

BVPI.	Purpose/Description	Reporting/ Responsible Officer	Achieved current year -3	Achieved current year -2	Estimate/ Projection B Plan year -1	Target B Plan year	Target B Plan year +1	Target other
11	Number of Senior women in organisation	Principal Personnel Officer	24 %	24%	not required	not required	not required	
11a	5% top earners who are women	Principal Personnel Officer	24%	31%	32%	32%	32%	
11b	5% top earners who are ethnic	Principal Personnel Officer	3%	0%	4%	6%	8%	
12	Number of days sick per member of staff	Principal Personnel Officer	11.86	9.6	8.1	7.7	7.3	
14	Number of early retirements as a percentage of staff	Principal Personnel Officer	0.4 %	0.2%	1.0%	0.3%	0.3%	
15	Number of ill health retirements as a percentage of staff	Principal Personnel Officer	0 %	0%	0.3%	0.3%	0.3%	
16	Number of staff with disabilities within organisation	Principal Personnel Officer	1.0 %	1.4%	1.4%	2.6%	2.6%	
17	Number of staff from ethnic minorities within organisation	Principal Personnel Officer	1.6 %	1.6%	1.4%	2%	2%	
Local	Number of women leaving to go on maternity leave	Principal Personnel Officer	7	8	not appropriate	not appropriate	not appropriate	
Local	Number of grievance cases	Principal Personnel Officer	4	0	2	0	0	
Local	Number of disciplinary cases	Principal Personnel Officer	2	0	0	0	0	
Local	Number of employment tribunals	Principal Personnel Officer	0	0	1	0	0	
Local	Number of long-term ill health cases	Principal Personnel Officer	26	6	not appropriate	not appropriate	Not appropriate	
Local	Number of referrals to Occupational Health	Principal Personnel Officer	17	25	not appropriate	not appropriate	not appropriate	
Local	Number of JE NJC Panel post reviews	Principal Personnel Officer	12	35	not appropriate	not appropriate	not appropriate	

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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 %	13%	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 by 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	Estimate/ Projection B Plan 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 available for first 3 quarters of 04/05. To be included at end of year as not appropriate to predict						
	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 = 454.07, headcount (permanent) = 506 (staff in post, not including vacant posts)