

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 December 2017
ESTABLISHMENT		
Number of funded posts	N/A	405
Total headcount	N/A	355
Number of vacant posts	N/A	50
Established FTE	N/A	354
Current FTE	N/A	304
Vacant FTE	N/A	50
TURNOVER		
	% age	% age
Projected Turnover rate for 2017/18	10%	17.7%
Projected <i>Voluntary</i> Turnover rate for 2017/18	7%	14.4%
Percentage of ill health retirements	3.23%	0.29%
SICKNESS ABSENCE (projected for year)		
	Days	Days
No. of short-term sickness absence days per FTE employee in post	4.5	2.9
No. of long-term sickness absence days per FTE employee in post	2	2.7
Total number of sickness absence days per FTE employee in post	6.5	5.5
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	100%
Percentage of employees with a training plan		
* (new PDR cycle starting in January)	100%	0%*
Percentage of PDR reviews completed		
* (new PDR cycle starting in January)	100%	0%*
Percentage of employees that have received corporate training	48.28%	62%
EQUALITIES MONITORING		
	% age	% age
Disability:		
Leadership Team members with a disability	5%	0.0%
Employees with a disability	5%	3.7%
Ethnicity:		
Leadership Team members from BAME groups	4.5%	16.7%
Employees from BAME groups	4.5%	4.5%
Gender:		
Leadership Team members who are female	51%	75.0%
Employees who are female	51%	72.0%
Part Time/Full Time:		
Employees who are part time	27%	36.0%
Employees who are part time and female	21%	33.0%
Employees who are part time and male	6%	3.4%

Notes: BAME – Black, Asian and Minority Ethnic