

Review of HR targets

Name of indicator Turnover index

Why this indicator is used This indicator is used to assess the overall number of leavers and to assist with workforce planning and recruitment reviews.

Definition Persons who leave the authority as a percentage of employees in post.

Basis of calculation

Monthly:

$$\frac{\text{(number of leavers)}}{\text{Headcount at the end of the month}} \times 100$$

Yearly:

$$\frac{\text{(number of leavers)}}{\text{Average Headcount*}} \times 100$$

* Example Calculation:

$$\frac{\text{(Headcount at 1st April 2008 + Headcount at 31st March 2008)}}{2}$$

Improving performance is shown by

A score closer to 12 %..

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	13.73%	N/A
2007/8	12.24%	
2008/9	8.6%	

Indicator proposed for 2009/10 12%

Current indicator 12%

Commentary

Although turnover has significantly reduced the target remains unchanged to take into account the economic climate and the change programme the Council is currently going through and the potential impact on turnover.