

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 June 2017
ESTABLISHMENT		
Number of funded posts	N/A	398
Total headcount	N/A	354
Number of vacant posts	N/A	44
Established FTE	N/A	343.34
Current FTE	N/A	300.00
Vacant FTE	N/A	43.34
TURNOVER		
Projected Turnover rate for 2017/18	10%	23.4%
Projected Voluntary Turnover rate for 2017/18	7%	20.49%
Percentage of ill health retirements	3.23%	0.00%
SICKNESS ABSENCE		
No. of short-term sickness absence days per FTE employee in post	4.5	TBC
No. of long-term sickness absence days per FTE employee in post	2	TBC
Total number of sickness absence days per FTE employee in post	6.5	TBC
TRAINING		
Percentage of new starters receiving corporate inductions	100%	100%
Percentage of employees with a training plan	100%	89.88%
Percentage of PDR reviews completed	100%	89.88%
Percentage of employees that have received corporate training	48.28%	63%
EQUALITIES MONITORING		
Disability:		
Leadership Team members with a disability	5%	0.0%
Employees with a disability	5%	3.5%
Ethnicity:		
Leadership Team members from BAME groups	4.5%	16.7%
Employees from BAME groups	4.5%	4.6%
Gender:		
Leadership Team members who are female	51%	75.0%
Employees who are female	51%	72.9%
Part Time/Full Time:		
Employees who are part time	27%	38.3%
Employees who are part time and female	21%	34.3%
Employees who are part time and male	6%	4.0%

Notes: BAME – Black, Asian and Minority Ethnic