,847 people employed at June 2008, 63.4% are employed on a full-time basis and 70.9% of the workforce is female. Of the total workforce, 33.9% of females work on a part-time basis compared with 2.7% of males. Gender analysis forms part of the basis of the Council's Equal Opportunities monitoring policy.

3.6 Appendices 1 to 6 provide further information relating to the Staffing Watch figures. The analysis provided by the Appendices are:-

Appendix 1 shows the staffing figures on the basis of the CoSLA service groupings including the Male/Female split by temporary and permanent status.

Appendix 2 shows the staffing figures on the basis of the service structure of the Council.

Appendix 3 shows the variances from the staffing figures for the period in question from the previous quarter.

Appendix 4 shows the staffing variances for each section for the period in question from the previous year.

Appendix 5 shows the staffing watch figures for the June quarter on a quarterly basis since 2003 profiled by f.t.e and salary band.

4. ABSENCE MANAGEMENT STATISTICS

4.1 The table below details the Council's absence trends from April 2007 to June 2008 inclusive.

	LOCAL GOVERNMENT EMPLOYEES (incl. Craft Operatives)	TEACHERS	TOTAL
2007	%	%	%
Q2	6.05	3.47	5.51
Q3	6.05	2.59	5.50
Q4	6.56	3.99	5.97
2008	%	%	%
Q1	6.60	4.16	6.04
Q2	6.60	2.52	5.33

4.2 Appendix 6 contains further detailed information relating to the breakdown of days lost and reasons for absence for the period April to June 2008 (Quarter 2).

4.3 Long term absence was the main reason for absence within the Council accounting for 52.98% of the overall collective absence rate of 18,946 days.

4.4 With regard to both short term and long term absence, 218 absence reviews and 262 follow-up meetings were held with 138 referrals being made to the Occupational Health Service.

4.5 A detailed review of individual record cards within each section has been carried out to ensure that the Council's Managing Absence Policy is being adhered to in terms of Absence Review Meetings.

4.6 It should be noted also that at its meeting on 2 July 2008 Cabinet approved, subject to consultation with the Trade Unions, revised absence management procedures for all Council employees. The purpose of these revised procedures is to ensure continued proactive management in relation to absence.

5. GRIEVANCES

5.1 The number of grievances raised by employees in the period April 2008 to June 2008 is detailed as follows:

<u>Department</u>	<u>Stage1</u>	<u>Stage 2</u>	<u>Stage 3</u>	<u>Stage 4</u>
Chief Executive's Office*	Nil	1	Nil	Nil
Corporate Support	Nil	Nil	Nil	1**
Neighbourhood Services	Nil	5	2	1**
Educational & Social Svs.	Nil	5	1	1

* including Finance & Asset Management

** includes a collective grievance

6. DISCIPLINARY ACTION

6.1 The following disciplinary action was taken against employees in the period April 2008 to June 2008.

<u>Department</u>	<u>Verbal/Written</u>	<u>Final</u>	<u>Dismissal</u>	<u>Other</u>
Chief Executive's Office*	Nil	1	Nil	Nil
Corporate Support	Nil	Nil	Nil	Nil
Neighbourhood Services	9	5	Nil	Nil
Educational & Social Svs.	Nil	Nil	Nil	Nil

* including Finance & Asset Management

7. WHISTLEBLOWING

7.1 No complaints were raised under the Whistleblowing Procedures by employees in the period April to June 2008.

8. EXTERNALLY FUNDED POSTS

8.1 The following table summarises the number of temporary employees currently employed on funded posts within the Council as at 30 June 2008 and shows the variance in numbers from March 2008.

Department/Service	Number of employees	Variance from March 2008
Corporate Support		
Personnel	3	0
Planning	5	0
Economic Development	8	0
Total	16	0
Educational & Social Services		
Education*	73	-1
Social Work	35	-4
Total	108	-5
Neighbourhood Services		
Housing	50	-10
Community Safety	2	0
Leisure Services	7	-2
Roads	3	0
Total	62	-12
GRAND TOTAL	186	-17

* includes Community Support, Resource Support (Part) and Directorate

9. BULLYING AND HARRASSMENT

9.1 The following table details action taken on bullying and harassment claims for the period April 2008 – June 2008.

<u>Department</u>	<u>Informal Action</u>	<u>Formal Action</u>
Chief Executive's Office*	Nil	Nil
Corporate Support	Nil	Nil
Neighbourhood Services	Nil	1
Educational & Social Svs.	Nil	Nil

* including Finance & Asset Management

10. JOB DEVELOPMENT STRATEGY

10.1 As members are aware, there are a number of employees who will still be in a detriment position at the end of the four year cash conservation period following the introduction of the revised Pay and Grading Scheme.

10.2 In order to minimise the impact on these employees, the Council has developed a Job Development Strategy whose key elements are individual personal skills profiling; identification of posts which affected employees might be matched; vacancies being reviewed and restricted recruitment will apply

whenever appropriate; implementation of specific retraining measures including career planning, advice and guidance; use of voluntary severance and re-designing of jobs working practices and operational arrangements.

- 10.3 There are currently 117 employees active on the Job Development Register. 16 employees have been redeployed and are out of detriment. 63 employees have asked for their name to be removed from the Job Development Strategy Register as they do not wish to be redeployed from their current post. The table below shows the position relating to the Job Development Strategy for the period April to June 2008.

Number Requested Removal from Register as at 30 June 2008	Number Active on Job Development Register as at 30 June 2008	Number Redeployed Up To 31 March 2008	Number Redeployed in Current Quarter	Department	Overall Total of Employees Redeployed up to 30 June 2008
63	117	14	2	Chief Executive's Office and Neighbourhood Services	16

11. POLICY IMPLICATIONS

- 11.1 The provision of the information contained in this report contributes to the Council's corporate workforce planning arrangements.

12. LEGAL IMPLICATIONS

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

13. COMMUNITY PLAN IMPLICATIONS

- 13.1 The provision of employee statistics allows the Council to manage effectively its workforce which contributes directly to the achievement of all Community Planning themes.

14. FINANCIAL IMPLICATIONS

- 14.1 There are no financial implications arising from this report.

15. RECOMMENDATIONS

- 15.1 The Governance and Scrutiny Committee is asked to
- i. consider and note the statistics contained in this report.

Elizabeth Morton
**Depute Chief Executive/
Executive Director of Corporate Support**
14 August 2008

BACKGROUND PAPERS

Nil

Anyone wishing further information on the report should contact Martin Rose,
Head of Personnel on 01563 576092

Movement in Numbers and Joint Arrangements

Service Group	Number	FTE	Reason for changes greater than 5% in NUMBER or FTE since last return
Education: Teachers	1,587	1,426	
Education: Other staff	935	675	
Social Work	1,356	1,067	
Police and related services	0	0	
Fire and related services	0	0	
Other Staff ¹	2,969	2,448	

Movements in numbers - see guidance note 7

Service Group	Details of joint arrangements with other councils
Education: Teachers	
Education: Other staff	
Social Work	
Police and related services	
Fire and related services	
Other Staff ¹	

Details of Joint Arrangements - see guidance note 8

Quarterly Joint Staffing Watch Survey

Authority

EAST AYRSHIRE COUNCIL

Date (dd/mm/yy)

14/06/2008

Service Group	Number of staff								
	Total			Male		Female			
	Full Time	Part Time	Permanent	Full Time	Part Time	Full Time	Part Time		
Education: Teachers	1,587	27	5	331	19	105	21	891	188
Education: Other staff	935	12	0	86	30	49	38	338	382
Social Work	1,356	2	2	103	36	12	24	454	723
Police and related services	0								
Fire and related services	0								
Other Staff	2,969	113	27	1,133	67	79	142	604	804
Total	6,847	154	34	1,653	152	245	225	2,287	2,097

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	0	3	0	0	0	4	0	0	4
--------------------	---	---	---	---	---	---	---	---	---

Construction staff included above see guidance note 6.

Service Group	Full time equivalents						
	Total			Male		Female	
	Temporary	Permanent	Permanent	Temporary	Permanent	Temporary	Permanent
Education: Teachers	1426	29	340	114	943		
Education: Other staff	675	12	105	66	493		
Social Work	1067	3	129	28	908		
Police and related services	0						
Fire and related services	0						
Other Staff	2448	119	1171	126	1032		
Total	5616	164	1744	333	3376		

See: Guidance note 2 for Services Groups; Guidance note 3 & 4 for Full-time / Part-time; Guidance note 5 for Permanent / Temporary.

The category 'Other Staff' will include: Corporate; Central Support; Planning & Economic Development; Housing; Roads & Transport; Arts, Sports and Leisure; Libraries, Museums & Galleries; Trading Standards; Environment; DLO/DSO; District Court; Other Staff.

Construction Staff	0	3	332	4	27
--------------------	---	---	-----	---	----

Construction staff included above see guidance note 6.

Error Codes: 1 - FTE cannot be greater than TOTAL STAFF. 2 - FTE cannot be less than FULL TIME STAFF.

EAST AYRSHIRE COUNCIL
COSLA QUARTERLY JOINT STAFFING WATCH RETURN - JUNE 2008

Service Group	Total Number of Staff				Full-time Equivalent						
	Male		Female		Total	Salary Band					
	Full-time	Part-time	Full-time	Part-time		A1	A2	B	C	Other	
Chief Executive	288.0	113.0	1.0	136.0	38.0	270.8	2.0	24.8	102.2	141.8	0.0
Chief Executive	4.0	2.0	0.0	2.0	0.0	4.0	1.0	1.0	2.0	0.0	0.0
Internal Audit	8.0	4.0	0.0	3.0	1.0	7.8	0.0	2.8	4.0	1.0	0.0
Finance and Asset Management	276.0	107.0	1.0	131.0	37.0	259.0	1.0	21.0	96.2	140.8	0.0
Neighbourhood Services	1406.0	912.0	28.0	313.0	158.0	1320.3	5.0	19.0	203.7	844.8	247.8
Housing	252.0	97.0	0.0	125.0	30.0	240.2	1.0	1.0	77.4	160.8	0.0
Central Support	14.0	3.0	0.0	9.0	2.0	13.0	2.0	0.0	4.5	6.5	0.0
Cleansing Services	150.0	130.0	2.0	11.0	7.0	147.7	0.0	0.0	9.0	138.7	0.0
Leisure Services	350.0	239.0	13.0	59.0	39.0	322.4	0.0	4.0	20.8	297.6	0.0
Libraries, Registration & Local Offices	146.0	12.0	6.0	62.0	66.0	110.0	0.0	1.0	16.0	93.0	0.0
Roads & Transport	87.0	63.0	2.0	14.0	8.0	81.5	1.0	7.0	43.0	30.5	0.0
DLO/DSO (R&T AND B&W)	407.0	368.0	0.0	33.0	6.0	405.5	1.0	6.0	33.0	117.7	247.8
Corporate Support	343.0	147.0	3.0	150.0	43.0	326.9	7.0	27.0	160.0	132.9	0.0
Directorate	4.0	1.0	0.0	3.0	0.0	4.0	2.0	0.0	0.0	2.0	0.0
Democratic Services	47.0	10.0	1.0	28.0	8.0	44.4	1.0	1.0	16.7	25.7	0.0
IT	50.0	31.0	0.0	11.0	8.0	46.1	1.0	8.0	30.1	7.0	0.0
Legal, Procurement & Regulatory Services	87.0	37.0	0.0	33.0	17.0	79.9	1.0	6.0	36.9	36.0	0.0
Personnel	48.0	15.0	0.0	31.0	2.0	47.2	1.0	3.0	18.0	25.2	0.0
Planning & Economic Development	95.0	52.0	1.0	36.0	6.0	94.4	1.0	6.0	53.4	34.0	0.0
CPPU	12.0	1.0	1.0	8.0	2.0	10.9	0.0	3.0	4.9	3.0	0.0
Education	3454.0	542.0	112.0	1463.0	1337.0	2631.8	15.0	285.0	1218.9	1102.9	0.0
Education - Teachers	1587.0	358.0	24.0	996.0	209.0	1426.4	9.0	288.0	1129.4	0.0	0.0
Education - Other Staff	935.0	98.0	30.0	387.0	420.0	675.2	6.0	6.0	84.5	578.7	0.0
DLO/DSO (Onsite)	932.0	86.0	58.0	80.0	708.0	530.2	0.0	1.0	5.0	524.2	0.0
Social Work	1356.0	105.0	38.0	466.0	747.0	1066.6	0.0	11.0	284.4	771.2	0.0
Total all Staff	6847.0	1819.0	177.0	2528.0	2323.0	5616.4	29.0	376.8	1969.2	2993.6	247.8
Construction Staff	367.0	335.0	0.0	28.0	4.0	365.7					

EAST AYRSHIRE COUNCIL
STAFFING WATCH RETURN - VARIANCES FROM MARCH 2008

Service Group	08 March 2008		14 June 2008		Variance		Comments on most significant reasons for variances
	Headcount	FTE	Headcount	FTE	Headcount	FTE	
Chief Executive	285.0	268.8	288.0	270.8	3.0	2.0	General Turnover
Chief Executive	3.0	3.0	4.0	4.0	1.0	1.0	
Internal Audit	8.0	7.8	8.0	7.8	0.0	0.0	
Finance & Asset Management	274.0	258.0	276.0	259.0	2.0	1.0	
Neighbourhood Services	1354.0	1270.2	1406.0	1320.3	52.0	50.1	General turnover Posts created for the new Risk Management Centre Temporary staff appointed over Summer period. Seasonal Staff appointed.
Housing	238.0	225.2	252.0	240.2	14.0	15.0	
Central Support	14.0	13.0	14.0	13.0	0.0	0.0	
Cleansing Services	140.0	137.6	150.0	147.7	10.0	10.1	
Leisure Services	319.0	292.9	350.0	322.4	31.0	29.5	
Libraries, Registration & Local Offices	143.0	107.9	146.0	110.0	3.0	2.1	
Roads & Transport	86.0	81.5	87.0	81.5	1.0	0.0	
DLO/DSO- B&W	414.0	412.1	407.0	405.5	-7.0	-6.6	
Corporate Support	347.0	328.1	343.0	326.9	-4.0	-1.2	
Directorate	4.0	4.0	4.0	4.0	0.0	0.0	
Democratic Services	50.0	47.3	47.0	44.4	-3.0	-2.9	
IT	50.0	46.0	50.0	46.1	0.0	0.1	
Legal, Procurement & Regulatory Services	86.0	78.8	87.0	79.9	1.0	1.1	
Personnel	48.0	47.2	48.0	47.2	0.0	0.0	
Planning & Economic Development	98.0	97.4	95.0	94.4	-3.0	-3.0	
GPPU	11.0	10.4	12.0	10.9	1.0	0.5	
Education	3491.0	2648.9	3454.0	2631.8	-37.0	-17.1	General Turnover Centre Supervisors transferred to Onsite Services. General Turnover and recruitment of Personal Carers
Education - Teachers	1590.0	1429.4	1587.0	1426.4	-3.0	-3.0	
Education - Other Staff	941.0	677.5	935.0	675.2	-6.0	-2.3	
DLO/DSO (Onsite)	960.0	542.0	932.0	530.2	-28.0	-11.8	
Social Work	1354.0	1067.8	1356.0	1066.6	2.0	-1.2	
TOTALS	6831.0	5583.8	6847.0	5616.4	16.0	32.6	

EAST AYRSHIRE COUNCIL
STAFFING WATCH RETURN - VARIANCES FROM JUNE 2007

Service Group	09 June 2007		14 June 2008		Variance		Comments on most significant reasons for variances
	Headcount	FTE	Headcount	FTE	Headcount	FTE	
Chief Executive	289.0	272.9	288.0	270.8	-1.0	-2.1	General Turnover
Chief Executive	3.0	3.0	4.0	4.0	1.0	1.0	
Internal Audit	8.0	7.8	8.0	7.8	0.0	0.0	
Finance & Asset Management	278.0	262.1	276.0	259.0	-2.0	-3.1	
Neighbourhood Services	1376.0	1288.9	1406.0	1320.3	30.0	31.4	Posts created within new Risk Management Centre Temporary staff appointed to cover holiday period. Seasonal Staff for Summer period. Previously recorded under Leisure Services. General Turnover
Housing	231.0	218.0	252.0	240.2	21.0	22.2	
Central Support	14.0	12.0	14.0	13.0	0.0	1.0	
Cleansing Services	142.0	141.1	150.0	147.7	8.0	6.6	
Leisure Services	409.0	370.5	350.0	322.4	-59.0	-48.1	
Libraries, Registration & Local Offices	85.0	57.6	146.0	110.0	61.0	52.4	
Roads & Transport	87.0	84.0	87.0	81.5	0.0	-2.5	
DLO/DSO- (R&T and B&W)	408.0	405.7	407.0	405.5	-1.0	-0.2	
Corporate Support	354.0	333.4	343.0	326.9	-11.0	-6.5	
Directorate	5.0	5.0	4.0	4.0	-1.0	-1.0	
Democratic Services	50.0	45.6	47.0	44.4	-3.0	-1.2	
IT	51.0	46.7	50.0	46.1	-1.0	-0.6	
Legal, Procurement & Regulatory Services	90.0	82.5	87.0	79.9	-3.0	-2.6	
Personnel	47.0	46.2	48.0	47.2	1.0	1.0	
Planning & Economic Development	99.0	96.0	95.0	94.4	-4.0	-1.6	
CPPU	12.0	11.4	12.0	10.9	0.0	-0.5	
Education	3491.0	2652.4	3454.0	2631.8	-37.0	-20.6	General Turnover Centre Supervisors transferred to Onsite Services. General Turnover. Recruitment of Personal Carers
Education - Teachers	1593.0	1432.4	1587.0	1426.4	-6.0	-6.0	
Education - Other Staff	973.0	708.6	935.0	675.2	-38.0	-33.4	
DLO/DSO (Onsite)	925.0	511.4	932.0	530.2	7.0	18.8	
Social Work	1313.0	1045.6	1356.0	1066.6	43.0	21.0	
TOTALS	6823.0	5593.2	6847.0	5616.4	24.0	23.2	

APPENDIX 5

SALARY BANDS AT JUNE 2008

The table below illustrates the number of full-time equivalent employees in each of the staffing watch salary bands as at June 2008 in comparison with the previous five years. The table shows corresponding variances in categories A2 and B which is attributable to incorrect classification of teachers' posts and category A1 due to incorrect classification in previous reports.

The variances in the "Other" column are due to the implementation of the Job Evaluation Scheme in April 2007.

	Full-time Equivalent					
	Total	A1 (above £56,662)	A2 (£38,056 - £56,662)	B (£23,624 - £39,057)	C (£10,574 - £24,242)	Other (Craft)
Total June 2008	5616.4	29.0	376.8	1969.2	2993.6	247.8
Total June 2007	5593.2	28.0	384.8	1942.3	2992.1	246.0
Total June 2006	5578.2	32.0	330.0	1774.4	2237.2	1204.6
Total June 2005	5501.9	33.0	148.5	1906.3	2181.3	1232.8
Total June 2004	5468.3	21.0	150.5	1883.4	2167.5	1245.9
Total June 2003	5340.8	22.0	153.5	1817.3	1856.5	1491.5

EAST AYRSHIRE COUNCIL

ABSENCE MANAGEMENT REPORT QUARTER 2, 2008

1. Breakdown of Absence Statistics in Quarter 2, 2008

Department	LGE % Loss	Teachers % Loss	Total % Loss
Chief Executive's Office	6.57	-	6.57
Corporate Support	3.82	-	3.82
Educational & Social Services	6.62	2.52	5.38
Neighbourhood Services	5.35	-	5.35
COUNCIL WIDE	6.60	2.52	5.33

2. Application of Managing Absence Policy

2.1 Short term and persistent short term absence

Short Term and Persistent Short-term Absence								
Department	No of Employees < 4 weeks absence	No of Absence Review Meetings		No of Follow-up Review Meetings Held		No of OHS Referrals	No of Welfare Referrals	No of referrals to Discipline Procedure
		Due	Held	Due	Held			
Chief Executive's Office	78	9	17	11	17	2	1	0
Corporate Support	96	28	21	19	16	1	0	1
Educational & Social Services	1,029	81	90*	25**	65*	41	0	1
Neighbourhood Services	447	184	62	119	104	6	3	1
TOTALS	1650	302	190	174	202	50	4	3

*Only Absence Review and Follow Up meetings held are available for Education.

** Follow up meetings due not available for Onsite Services for this quarter.

Information for both Absence Review and Follow Up meetings due and held not available for Teachers.

2.2 Long term absence

Long Term Absence								
Department	No of Employees > 4 weeks absence	No of Absence Review Meetings		No of Follow-up Review Meetings Held		No of OHS Referrals	No of Welfare Referrals	No of referrals to Discipline Procedure
		Due	Held	Due	Held			
Chief Executive's Office	15	9	3	2	2	7	0	0
Corporate Support	6	2	0	2	3	4	0	0
Educational & Social Services	229	58	65*	13**	59*	75	1	0
Neighbourhood Services	87	23	10	30**	22	17	1	0
TOTALS	337	92	78	47	86	103	2	0

*Only Absence Review and Follow Up meetings held are available for Education.

** Follow up meetings due not available for Onsite Services for this quarter.

Information for both Absence Review and Follow Up meetings due and held not available for Teachers.

3. Short term/ Long term absence comparison

Department	Number of Absence Periods					
	1 day	2-7 days	8 days - 1 month	1 – 3 months	3 – 6 months	+6 months
Chief Executive's Office	23	70	15	4	5	3
Corporate Support	40	68	9	3	0	3
Educational & Social Services	416	797	197	139	42	32
Neighbourhood Services	119	272	117	39	23	7
Total	598	1207	338	185	70	45
% spread	24.5	49.4	13.8	7.6	2.9	1.8

4. Reason for Absence during the current quarter for the Council is as follows (excluding Teachers & Education):

Reason for Absence	Lost Working Days	Percentage %
Angina/Heart Problem	604	3.19
Asthma	119	0.63
Bronchitis	438.5	2.31
Colds/flu	888.5	4.69
Viral infection	944.5	4.99
Stomach/abdominal	1800	9.50
Headaches/ Migraine	289	1.53
Musculo-Skeletal	3288.5	17.34
Stress/Debility etc	5034	26.57
Operations/Recovery	2044.5	10.79
Workplace Injury	518.5	2.74
Injury – Non work related	570	3.01
Other Reason	2407	12.70
TOTAL LOST WORKING DAYS	18,946	

5. Lost Working Days – Short-term/Long-term comparison (Excluding Teachers)

Department	Lost Working Days				
	Total no of working days in period	Lost days < 4 weeks	% of total working days	Lost days > 4 weeks	% of total working days
Chief Executive's Office	16,065.5	403.5	2.51	656	4.09
Corporate Support	18,946	372	1.96	351	1.85
Educational & Social Services	172,003	4206	2.45	7176.5	4.17
Neighbourhood Services	73904.5	2047.5	2.77	1854.5	2.51
TOTAL	280,919	7029	2.50	10,038	3.57