

ESSENTIAL REFERENCE PAPER 'B'

	East Herts Target	Outturns as at 14 March 2018
ESTABLISHMENT		
Number of funded posts	N/A	395
Total headcount	N/A	345
Number of vacant posts	N/A	50
Established FTE	N/A	346.78
Current FTE	N/A	301.44
Vacant FTE	N/A	45.34
TURNOVER (as at 31 March 2018)		
	% age	% age
Projected Turnover rate for 2017/18	10%	14.9%
Projected <i>Voluntary</i> Turnover rate for 2017/18	7%	12.3%
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	3.1
No. of long-term sickness absence days per FTE employee in post	2	3.3
Total number of sickness absence days per FTE employee in post	6.5	6.4
TRAINING		
	% age	% age
Percentage of new starters receiving corporate inductions	100%	100%
Percentage of employees with a training plan	100%	48%
Percentage of PDR reviews completed	100%	48%
Percentage of employees that have received corporate training	48.28%	61%
EQUALITIES MONITORING		
	% age	% age
Disability:		
Leadership Team members with a disability	5%	0.0%
Employees with a disability	5%	3.8%
Ethnicity:		
Leadership Team members from BAME groups	4.5%	16.7%

Notes: BAME – Black, Asian and Minority Ethnic

Employees from BAME groups	4.5%	4.6%
Gender:		
Leadership Team members who are female	51%	75.0%
Employees who are female	51%	73.0%
Part Time/Full Time:		
Employees who are part time	27%	35.0%
Employees who are part time and female	21%	33.0%
Employees who are part time and male	6%	2.6%

Notes: BAME – Black, Asian and Minority Ethnic