

Review of HR targets

Name of indicator Stability Index

Why this indicator is used

The Stability Index indicates the retention rate of employees with over one year's service.

Definition

Number of Voluntary leavers with over one year's service compared to the total number of voluntary leavers.

Basis of calculation

$$\frac{\text{Number of Voluntary Leavers with over one year's service}}{\text{Total Number of Voluntary Leavers}} \times 100$$

Improving performance is shown by

A higher score

Changes to definition or basis of calculation for 2009/10

Definition and calculation have remained the same

Trend performance

Trend Performance	Actual	Benchmark
2006/7	79.49%	N/A
2007/8	87.88%	
2008/9	81.82%	

indicator proposed for 2009/10 90%

current indicator 90%

Commentary

The stability index has reduced which is a clear indication that we are losing staff in the first year of service, which may cause us concern and question our recruitment process. It is proposed that the target remains the same and the recruitment process is reviewed to ascertain why there has been a reduction in the indicator over the last year.