

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 June 2016
ESTABLISHMENT		
Number of funded posts	N/A	399
Total headcount	N/A	361
Number of vacant posts	N/A	38
Established FTE	N/A	343.96
Current FTE	N/A	311.91
Vacant FTE	N/A	32.05
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 May 2016)		
	Days	Days
No. of short-term sickness absence days per FTE employee in post	4.5	0.67
No. of long-term sickness absence days per FTE employee in post	2	0.45
Total number of sickness absence days per FTE employee in post	6.5	1.11
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	0%
Percentage of employees with a training plan	100%	60%
Percentage of PDR reviews completed	100%	81%
Percentage of employees that have received corporate training	48.28%	55%
EQUALITIES MONITORING		
	% age	% age
Disability:		
Leadership Team members with a disability	5%	0.0%
Employees with a disability	5%	3.3%
Ethnicity:		
Leadership Team members from BME groups	4.5%	0.0%
Employees from BME groups	4.5%	3.3%
Gender:		
Leadership Team members who are female	51%	33.0%
Employees who are female	51%	68.1%
Part Time/Full Time:		
Employees who are part time	27%	40.4%
Employees who are part time and female	21%	35.7%
Employees who are part time and male	6%	4.7%

Notes: BME – Black and Minority Ethnic

SMG – Senior Management Team