

BVPI	Purpose	Reporting Officer	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Top Quartile	Comment
11	Number of Senior women in organisation	Principal Personnel Officer	24%	Not required	Not required	Not required		n/a	
11a	5% top earners who are women	Principal Personnel Officer	31%	29%	30%	26%		26.69%	WCC just outside top quartile
11b	5% top earners who are ethnic	Principal Personnel Officer	0%	0	0	0		2.2% *	WCC in bottom quartile
12	Number of days sick per member of staff	Principal Personnel Officer	9.6	9	8.8	8.1		8.93	WCC well within top quartile
14	Number of early retirements as a percentage of staff	Principal Personnel Officer	0.2%	0.2%	0%	0.2%		0.14%	WCC outside top quartile but
15	Number of ill health retirements as a percentage of staff	Principal Personnel Officer	0%	0%	0%	0		0	WCC within top quartile
16	Number of staff with disabilities within organisation	Principal Personnel Officer	1.4%	1.1%	1.3%	1.4%		4.11% *	WCC in bottom quartile
17	Number of staff from ethnic minorities within organisation	Principal Personnel Officer	1.6%	2.1%	2.1%	1.4%		2.4% *	WCC within average
Local	Number of women leaving to go on maternity leave	Principal Personnel Officer	8	4	1	2		n/a	
Local	Number of grievance cases	Principal Personnel Officer	0	0	0	2		n/a	
Local	Number of disciplinary cases	Principal Personnel Officer	0	1	0	0		n/a	
Local	Number of employment tribunals	Principal Personnel Officer	0	0	0	0		n/a	
Local	Number of referrals to Occupational Health	Principal Personnel Officer	6	11	5	1		n/a	
Local	Number of long-term ill health cases	Principal Personnel Officer	25	3	3	1		n/a	

Top Quartile – uses all other districts as comparator rather than those with similar profiles to WCC

* Denotes locally set comparator

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Local	Number of JE NJC Panel post reviews	Principal Personnel Officer	35	7	11	11		n/a	
Local	Number of JE Hay Panel post reviews	Principal Personnel Officer	4	0	0	0		n/a	
Local	Number of voluntary leavers as a percentage of staff	Principal Personnel Officer	10.7%	3.75%	3.75%	2.9%		n/a	
Local	Number of people offered permanent contacts who declined the offer	Principal Personnel Officer	0			1		n/a	
Local	Percentage of employees transferring between permanent posts internally	Principal Personnel Officer	2%	1.25%	1.7	1.2%		n/a	
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		2 = 3%	3 = 17%	1 = 5.5%	4 = 28%			
	A2: Ext appointment – private sector		14 = 21.5%	4 = 22%	4 = 22%	2 = 14%			
	AO: External appointment – unknown		11 = 17%	0	0	1 = 7%			
	B: Internal transfer		0	0	0	0			
	C: Retired		11 = 17%	3 = 17%	4 = 22%	1 = 7%			
	D: Redundant		4 = 6%	1 = 5.5%	0	0			
	E: Maternity		2 = 3%	0	0	0			
	F: Moved out of area		3 = 4%	0	1 = 5.5%	1 = 7%			
	G: College		2 = 3%	1 = 5.5%	1 = 5.5%	0			
	H: Dismissal		0	1 = 5.5%	0	0			
	I: Failed probation		1 = 1.5%	0	0	0			
	J: Personal reasons (ie to travel abroad)		3 = 5%	2 = 11%	4 = 22%	3 = 21%			
	K: Died		2 = 3%	0	0	0			
	L: End of contract		0	0	0	0			
	M: Long term Sickness		4 = 6%	0	0	0			
	Not known		6 = 9%	3 = 17%	2 = 11%	2 = 14%			

	Purpose	Reporting Officer	Yr -1	Qu 1	Qu 2	Qu 3	Qu 4	Top Quartile	
Local	Number of days of sickness against sickness code	Principal Personnel Officer							
	S001 - Back & neck problems			73.5	75.5	52.5			
	S002 – Other musculo-skeletal problems			70	126	56.5			
	S003 - Stress, depression, anxiety, mental health & fatigue			80	178.5	168			
	S004 - Infections; including colds & flu			96.5	247.5	185.5			
	S005 – Neurological; including headaches & migraine			11.5	37.5	29.5			
	S006 – Genito-urinary; including menstrual problems			6	10.5	11			
	S007 – Pregnancy related			14	46	6			
	S008 – Stomach, liver, kidney & digestion			36.5	102.5	109			
	S009 – Heart, blood pressure & circulation			1	6.5	20			
	S010 – Chest & respiratory; including chest infections			43	50.5	11			
	S011 - Eye, ear, nose & mouth/dental			22	47	36			
	S012 – Other			73.5	178.5	146.5			

Assumptions: f.t.e = 491.12 headcount (permanent) = 466 (staff in post, not including vacant posts – as at 30.12.04)

506 (staff in post, not including vacant posts – as at 31.12.04)

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.