

Review of HR targets

Name of indicator Voluntary Turnover index

Why this indicator is used

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

Definition

Persons who leave the authority voluntarily as a percentage of employees in post. This excludes: ill-health retirements, early retirements, employees dismissed on grounds of capability or discipline, retirement, employees whose contract of employment has ended.

Basis of calculation

Monthly:

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

Yearly:

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

* Example Calculation:

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

Improving performance is shown by

A score closer to 6.3 %.

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	8.91%	N/A
2007/8	9.51%	
2008/9	6.3%	

indicator proposed for 2009/10 8%

current indicator 8%

Commentary

Although voluntary 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.