

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 September 2017
ESTABLISHMENT		
Number of funded posts	N/A	398
Total headcount	N/A	343
Number of vacant posts	N/A	55
Established FTE	N/A	346
Current FTE	N/A	293
Vacant FTE	N/A	53
TURNOVER		
	% age	% age
Projected Turnover rate for 2017/18	10%	21.9%
Projected <i>Voluntary</i> Turnover rate for 2017/18	7%	18.7%
Percentage of ill health retirements	3.23%	0.29%
SICKNESS ABSENCE		
	Days	Days
No. of short-term sickness absence days per FTE employee in post	4.5	2.6
No. of long-term sickness absence days per FTE employee in post	2	3.9
Total number of sickness absence days per FTE employee in post	6.5	6.5
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	100%
Percentage of employees with a training plan	100%	90%
Percentage of PDR reviews completed	100%	90%
Percentage of employees that have received corporate training	48.28%	58%
EQUALITIES MONITORING		
	% age	% age
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%	4.4%
Gender:		
Leadership Team members who are female	51%	75.0%
Employees who are female	51%	74.0%
Part Time/Full Time:		
Employees who are part time	27%	37.9%
Employees who are part time and female	21%	34.7%
Employees who are part time and male	6%	3.2%

Notes: BAME – Black, Asian and Minority Ethnic