

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 30 September 2014
ESTABLISHMENT		
		347
Total Headcount of Established Posts	N/A	(N.B. average for 1 April to 30 September 14)
Number of Funded Posts	N/A	379
Number of Vacant Posts	N/A	39
Current FTE	N/A	307.84
Established FTE	N/A	329.78
Vacant funded hours (expressed as FTE posts)	N/A	21.94
TURNOVER		
Turnover Rate - Annual Accumulative (All Leavers as a % of the headcount)	10%	8.6%
Voluntary Leavers as a Percentage of Staff in Post	7%	6.92%
Percentage of Ill Health Retirements	3.23%	0%
SICKNESS ABSENCE (outturns as at 15 September 2014)		
No. of short-term sickness absence days per FTE staff in post	4.5 days	2.74 days
No. of long-term sickness absence days per FTE staff in post	2 days	1.2 days
Total number of sickness absence days per FTE staff in post	6.5 days	3.94days
TRAINING		
Percentage of New Starters receiving Corporate Inductions	100%	44.0%
Percentage of Staff with a Training Plan	100%	87.70%
Percentage of PDR reviews completed	100%	64.79
Percentage of Staff that have received Corporate Training	48.28%	93.08
EQUALITIES MONITORING		
Percentage of SMG with a Disability	11.76%	0%
Percentage of Staff with Disabilities	5.21%	3.98%
Percentage of SMG from BME	5.88%	0%
Percentage of BME Employees	2.30%	2.84%
Percentage of SMG that are Women	41.17%	29.41%
Percentage of Women Employees	N/A	68.95%
Percentage of Men Employees	N/A	31.05%