

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 17 September 2015
ESTABLISHMENT		
Number of Funded Posts	N/A	406
Total Headcount	N/A	369
Number of Vacant Posts	N/A	37
Established FTE	N/A	350.54
Current FTE	N/A	320.26
Vacant funded hours (expressed as FTE posts)	N/A	30.12
TURNOVER		
Turnover Rate - Annual Accumulative (All Leavers as a % of the headcount)	10%	12.59%
Voluntary Leavers as a Percentage of Staff in Post	7%	10.40%
Percentage of Ill Health Retirements	3.23%	0%
SICKNESS ABSENCE (outturns up to 31 August 2015)		
No. of short-term sickness absence days per FTE staff in post	4.5 days	2.81 days
No. of long-term sickness absence days per FTE staff in post	2 days	1.44 days
Total number of sickness absence days per FTE staff in post	6.5 days	4.25 days
TRAINING		
Percentage of New Starters receiving Corporate Inductions	100%	27.00%
Percentage of Staff with a Training Plan	100%	75.28%
Percentage of PDR reviews completed	100%	87.75%
Percentage of Staff that have received Corporate Training	48.28%	36.58%
EQUALITIES MONITORING		
Percentage of Senior Management Group (SMG) with a Disability	11.76%	0%
Percentage of Staff with Disabilities	5.21%	3.01%
Percentage of SMG from Black Minority Ethnic (BME)	5.88%	0%
Percentage of BME Employees	2.30%	3.83%
Percentage of SMG that are Women	41.17%	31.25%
Percentage of Women Employees	N/A	68.31%
Percentage of Men Employees	N/A	31.69%
Percentage of Part time employees	N/A	39.34%
Percentage of Part time Men employees	N/A	10.42%
Percentage of Part time Women employees	1 N/A	93.24%