

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 30 November 2012
ESTABLISHMENT		
		363
Total Headcount of Established Posts	N/A	(nb average for period April – November, 360.5)
Number of Funded Posts	N/A	386
Number of Vacant Posts	N/A	24
Current FTE	N/A	308.52
Established FTE	N/A	338.55
Vacant funded hours (expressed as FTE posts)	N/A	31.96
TURNOVER		
Turnover Rate - Annual Accumulative (All Leavers as a % of the headcount)	10%	5.83%
Voluntary Leavers as a Percentage of Staff in Post	7%	5.27%
Percentage of Ill Health Retirements	3.23%	0.28%
SICKNESS ABSENCE		
No. of short-term sickness absence days per FTE staff in post	5 days	2.74 days
No. of long-term sickness absence days per FTE staff in post	2.5 days	1.43 days
Total number of sickness absence days per FTE staff in post	7.5 days	4.17 days
TRAINING		
Percentage of New Starters receiving Corporate Inductions	100%	68%
Percentage of Staff with a Training Plan	100%	79.94%
Percentage of PDR reviews completed (Jun/ July 2012)	100%	79.94%
Percentage of Staff that have received Corporate Training	48.28%	90.15%
EQUALITIES MONITORING		
	Indicators	
Percentage of SMG with a Disability	11.76%	8.33%
Percentage of Staff with Disabilities	5.21%	2.74%
Percentage of SMG from BME	5.88%	0%
Percentage of BME Employees	2.30%	6.03%
Percentage of SMG that are Women	41.17%	25%
Percentage of Women Employees	N/A	64.74%
Percentage of Men Employees	N/A	35.26%