

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 March 2017
ESTABLISHMENT		
Number of funded posts	N/A	398
Total headcount	N/A	362
Number of vacant posts	N/A	36
Established FTE	N/A	343.09
Current FTE	N/A	307.48
Vacant FTE	N/A	35.61
TURNOVER		
	% age	% age
Turnover rate - annual accumulative (all leavers as a % of the headcount)	10%	14.1%
Voluntary leavers as a percentage of employees in post	7%	11.52%
Percentage of ill health retirements	3.23%	0.00%
SICKNESS ABSENCE (outturns up to 28 February 2017)		
	Days	Days
No. of short-term sickness absence days per FTE employee in post	4.5	3.22
No. of long-term sickness absence days per FTE employee in post	2	2.60
Total number of sickness absence days per FTE employee in post	6.5	5.82
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	11%
Percentage of employees with a training plan	100%	45%
Percentage of PDR reviews completed	100%	45%
Percentage of employees that have received corporate training	48.28%	65%
EQUALITIES MONITORING		
	% age	% age
Disability:		
Leadership Team members with a disability	5%	0.0%
Employees with a disability	5%	2.8%
Ethnicity:		
Leadership Team members from BAME groups	4.5%	8.3%
Employees from BAME groups	4.5%	4.0%
Gender:		
Leadership Team members who are female	51%	66.7%
Employees who are female	51%	72.5%
Part Time/Full Time:		
Employees who are part time	27%	39.9%
Employees who are part time and female	21%	35.1%
Employees who are part time and male	6%	4.8%

Notes: BAME – Black, Asian and Minority Ethnic