

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 March 2016
ESTABLISHMENT		
Number of funded posts	N/A	401
Total headcount	N/A	372
Number of vacant posts	N/A	29
Established FTE	N/A	344.38
Current FTE	N/A	321.68
Vacant FTE	N/A	22.70
TURNOVER		
	% age	% age
Turnover rate - annual accumulative (all leavers as a % of the headcount)	10%	10.84%
Voluntary leavers as a percentage of employees in post	7%	9.49%
Percentage of ill health retirements	3.23%	0.00%
SICKNESS ABSENCE (outturns up to 31 November 2015)		
	Days	Days
No. of short-term sickness absence days per FTE employee in post	4.5	3.83
No. of long-term sickness absence days per FTE employee in post	2	1.68
Total number of sickness absence days per FTE employee in post	6.5	5.52
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	50%
Percentage of employees with a training plan	100%	56%
Percentage of PDR reviews completed	100%	74%
Percentage of employees that have received corporate training	48.28%	55%
EQUALITIES MONITORING		
	% age	% age
Disability:		
SMG members with a disability	5%	0.0%
Employees with a disability	5%	3.2%
Ethnicity:		
SMG members from BME groups	4.5%	0.0%
Employees from BME groups	4.5%	3.8%
Gender:		
SMG members who are female	51%	37.5%
Employees who are female	51%	68.8%
Part Time/Full Time:		
Employees who are part time	27%	39.2%
Employees who are part time and female	21%	34.9%
Employees who are part time and male	6%	4.3%

Notes: BME – Black and Minority Ethnic

SMG – Senior Management Team