

**ESSENTIAL REFERENCE PAPER 'B'**

	<b>East Herts Target</b>	<b>Outturns as at 31 December 2014</b>
<b>ESTABLISHMENT</b>		
		<b>351</b>
Total Headcount of Established Posts	N/A	(N.B. average for 1 April to 31 December 14)
Number of Funded Posts	N/A	<b>389</b>
Number of Vacant Posts	N/A	<b>27</b>
Current FTE	N/A	<b>312.16</b>
Established FTE	N/A	<b>333.07</b>
Vacant funded hours (expressed as FTE posts)	N/A	<b>20.92</b>
<b>TURNOVER</b>		
Turnover Rate - Annual Accumulative (All Leavers as a % of the headcount)	10%	<b>7.99%</b>
Voluntary Leavers as a Percentage of Staff in Post	7%	<b>6.46%</b>
Percentage of Ill Health Retirements	3.23%	<b>0%</b>
<b>SICKNESS ABSENCE (outturns as at 15 December 2014)</b>		
No. of short-term sickness absence days per FTE staff in post	4.5 days	<b>2.76 days</b>
No. of long-term sickness absence days per FTE staff in post	2 days	<b>0.06 days</b>
Total number of sickness absence days per FTE staff in post	6.5 days	<b>3.15 days</b>
<b>TRAINING</b>		
Percentage of New Starters receiving Corporate Inductions	100%	<b>69.4%</b>
Percentage of Staff with a Training Plan	100%	<b>88.16%</b>
Percentage of PDR reviews completed	100%	<b>95.34</b>
Percentage of Staff that have received Corporate Training	48.28%	<b>93.168</b>
<b>EQUALITIES MONITORING</b>		
Percentage of SMG with a Disability	11.76%	<b>0%</b>
Percentage of Staff with Disabilities	5.21%	<b>3.35%</b>
Percentage of SMG from BME	5.88%	<b>0%</b>
Percentage of BME Employees	2.30%	<b>2.79%</b>
Percentage of SMG that are Women	41.17%	<b>29.41%</b>
Percentage of Women Employees	N/A	<b>69.27%</b>
Percentage of Men Employees	N/A	<b>30.73%</b>