Key Performance Indicators

BVPI.	Purpose	Reporting Officer	Achieved current year - 2	Achieved current year -1	Achieved current year	Target current year +1	Target current year +2	Target other
11	Number of Senior women in organisation	Principal Personnel Officer	24 %	24 %	24%	not appropriate	not appropriate	
11a	5% top earners who are women	Principal Personnel Officer	4	24%	31%	32%	32%	
11b	5% top earners who are ethnic	Principal Personnel Officer	0	3%	0%	4%	6%	
12	Number of days sick per member of staff	Principal Personnel Officer	10.7	11.86	9.6	8.6	8.1	
14	Number of early retirements as a percentage of staff	Principal Personnel Officer	0 %	0.4 %	0.2%	0.3%	0.35%	
15	Number of ill health retirements as a percentage of staff	Principal Personnel Officer	0 %	0 %	0%	0.3%	0.3%	
16	Number of staff with disabilities within organisation	Principal Personnel Officer	1.4 %	1.0 %	1.4%	1.8%	2.6%	
17	Number of staff from ethnic minorities within organisation	Principal Personnel Officer	1.2 %	1.6 %	1.6%	1.8%	2%	
Local	Number of women leaving to go on maternity leave	Principal Personnel Officer	16	7	8	not appropriate	not appropriate	
Local	Number of grievance cases	Principal Personnel Officer	3	4	0	0	0	
Local	Number of disciplinary cases	Principal Personnel Officer	8	2	0	0	0	
Local	Number of employment tribunals	Principal Personnel Officer	1	0	0	0	0	
Local	Number of long-term ill health cases	Principal Personnel Officer	1	26	6	not appropriate	not appropriate	
Local	Number of referrals to Occupational Health	Principal Personnel Officer	7	17	25	not appropriate	not appropriate	
Local	Number of JE NJC Panel post reviews	Principal Personnel Officer	43	12	35	not appropriate	not appropriate	

	Purpose	Reporting Officer	Achieved current year –2	Achieved current year -1	Achieved current year	Target current year +1	Target current year +2	Target other
Local	Number of JE Hay Panel post reviews	Principal Personnel Officer	3	3	4	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%	10.7%	
Local	Number of people offered permanent contacts who declined the offer	Principal Personnel Officer	n/a	0.4 %	0	0	0	
Local	Percentage of employees transferring between permanent posts internally	Principal Personnel Officer	n/a	3.18 %	2%	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	Achieved Current year	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)