

7. Key Performance Indicators

BVPI.	Purpose	Reporting Officer	Achieved current year - 2	Achieved current year -1	Target current year +1	Target current year +2	Target other
11	Number of Senior women in organisation	Principal Personnel Officer	24 %	24 %	not appropriate	not appropriate	
11a	5% top earners who are women	Principal Personnel Officer	4	24%	28%	30%	
11b	5% top earners who are ethnic	Principal Personnel Officer	0	3%	6%	8%	
12	Number of days sick per member of staff	Principal Personnel Officer	10.7	11.86	8.7	7.8	
14	Number of early retirements as a percentage of staff	Principal Personnel Officer	0 %	0.4 %	0.3%	0.35%	
15	Number of ill health retirements as a percentage of staff	Principal Personnel Officer	0 %	0 %	0.3%	0.3%	
16	Number of staff with disabilities within organisation	Principal Personnel Officer	1.4 %	1.0 %	1.8%	2.6%	
17	Number of staff from ethnic minorities within organisation	Principal Personnel Officer	1.2 %	1.6 %	2%	2%	
Local	Number of women leaving to go on maternity leave	Principal Personnel Officer	16	7	not appropriate	not appropriate	
Local	Number of grievance cases	Principal Personnel Officer	3	4	0	0	
Local	Number of disciplinary cases	Principal Personnel Officer	8	2	0	0	
Local	Number of employment tribunals	Principal Personnel Officer	1	0	0	0	
Local	Number of long-term ill health cases	Principal Personnel Officer	1	26	not appropriate	not appropriate	
Local	Number of referrals to Occupational Health	Principal Personnel Officer	7	17	not appropriate	not appropriate	
Local	Number of JE NJC Panel post reviews	Principal Personnel Officer	43	12	not appropriate	not appropriate	

	Purpose	Reporting Officer	Achieved current year -2	Achieved current year -1	Target current year +1	Target current year +2	Target other	
Local	Number of JE Hay Panel post reviews	Principal Personnel Officer	3	3	not appropriate	not appropriate		
Local	Number of voluntary leavers as a percentage of staff	Principal Personnel Officer	10.4 %	10.74 %	10.7%	10.7%		
Local	Number of people offered permanent contacts who declined the offer	Principal Personnel Officer	n/a	0.4 %	0	0		
Local	Percentage of employees transferring between permanent posts internally	Principal Personnel Officer	n/a	3.18 %	not appropriate	not appropriate		
Local	Number of leavers against leaving code as percentage of total number of leavers	Principal Personnel Officer	Not appropriate to set targets					
	A1: External appointment – public sector		n/a	27%				
	A2: External appointment – private sector		n/a	22%				
	AO: External appointment – unknown		n/a	9%				
	B: Internal transfer		n/a	5%				
	C: Retired		n/a	5%				
	D: Redundant		n/a	0				
	E: Maternity		n/a	0				
	F: Moved out of area		n/a	3%				
	G: College		n/a	2%				
	H: Dismissal		n/a	0				
	I: Failed probation		n/a	2%				
	J: Personal reasons (ie to travel abroad)		n/a	3%				
	K: Died		n/a	0				
	L: End of contract		n/a	5%				
	M: Long term Sickness		n/a	0				
	Not known		n/a	17%				

	Purpose	Reporting Officer	Achieved current year -2	Achieved current year -1	Target current year +1	Target current year +2	Target other	
Local	Number of days of sickness against sickness code	Principal Personnel Officer	Information not currently available as only a few records have codes entered against them due to lack of information provided from staff					
	S002 - Other musculo-skeletal problems							
	S003 - Stress, depression, anxiety, mental health & fatigue							
	S004 - Infections; including colds & flu							
	S005 - Neurological; including headaches & migraine							
	S006 - Genito-urinary; including menstrual problems							
	S007 - Pregnancy related							
	S008 - Stomach, liver, kidney & digestion							
	S009 - Heart, blood pressure & circulation							
	S010 - Chest & respiratory; including chest infections							
	S011 - Eye, ear, nose & mouth/dental							
	S012 – Other							

Assumptions: f.t.e = 461.84, headcount (permanent) = 503 (staff in post, not including vacant posts)