

Key Performance Indicators

APPENDIX 2

BVPI	Purpose	Reporting Officer	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4
11	Number of Senior women in organisation	Principal Personnel Officer	24%	Not required	Not required		
11a	5% top earners who are women	Principal Personnel Officer	31%	29%	30%		
11b	5% top earners who are ethnic	Principal Personnel Officer	0%	0	0		
12	Number of days sick per member of staff	Principal Personnel Officer	9.6	9	8.8		
14	Number of early retirements as a percentage of staff	Principal Personnel Officer	0.2%	0.2%	0%		
15	Number of ill health retirements as a percentage of staff	Principal Personnel Officer	0%	0%	0%		
16	Number of staff with disabilities within organisation	Principal Personnel Officer	1.4%	1.1%	1.3%		
17	Number of staff from ethnic minorities within organisation	Principal Personnel Officer	1.6%	2.1%	2.1%		
Local	Number of women leaving to go on maternity leave	Principal Personnel Officer	8	4	1		
Local	Number of grievance cases	Principal Personnel Officer	0	0	0		
Local	Number of disciplinary cases	Principal Personnel Officer	0	1	0		
Local	Number of employment tribunals	Principal Personnel Officer	0	0	0		
Local	Number of referrals to Occupational Health	Principal Personnel Officer	6	11	5		
Local	Number of long-term ill health cases	Principal Personnel Officer	25	3	3		

	Purpose	Reporting Officer	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	
Local	Number of JE NJC Panel post reviews	Principal Personnel Officer	35	7	11			
Local	Number of JE Hay Panel post reviews	Principal Personnel Officer	4	5	0			
Local	Number of voluntary leavers as a percentage of staff	Principal Personnel Officer	10.7%	3.7%	3.7%			
Local	Number of people offered permanent contacts who declined the offer	Principal Personnel Officer	0	4	3			
Local	Percentage of employees transferring between permanent posts internally	Principal Personnel Officer	2%	1.2%	1.7%			
Local	Number of leavers against leaving code as percentage of total number of leavers	Principal Personnel Officer	Not appropriate to set targets					
	A1: Ext appointment – public sector		3%	17%	5.5%			
	A2: Ext appointment – private sector		21.5%	22%	22%			
	AO: External appointment – unknown		17%	0	0			
	B: Internal transfer		0	0	0			
	C: Retired		17%	17%	22%			
	D: Redundant		6%	5.5%	0			
	E: Maternity		3%	0	0			
	F: Moved out of area		4%	0	5.5%			
	G: College		3%	5.5%	5.5%			
	H: Dismissal		0	5.5%	0			
	I: Failed probation		1.5%	0	0			
	J: Personal reasons (ie to travel abroad)		5%	11%	22%			
	K: Died		3%	0	0			
	L: End of contract		0	0	0			
	M: Long term Sickness		6%	0	0			
	Not known		9%	17%	11%			

	Purpose	Reporting Officer	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4
Local	Number of days of sickness against sickness code	Principal Personnel Officer					
	S001 - Back & neck problems			73.5	75.5		
	S002 – Other musculo-skeletal problems			70	126		
	S003 - Stress, depression, anxiety, mental health & fatigue			80	178.5		
	S004 - Infections; including colds & flu			96.5	247.5		
	S005 – Neurological; including headaches & migraine			11.5	37.5		
	S006 – Genito-urinary; including menstrual problems			6	10.5		
	S007 – Pregnancy related			14	46		
	S008 – Stomach, liver, kidney & digestion			36.5	102.5		
	S009 – Heart, blood pressure & circulation			1	6.5		
	S010 – Chest & respiratory; including chest infections			43	50.5		
	S011 - Eye, ear, nose & mouth/dental			22	47		
	S012 – Other			73.5	178.5		

Assumptions: f.t.e = 491.12 headcount (permanent) = 466 (staff in post, not including vacant posts)

Note:

On corporate health indicators, increase in numbers of staff meeting the indicator will not always give consistent percentage increase as the denominator used changes as establishment and vacancies change

BVPI 12 (no. days sick per member of staff) uses fte in post to calculate PI. In absence monitoring, the calculation used actual headcount in post which gives a more accurate reflection of the number of days sick but shows a different outcome to the BVPI.